

Regular Meeting
South Orange-Maplewood
Board of Education
May 18, 2015

A Regular Meeting of the Board of Education of South Orange-Maplewood was held in the District Meeting Room at the Administration Building, 525 Academy Street, Maplewood, New Jersey, on May 18, 2015.

Board President Mr. Eastman called the meeting to order at 7:58 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, Mr. Bennett, Mrs. Daugherty, Mr. Eastman, Ms. Jones, Ms. Kritzberg, Mrs. Lawson-Muhammad, Ms. Pai, Ms. Smith, Mrs. Wright

Absent: None

9 VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

PLEDGE OF ALLEGIANCE

MOTION made by Ms. Pai, seconded by Mrs. Daugherty, that the Board of Education recess to executive session to discuss a personnel matter. Motion unanimously approved at 8:00 p.m.

***Board Recessed to Executive Session at 8:00 p.m.
Board Reconvened at 8:27 p.m.***

BOARD RECOGNITION - Read by Ms. Pai

Columbia High School was awarded a Silver Medal as one of the Best High Schools in the Country, according to U.S. News and World Reports. In their 2015 Best High Schools edition, Columbia High School ranked 41st in New Jersey (out of 416), and 1006th nationally (out of 29,070). This puts CHS in the top 10% of high schools in the State, and the top 4% of public high schools in the nation. Congratulations to Principal Elizabeth Aaron and the students, staff and families of Columbia High School!

Columbia High School seniors received Advanced Placement (AP) Scholar Awards from the National College Board. Columbia students were recognized in three different categories, based on the number of AP courses completed and the high scores received on AP Exams taken in 2014, with 5 being the highest grade.

National Merit Scholarship Finalist/Recipient
Scholastically talented students attained finalist status by scoring exceptionally high on the PSAT. Miss Knight is the recipient of this award.

Nina Knight

National Hispanic Recognition Program Scholar

One Columbia High School student was named as a National Hispanic Scholar

Madeleine Jaworski

National Achievement Scholarship Finalist

One Columbia High School student was named as a finalist in the National Achievement Scholarship Competition. This special recognition is based on the very high scores achieved on the PSAT taken in their junior year.

Bridget Hawkins

Columbia High School's acclaimed *Ragtime: School Edition* has been nominated for 14 Paper Mill Playhouse Rising Stars Awards - the most nominations ever received for a CHS production!

Individual student finalists include:

- Ali Pease as "Mother" for Leading Role
- Hannah Nye as "Evelyn Nesbit"
- Carolyne Leys as "Emma Goldman" for Featured Roles
- Isaiah Thomas received an Honorable Mention for Leading Role as "Coalhouse Walker Jr."
- Ethan Gill, Assistant Technical Director, was nominated for a Student Achievement Award.

The show was nominated in the following categories:

- Outstanding Overall Musical
- Outstanding Actress in a Leading Role
- Outstanding Overall Production of a Musical
- Outstanding Performance by a Chorus
- Outstanding Achievement by a Teacher or Outside Director - Tricia Benn and Bethany Pettigrew
- Outstanding Achievement in Musical Direction - Jamie Bunce-Arraial and Peter F. Bauer
- Outstanding Achievement in Choreography and Staging - Tricia Benn and Bethany Pettigrew
- Outstanding Lighting Achievement - Tara Marie Abbondante
- Outstanding Costuming Achievement - Barbara Canace, Carol Rutledge and Kathy Nye
- Outstanding Hair & Make-Up Achievement - Tricia Benn, Bethany Pettigrew and Kathy Nye

Students receiving Leading Actor/Actress nominations receive a scholarship to Paper Mill Playhouse's competitive Summer Musical Theatre Conservatory and perform in the season finale concert, "New Voices of 2015: Hooray for Hollywood!" on July 31 and August 1. CHS also was nominated for the Educational Impact Award - which acknowledges the school that connected their production (as a teaching tool) with their District curriculum, greater student body and community. The winner of which receives a prize of \$500. The awards ceremony at Paper Mill Playhouse is scheduled for Tuesday, June 2, at 7:30 pm, and will include presenters from Broadway.

Jared Kofsky, a Columbia High School junior, has been recognized for his outstanding photography in a number of highly prestigious ways this

past year including having his work chosen as one of the three most outstanding photos in the Run Jersey Photo Contest, winning first place in the youth category of the Essex County Nature Photography Contest, winning first place in an Explore Chatham Photography Contest, being selected as a finalist in the CCM Photo Club Competition, and being chosen for inclusion in the Pavilion for Advanced Care at Penn Presbyterian Medical Center in Philadelphia. During the past year, Jared's photographs have appeared in dozens of magazines and online sites including the *Huffington Post*.

Fourteen members of the MMS Model UN Club participated in the St. Ann's Crisis Committee Model UN Conference in Brooklyn, NY. Delegates participated in historical simulations from the Greco-Persian Wars to the Ebola crisis in Africa to the war in French Indochina. Four MMS students were awarded certificates at the closing ceremonies for their exceptional work - Max Bryant, Grace Finlayson, Hikaru Hayakawa, and Danielle Samake. Ms. Susan Barry is the advisor for the MMS Model UN Club.

Max Bryant, a 7th grader at Maplewood Middle School was invited to address a United Nations Delegate Session at United Nations HQ where he was officially recognized as the youngest ever He for She Ambassador for Girls Education. He gave his speech before nearly 800 diplomats and he identified his school and MMS Model UN as the inspiration for his activism. Max's speech on the subject of girls' education was covered by global news channels such as Reuters, featured on national nightly news and the subject of many press articles.

Maplewood Middle School students attained recognition for excellent performance on the 2015 National Spanish Examinations. The National Spanish Examinations are administered each year in grades 6 through 12, and are sponsored by the American Association of Teachers of Spanish and Portuguese. Their teacher is Senora Laurence Seltzer. Three students earned *Bronze* medals:

Lua Amanat	Emma Beretta
Laura Ubaechu	

Seven students received *Honorable Mentions*:

Cecelia Clarke	Naomi Gordon
Valentina Henry	Erin Lackey
William Schabacker	Olivia Vande Vusse
Amelia Wissel	

Columbia High School students received recognition for their scores on the National French Contest/*Le Grand Concours* Exam. The National French Contest/*Le Grand Concours* is an annual competition sponsored by the [American Association of Teachers of French](#) for French students in grades 1-12 from all 50 states and abroad. Students take a written test and compete against students with similar educational background for prizes.

Gold Score: Endricks Deller (7th in NJ)

Silver Scores: Mona Duggan (10th in NJ) Duvilaire Edouard (8th in NJ)
Samori Etienne Pierre Vincent

Bronze Scores: Salomon Jolimere Nina Knight
Kendall Majtyka Alex Schuetz

Honorable Mentions: Sindy Beljour Jamelia Blake
Henry Conrad-Poor Fazenda Dieujuste
Brigid Lynch Abigail Merelman
Amara Okafor Janica Pierre
Tyler Reininga Venchardson Vital

Ms. Raana Khan and Ms. Laurie Pham, World Language Teachers of French at CHS, are their teachers.

The Columbia High School Choir achieved various accomplishments for the 2014-2015 school year, including:

Alexandra Pease, the top scoring Soprano I for the 2013-2014 NJ All-State Chorus, was selected for and participated in the 2014 National Association for Music Educators (NAFME) National Honor Choir. She was selected out of a pool of thousands and represented CHS at the National Conference in Nashville, Tennessee.

Five Columbia High School students were chosen out of a pool of hundreds auditions from across the state of New Jersey to participate in the 2014 NJ All-State Chorus:

Holly Lehren	Aanuoluwapo Fawole
Vivienne Longstreet	Hannah Nye
Russell Pinzino	

The NJASC performed at the NJEA Convention in Atlantic City and at the Newark Performing Arts Center.

Senior Natalie Dix was selected to perform with the 2014-15 All State Women's Chorus at the NJ Music Educators Conference and NJPAC.

The CHS combined chorus performed at the New Jersey School Music Association Winter Festival at Chatham High School, earning the highest possible rating of Excellent from the adjudicators.

The Excelsior Singers of Columbia High School performed with the Summit Chorale at Christ Church NJ under the direction of composer/conductor Thomas Juneau. Dr. Juneau conducted his own "Virga Jesse" and Ms. Bunce conducted John Rutter's "Good Ale" with the combined choirs.

Six Columbia High School Students were selected out of a pool of hundreds to perform with the North Jersey School Music Association Honor Mixed Chorus:

Aanuoluwapo Fawole	Grant King
Matthew Lintern	Vivienne Longstreet
Russell Pinzino	Charlotte Steiner

Autumn Jones and Lily Murray were selected for the NJSMA Honor Women's Chorus. Both performances were held at Morris Knolls High School. Seven students were selected for the 2015 All-State Chorus: Aanuoluwapo Fawole, Grant King, Matthew Lintern, Charlotte Steiner, and

Isaiah Thomas were placed into the Mixed Honor Chorus and Holly Haines and Maia Sheinfeld were placed in the Honor Treble Chorus. Performances will take place in the 2015-16 school year.

The Excelsior Singers and Canens Vocem participated in the Hilltopper Choral Festival at Summit High School, earning the highest possible rating of Superior for their performances. The festival featured top-performing high school choirs from around the state and was adjudicated by Dr. Patrick Gardner of Rutgers University and Dr. Heather Buchanan from Montclair State University.

Junior Grace Savoia-DiGregorio was selected to sing with the Latin American National Honor Choir at the American Choral Directors Association National Convention in Salt Lake City. Grace sings with Canens Vocem, the treble chamber choir of Columbia High School.

Ms. Jamie Bunce was accepted into the Master of Music Education program at Westminster Choir College in Princeton, NJ and began her studies last summer. She was again selected by audition to sing with the Westminster Summer Choral Festival Choral Festival.

Ms. Jamie Bunce is the Director of Choral Activities at Columbia High School

The Columbia High School Track Teams, Boys and Girls achieved various outstanding accomplishments for the past month:

- Girls Track Team won 7th consecutive Essex County Relays at Livingston HS
- Girls won SEC Conference Championships at Millburn HS
- Boys Track Team finished 2nd to Seton Hall Prep

Individual students earned gold as follows:

Girls Track Team:

- Jessica Brice - Sprint Medley;
- TraciMarie Chandler - High Jump;
- Emilie Cowan - 4x100 relay; 4x200 relay; Sprint Medley; 200 meter dash; 400 meter dash; 800 meter dash;
- Jordan Fields - Triple Jump;
- Catherine Jordan - 4x400 relay; 4x800 relay;
- Shamma Joseph - 4x800 relay;
- Jasmine Keegan - High Jump; Shot; Discus
- Patricia Ledesma - Sprint Medley;
- Dahria Lewis - 4x100 relay; 4x200 relay; 4x400 relay;
- Briana Reckling - 4x400 relay; 4x800 relay;
- Amani Tafari - 4x100 relay; 4x200 relay;
- Gabrielle Thompson - 4x400 relay; Sprint Medley;
- Cheyenne Trigg - 4x100 relay; 4x200 relay; 4x800 relay; 100 meter dash;

Boys Track Team:

- Jared Loadholt - 4x400 relay; 1600 meter dash
- Jim Martinez - 4x400 relay; 4x800 relay

- Roodly Ovil - Triple Jump
- Brett Reckling - 4x400 relay; 4x800 relay; 800 meter dash
- Donte Rolley-Williams - 4x400 relay; 4x800 relay
- Dean Uduh - Triple Jump (2 golds); Long Jump
- Venchardson Vital - 4x800 relay

Julian Duberstein, a 4th grader at South Mountain Elementary School, won the Essex county essay contest. Julian's fourth grade ELA teacher is Terri Paisner.

Ms. Melissa Butler, Language Arts Teacher at South Orange Middle School, was inducted into the Alpha Epsilon Lambda - Graduate Honor Society at Montclair State University in my Educational Leadership Program.

Memorials and Retirements were read by Mrs. Wright

APPROVAL OF MINUTES

Mr. Eastman declared the minutes of the Executive and Public Sessions of April 27, 2015 approved as presented.

SUPERINTENDENT'S UPDATE - Mr. Memoli

Goal 1 Student Learning:

- The Special Dance Company had their culminating performance this past weekend. Most of the pieces were choreographed by students, under the guidance of teacher and artistic director Kandice Point DuJour. It was amazing to see the skill and passion which the students brought to so many different genres of dance.
- This year's administration of Advanced Placement Exams was the smoothest to date, with 421 students sitting for 801 exams.
- All 9th graders will take the NJ biology test on May 26 and 27.
- This is the final week of Partnership for Assessment of Readiness for College and Careers (PARCC) testing. At this point, a total of 717 students refused to participate, representing 16% of eligible students. The majority of these were from Columbia High School - where 572 or 40% of eligible students refused to participate.
- Columbia High School held "Columbia 2025" this past weekend. 66 participants - including teachers, administrators, students, current former and future parents, community and civic leaders - spent 3 days in this conference, funded by the Achieve Foundation, reflecting on Columbia High School's past and envisioning its future. This adds to the work already underway as part of the Middle States Self-Study in preparation for the November 2015 Accreditation visit.
- Focus Schools have conducted their school climate survey, and the RAC team visited Clinton School on May 12th for a walk through. They are scheduled to visit Maplewood Middle School on May 29th and South Orange Middle School on June 12th. Principals are writing their School Improvement Plans for 2015-2016.

Goal 2 Professional Staff:

- 45 teachers and administrators are having two full days of intensive training this week on Restorative Justice. The goal is to create a more positive climate in each school building, to develop a broader and deeper toolkit for responding to discipline issues, to reduce suspensions, and to close the discipline gap. The first session was today, and we had participants from every school as well as from Central Office. The second session will take place this Friday.
- This past Friday, Seth Boyden staff Raquel Horn, Sheila Murphy, Lynn Kelly, and parent Maggie Tuohy joined Assistant Superintendent Susan Grierson on a visit to the Earth School in Manhattan. The visit was to observe their interdisciplinary approach to teaching and learning, with a focus on sustainability and gardening.

Goal 3 Engagement and Outreach:

- Columbia High School held its annual "School in Action Night" on April 15th. Hundreds of students and parents came to get a glimpse of the broad array of clubs, athletics and activities offered. Highlights included a fencing exhibition, Shakespeare scenes, performances from the chorus, band and orchestra, and a trip to the observatory at the top of the clock tower to view Jupiter.
- School in Action Nights will take place on May 21st for both Maplewood Middle School and South Orange Middle School.
- The first of a series of community forums on Developing a Roadmap to Access, Equity and Excellence took place on April 16th at Columbia High School. This was conducted by Sage Educational Consultants in response to the District's Resolution Sage Agreement with the Office of Civil Rights. Parents, administrators and community members participated in an overview of some current trends at Columbia High School, and small-group visioning of specific initiatives to improve access to rigorous academic opportunities for all students.
- The Parenting Center hosted a new workshop entitled "Strength for Their Journey" led by CHS teacher T.J. Whitaker. The workshop focused on how to talk with children about issues related to race and our children's experiences in our classrooms, on our playgrounds and in our larger community. Parents and community members shared stories and discussed ways to protect and empower our children. Workshop members decided that this needed to be an ongoing collaboration.
- CHS administrators are working with the Community Coalition on Race's Schools Committee for their Planning Ahead Event on June 2nd. This workshop will provide middle school parents with information to help lay an early foundation for their students' success in high school.
- Achieve Foundation hosted a new initiative "Maker Madness." This interactive day provided parents and their children with opportunities to explore science, technology, engineering, art and math (STEAM) with more than 20 hands-on activities. More than 1,000 people attended, and activities ranged from creating electric origami, to book arts, coding, robotics and to making playdough. Many thanks to the Achieve Foundation for supporting and promoting our STEAM activities.

Goal 4 Resource Management.

- The district has registered with the Sustainable Jersey for Schools program. Sustainable Jersey for Schools is a certification program for New Jersey public schools that want to go green, conserve resources and take steps to create a brighter future, one school at a time. Launched in fall 2014 Sustainable Jersey for Schools is a nonprofit organization which provides tools, training and financial incentives to support and reward schools as they pursue sustainability programs. Our six elementary schools have registered with Sustainable Jersey, and Jefferson, Marshall, Seth Boyden, and Tuscan have begun applications to seek Sustainable Jersey certification. A district green team has been created to support the efforts of the schools and to address sustainability programs throughout the district. The team includes representation from each of the participating schools as well as representatives from the town green teams.
- Transportation forms are being sent home through the schools for those students who currently qualify for bus transportation. Parents should remember they need to submit a transportation form every year in order to continue to have their child participate.
- Registration Update:
 - Open registration will go throughout the summer. We encourage people to register their children as soon as they possibly can, so that we can make appropriate class assignments and ensure that we have teachers and sections to accommodate all of our students.
 - Kindergarten Orientations will take place in late May and early June. If you have an incoming kindergartener and have not yet registered, then please register as soon as possible so that your child's school receives the paperwork in time to invite you to the orientation.

BOARD PRESIDENT'S UPDATE - Mr. Eastman

Columbia High School 2025 brought different members of the community together to come up with a vision for Columbia High School for 2025. Ms. Jones described the experience as really inspiring and hopeful as so much vision and commonality was amongst the different groups represented at the 2025 gathering. Ms. Jones also recognized the impressive students who participated.

Ms. Smith reported on the NJSBA Delegate Assembly where they discussed different lobbying efforts underway including pension and the superintendent's salary cap.

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Jane Bleasdale SEPAC President	Concerned about the process for hiring of the Special Education Director.
Jenny Lindstrom SEPAC Vice President	Concerned about the lack of transparency in the hiring of the Special Education Director.

Michael Donoghue SEPAC Parent	Appreciated being on the interview committee for hiring of the new Special Education Director, but is concerned about the timing of appointment without feedback from SEPAC.
Danielle Perrotta Maplewood	Concerned about the state of the Special Education program and relayed circumstances concerning an incident that occurred involving her daughter, a preschool student at Jefferson School.
Angela Forero SOMS Teacher	Spoke about the International Baccalaureate (IB) Program and that most of the teachers at both middle schools do not support the program.
Michelle Reevey SOMS Parent	Spoke about her daughter who is being harassed. A Harassment Intimidation and Bullying (HIB) complaint was filed, her daughter is in counseling but she does not want to attend school. Mr. Stern is accommodating but something needs to be done.
Corey Wolff Maplewood	Wife is Danielle Perotta, who spoke previously. Concerned about HIB policies which should be understood and followed by all district personnel and the possibility of other unreported incidents involving the Special Education Department.
Terin Miller	Believes it is a mistake to discontinue the IB Program and that kids going through the program will be successful.
Taryn Williams	Read a letter from Ms. Schnorr in support of Mr. Cicenia as the softball coach.
Sarah Casiano CHS Alumni	Spoke in support of Mr. Cicenia. Mr. Cicenia taught her how to work hard both on and off the field.
Mary Jo DeFranco Parent	Concerned about the HIB incidents involving baseball coaches. Website says zero tolerance for HIB matters. Only person who reached out regarding the matter is Mr. Stern, she has not heard from Mrs. Aaron or the Board. Requests a meeting with the Board of Education.
Bill Kraus Maplewood	Spoke in support of baseball coaches. Coaches are committed and hard-working and knowledgeable. Coaches can always improve and all coaches should receive continued training.

Joyce Smith
Tuscan Teacher

Feels the Special Education program is not shared with all teachers even though they should be given information to identify student needs.

Aidan Reeves
8th grade student

Would like to know why the Board is considering eliminating the accelerated English Language Arts (ELA) program. This program is the first time that he felt challenged and has improved personally. Aidan submitted a petition signed by 62 students asking that the Board keep the accelerated ELA program.

Mary Macdonald
CHS Parent

Spoke about conflicting information she received regarding the The Columbia High School Instructional Learning Academy (CHILA) Program and that instead of being placed in the CHILA Program her child is at home awaiting home instruction. Would like written notification regarding the status of the CHILA program.

Charles Nolet
South Orange

Spoke in support of Coach Fischetti, CHS Baseball Coach. Mr. Fischetti is a good coach who inspires kids and this year's team record shows how he inspires.

ITEM FOR ACTION MOVED FORWARD

MOTION made by Mrs. Wright, seconded by Ms. Baker, that the Board of Education approves the following:

3284E. APPOINTMENTS FOR THE 2015-2016 SCHOOL YEAR

<u>NAME</u>	<u>ASSIGNMENT</u>	<u>EFFECTIVE DATE</u>	<u>ANNUAL SALARY</u>
Rideau, Ella	Director of Special Services DIST - 1.0 FTE	8/1/15 6/30/16	\$152,288

A brief discussion was held among board members regarding the appointment of Mrs. Rideau as Director of Special Services. The discussion included the following:

- Concerns by parents regarding untrained personnel.
- Questions about the hiring process.
- The role of the Special Services Director.
- Additional time needed to make a more informed decision and instead should hire a director on an interim basis.
- Support for the administration's decision to hire Ms. Rideau as Special Services Director.

ROLL CALL: Motion 3284E, passed. YES: Mr. Bennett, Mrs. Daugherty, Mr. Eastman, Mrs. Lawson-Muhammad, Ms. Smith NO: Ms. Baker, Ms. Jones, Ms. Pai, Mrs. Wright.

Ms. Rideau thanked the Board for giving her the opportunity to make a change in Special Education. She will listen to concerns raised and will have an open door policy. Everyone has the same ideas in mind to support students and she looks forward to working with the Board and with parents.

Board Recessed at 10:27 pm
Board Reconvened at 10:36 pm

HARRASSMENT INTIMIDATION & BULLYING (HIB) IMPLEMENTATION - Mr. Stern

Mr. Stern communicated that in his capacity as legal counsel and the HIB Coordinator, he has been able to speak with all individuals who came forward during the hearings or individuals and delegations. Due to confidentiality, he cannot speak to individual circumstances but there is a resolution to each of these situations.

Mr. Stern presented a Powerpoint presentation, joined by Ms. Aaron, Columbia High School Principal and Mr. Busichio, Athletic Director to address recent concerns regarding athletics at Columbia High School. [presentation on file in the Board Secretary's office].

Mr. Busichio, stated that changes to coaching have been made to make sure students are free of discrimination and HIB. Racial or homophobic slurs will not be tolerated and any student who has concerns about any adult need not fear retribution of any kind.

A brief discussion was held after the presentation which included the following:

- Procedures in place to ensure that there will be no HIB in the athletic program.
- Make sure everyone is successfully supported and trained to understand the rules and expectations.
- Make sure to balance restorative practices within the learning environment.
- With the narrow definition of HIB, make sure to investigate all areas of concern not just within the narrow definition of the law.
- Need to take all concerns seriously and be respectful that it is difficult for people to come forward and talk about harassment.

MIDDLE SCHOOL TRANSFORMATION - Mrs. Grierson

Mrs. Grierson gave an update on the middle school transformation and why it is recommended to end the International Baccalaureate Program (IB) with highlights including but not limited to:

- Why was the IB Middle Years Programme (IB MYP) introduced to SOMSD?
- What steps have been taken to implement MYP in SOMSD?

- Since IB was introduced, what other significant initiatives have taken place at the state and national level that have involved middle school staff?
- What are teachers saying about IB?
- Summary of the positive comments from the survey.
- Summary of the comments raising concern related to teaching/learning and planning IB:

It is the recommendation of the administration that we discontinue the IB MYP after this school. This decision is in no way a reflection of the work, professionalism or commitment on the part of the administrators and teachers at both schools. They have done a herculean effort to implement this new initiative despite other major initiatives competing for their time and attention. However, after three years, the IB program has not been as transformative as expected.

A brief discussion among Board Members included:

- Concerns that maybe more time should be given implement the IB Program.
- Whether it is best to wait for Dr. Ramos to arrive before discontinuing the program.
- Properly informing parents whose children will be affected by cancelling the IB program
- Teachers do not feel the program is working and are in favor of discontinuing the IB Program.

Ms. Kritzberg left at 11:25 p.m.

9 voting members present

ITEM FOR ACTION MOVED FORWARD

MOTION made by Ms. Pai, seconded by Mrs. Wright that the Board of Education approves:

3291. WHEREAS, the South Orange Maplewood Board of Education acknowledges and accepts the value of the International Baccalaureate (IB) program concepts, including rigorous teaching and learning, a global perspective and the interdepartmental method of instruction;

WHEREAS, in 2012 the South Orange Maplewood Board of Education approved the proposal to implement the IB Middle Years Program (MYP) at the district's middle schools over a three-year period;

WHEREAS, the timing of the implementation of the IB MYP at the middle schools coincided with the adoption of several state mandates, including the Common Core standards, PARCC testing, and ACHIEVENJ and TEACH NJ requirements;

WHEREAS, the implementation of the IB MYP has been difficult and less than successful for many of the middle school faculty, particularly in light of the adoption of the above-referenced additional programs and standards;

WHEREAS, there is no substantial prospect that the circumstances that have hindered the implementation of the IB MYP are likely to change;

And

WHEREAS, it is the sentiment of the Board of Education and the Administration that the district should not continue to spend resources on the International Baccalaureate Middle Years Program, given the above circumstances;

WE THEREFORE HEREBY RESOLVE:

That the IB MYP should be discontinued at the end of the 2014/2015 academic year; and

That the district Administration and the middle school faculty will continue to work on strategies for middle school instruction, that will maintain rigorous teaching and learning, a global perspective, interdisciplinary studies, and a collaborative teaching approach.

ROLL CALL: Motion 3291 passed; YES: Mr. Bennett, Mrs. Daugherty, Mr. Eastman, Ms. Pai, Ms. Smith, Mrs. Wright NO: Ms. Baker, Ms. Jones, Mrs. Lawson-Muhammad.

Committee Reports

Policy & Monitoring - Mr. Eastman

The committee discussed pension reform which will shift responsibility to local districts. Ms. Baker talked about the resolution on for approval this evening.

MOTION made by Ms. Smith, seconded by Mrs. Pai, that the Board of Education approves:

3290. WHEREAS, the health of New Jersey's public employee retirement systems affects the State's economy and its citizens' quality of life, and impacts critical functions, ranging from the state's ability to borrow to finance public works projects to its annual budget including state aid to education and, consequently, the operation of the public schools; and

WHEREAS, the New Jersey Pension and Health Benefits Study Commission, appointed by Governor Chris Christie in 2014, has issued its final report, "A Roadmap to Resolution," which proposes monumental changes in how public employee benefits, particularly the Teachers' Pension and Annuity Fund (TPAF) and the School Employees' Health Benefits Program (SEHBP), are financed and administered; and

WHEREAS, the South Orange and Maplewood Board of Education believes that reform must balance the health of the state's retiree benefits programs with local school boards' responsibility to provide sound educational programming; and

WHEREAS, TPAF benefits are established by the state and not through local school board action; and

WHEREAS, post-retirement medical benefits are provided to TPAF retirees through state legislation, not local school board action; and

WHEREAS, the South Orange and Maplewood Board of Education believes that the TPAF and any new retirement program for certificated school district staff must be funded by the state government; and

WHEREAS, the South Orange and Maplewood Board of Education believes that transferring payment of the employer's contribution to the teacher retirement plan and post-retirement medical benefits from the state to local school districts would have a detrimental impact on the resources necessary to maintain educational programming and would impose an additional, regressive tax burden on local taxpayers; and

WHEREAS, the property tax rates in South Orange and Maplewood are already some of the highest in the State and 94% of the South Orange and Maplewood School District's operating budget is funded by local property taxes; and

WHEREAS, to restore solvency to, and avert future default of, the state's retirement programs, the pension and benefits reform act of 2011 (*P.L. 2011, c.78*) includes a schedule of annual state payments designed to close the deficit of the plans that serve school district employees; and

WHEREAS, medical benefits for retired school employees, which will total over \$1 billion in 2015-2016, are a major cost-driver in the state budget; and

WHEREAS, healthcare costs in New Jersey are among the highest in the nation;

NOW, THEREFORE, BE IT RESOLVED that the South Orange and Maplewood Board of Education urges the state Legislature and Governor to ensure that the employers' cost for teacher pensions and post-retirement medical benefits—financial obligations created by the State—are not transferred to local school districts; and be it further

RESOLVED, the Legislature should not consider an increase to the 2% property tax cap for school districts as a cost-neutral means to fund the employer's cost for teacher pensions and post-retirement medical benefits, and be it further.

RESOLVED, that the State, as both a regulator and purchaser of health insurance, should seek to reduce health care costs and achieve greater efficiencies and savings with respect to its benefits plans;

RESOLVED, that the South Orange and Maplewood Board of Education supports the goal of reducing the overall costs of public

employee health and retirement benefits and urges the state Legislature and Governor to take a studied and comprehensive approach that will ensure the long-term solvency of the state's public employee retirement programs without unduly burdening local school district budgets and endangering educational programming; and be it further

RESOLVED, that this resolution be delivered to Governor Chris Christie, State Senate President Stephen M. Sweeney, Assembly Speaker Vincent Prieto; and the 27th Legislative District's representatives in the state Senate and General Assembly; and be it further

RESOLVED, that a copy of this resolution be sent to the New Jersey School Boards Association.

Motion made by Mr. Bennett, seconded by Ms. Smith, to amend resolution 3290 to include: Resolved, if any cuts to education aid are made the cuts should take into account what percentage of its uncapped SFRA aid a district receives.

ROLL CALL: Motion to amend 3290 failed; 4 yes, 5 no (Ms. Baker, Mrs. Daugherty, Mr. Eastman, Ms. Jones, Mrs. Lawson-Muhammad.

ROLL CALL: Motion 3290, passed. YES: Ms. Baker, Mr. Bennett, Mrs. Daugherty, Mr. Eastman, Ms. Jones, Mrs. Lawson-Muhammad, Ms. Pai, Ms. Smith, Mrs. Wright. NO: none

Excellence & Equity - Mr. Bennett

The committee discussed the Advanced Placement program and demographics of students taking AP classes and exams. The Columbia High School Instructional Learning Academy (CHILA) program at Columbia High School is still being offered. The 7th graders will use the WIN program next year. Gifted and Talented will be part of Professional Development day.

Finance, Facilities & Technology - Mrs. Lawson-Muhammad

The committee discussed the pension resolution, alternatives to the Let's Talk program, and the Montrose marketing plan.

Community Engagement & Outreach - Mrs. Wright

The committee met with Ms. Ramsey of Sage Consulting and discussed communications. Stakeholders are invited to the next town hall meeting scheduled for May 26th. The committee also discussed Let's Talk.

ITEMS FOR ACTION

MOTION made by Mrs. Wright, seconded by Mrs. Smith, that the Board of Education approves the following:

3284A. MEMORIAL

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

Irene B. Wendel retired mathematics teacher, passed away on April 27, 2015.

The superintendent is asked to convey our condolences to the family and friends of Irene B. Wendel.

3284B. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE
Barry, Susan	T Language Arts MM - 1.0 FTE	7/1/15
Dalbey, Helen	T Math SOM - 1.0 FTE	7/1/15
DiBlasio, Robert	Maintenance DIST - 1.0 FTE	9/1/15
Johnson, Roger	T Science MM - 1.0 FTE	7/1/15
Memoli, James	Acting Superintendent DIST - 1.0 FTE	11/1/15
Smith, Joyce	T 4 TUS - 1.0 FTR	7/1/15
Witty, Dean	T Health & Physical Education CHS - 1.0 FTE	7/1/15

3284C. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE
Cristalli, Fran	Guidance Counselor CHS - 1.0 FTE	7/1/15
Guadara, Eric	T English CHS - 1.0 FTE	7/1/15
Maletta-Spiegel, Michele	T Art TU/SM - .2 FTE	7/1/15
McQueen, Rhonda	T KDG MAR - 1.0 FTE	7/1/15
Schechter, Andrea	LDTC MM - 1.0 FTE	7/1/15
Tager, Miriam	T 1 SB - 1.0 FTE	7/1/15

3284D. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Chilimintris, Annamaria	T Music (Elem- Strings) DIST - 1.0 FTE	1/28/15 6/30/15	1/28/15 6/10/15
Cohn, Julie	T 1 SM - 1.0 FTE	9/1/14 4/30/15	9/1/14 5/15/15

3284E. APPOINTMENTS FOR THE 2015-2016 SCHOOL YEAR

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
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Kapadia, Gopika	T Science SOM - 1.0 FTE	9/1/15 6/30/16	\$53,642*
Rideau, Ella	Director of Special Services DIST - 1.0 FTE	8/1/15 6/30/16	\$152,288
Rivera, Stephanie	T Social Studies SOM - 1.0 FTE	9/1/15 6/30/16	\$51,307*
Witrock, Michelle	T Spanish SOM - 1.0 FTE	9/1/15 6/30/16	\$51,307*
Yamba-Butler, Mailissa	T Art CHS - 1.0 FTE	9/1/15 6/30/16	\$70,673*

3284F. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Balassone, Falynn	Guidance Counselor CHS - .2 FTE	6/1-24/15 (18 days)	\$57.28 (per day)	\$1,031.04
Boer, Susan	Guidance Counselor CHS - .2 FTE	6/1-24/15 (18 days)	\$90.57 (per day)	\$1,630.26
Boyd, Lori	S3/10, Secretary MM - 1.0 FTE	3/16- 4/27/15 (42 hours)	\$2.44 (per hour)	\$102.48
Gaskin, Lena	School Bus Aide DIST - .5 FTE	4/1-30/15 (18 hours)	\$5.77 (per hour)	\$103.86
Tyson, Angela	School Bus Aide DIST - .8 FTE	4/1-30/15 (14 hours)	\$7.82 (per hour)	\$109.48

3284G. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Porter, Michael	Freshmen, Boys Lacrosse Coach CHS - 1.0 FTE	4/1/15 6/30/15	\$2,558

3285A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2014-2015 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Smith, Patricia	Bank Street College	5/2003	MS

GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Anonyou, Ignatius	Seton Hall University	12/1978 5/1981	BA MA
Boyd, Lori Ann	Kean University	1/2012	BA
Haas, Kristen	St. John's University	1/2007	BA

Riley, Sabrina	Saint Peter's University	5/2004	BS
Williams, Tashanna	Kean University	5/2009	BA

COUNTY SUBSTITUTE CERTIFICATES - NON-DEGREE

Cox, Lateefa
DeMartinis, Raffaella
Goodrich, Bard

3285B. APPOINTMENT OF HOME INSTRUCTORS FOR THE 2014-2015 SCHOOL YEAR PAID AT THE HOURLY RATE OF \$35.00

NAME	CERTIFICATION
Mara Leibowitz	Elementary School Teacher Teacher of the Handicapped
James Banks	Elementary School Teacher Teacher of Social Studies

3285C. APPOINTMENT OF SUMMER MAINTENANCE WORKERS FOR THE 2014-2015 SCHOOL YEAR PAID AT THE HOURLY RATE OF \$16.88

Juan Bas Louis Cicenia Raymond Mantes
Richard Moss Daniel Savarese

3285D. APPOINTMENT OF OUT-OF-DISTRICT COACH FOR THE 2014-2015 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND	BACKGROUND
Hill, Nathan	Assistant/JV Boys Lacrosse Coach	4/1/2015 6/30/2015	\$1,953	Mr. Hill is beginning his 2 nd season as a lacrosse coach. He holds a NJ State Substitute Certificate.

3286. 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>
56439	CHS	12 th
52416	CHS	11 th
53539	CHS	11 th
18746	CHS	10 th

54989	CHS	9 th
57854	CHS	9 th
20609	MMS	8 th
55144	MMS	7 th
51696	SB	4 th
54033	SB	1 st
57740	SB	1 st
50085	JEFF	5 th
52740	JEFF	5 th
55042	SM	3 rd
51087	TUSC	4 th

- 3287A. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2014-2015 extended school year [list on file in Board Secretary's Office].
- 3287B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2015-2016 extended school year. [list on file in Board Secretary's Office].
- 3287C. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2015-2016 school year. [list on file in Board Secretary's Office]
- 3287D. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2014-2015 school year. [list on file in Board Secretary's Office]
3288. Approves class field trips to the following destination(s):

A Tavola con Barilla	NY, NY
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3289. Affirms HIB investigations for the South Orange/Maplewood School District for the month of April 2015 [on file in Board Secretary's office].
- 3292A. Receives and accepts the following financial reports:
1. Board Secretary's Report dated April 30, 2015
 2. Expense Account Adjustment Analysis dated April 30, 2015
 3. Revenue Account Adjustment Analysis dated April 30, 2015
 4. Check Register #385559-385841 in the amount of \$3,499,292.52
 5. Check Register #200547 in the amount of \$1,144,421.85
 6. Check Register #200548 for March 2015 payroll in the amount of \$6,222,392.22
 7. Treasurer's Report of March 2015
- 3292B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3292C. Approves the attendance and related travel expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE	Location	Estimated Cost (\$'s)
Yuridalva Ortega Columbia H.S.	NJTSOL Spring Conference 2015	5/28/15	New Brunswick, NJ	179.00
Yves Pierre Columbia H.S.	NJTESOL/NJBE	5/27/15 - 5/28/15	New Brunswick, NJ	309.00
Judy Lobianco Columbia H.S.	National Physical Education Institute	7/26/15 - 7/29/15	Asheville, NC	1030.00
Ria Favia Seth Boyden	National Physical Education Institute	7/26/15 - 7/29/15	Asheville, NC	1474.00
Adrianna Clavijo Columbia H.S.	AP in Spanish Literature & Culture	7/13/15 - 7/17/15	New York, NY	900.00
Stacey Lawrence Columbia H.S.	Museum of Modern Art - Jacob Lawrence & The Great Migration	6/4/15	New York, NY	65.00

3292D. Awards a bid for K-5 Math & Science Kits & Replacement Parts to EAI Education for the items on the attached lists.

3292E. Awards the bid for photocopier paper supplies to Paper Mart of East Hanover, New Jersey for the lowest responsible bid as follows:

<u>Type of Paper</u>	<u>Cost Per Ream</u>
8 ½ x 11 white	\$ 2.49
8 ½ x 11 colors	\$ 3.45
8 ½ x 14 white	\$ 3.64
11 x 17 white	\$ 10.85
110 lb. neon card stock	\$ 6.80
110 lb. color card stock	\$ 5.83
3 hole 8 ½ x 11 colors	\$ 3.86

3292F. Renews the contract for electrical repairs for the 2015-16 School year to Sal Electric of Jersey City, New Jersey, at the rate of \$64.86 per hour for mechanic and \$25.00 per hour for mechanic's helper, plus the cost of parts and materials.

3292G. Renews the contract for refuse removal at all district facilities for the 2015-2016 school year with South Orange Disposal Co. of South Orange, New Jersey, at the rate of \$78,259.

3292H. Renews the contract for General Contracting Repair Services for the 2015-2016 school year to Beeline Mechanical, Inc of Spotswood, New Jersey, at a rate of \$78.83 per hour for Mechanic and \$10.83 per hour for Mechanic's Helper, plus the cost of parts and materials.

3292I. Renews the contract for Environmental Testing for the 2015-16 school year to AHERA Consultants, Inc. of Oceanville, New Jersey, at a rate of \$58.98 per hour for Mechanic, plus the cost of parts and materials.

3292J. Awards the contract for monthly elevator maintenance for the 2015-16 school year to Elevator Maintenance Company (EMCO) of Kearny, New Jersey, for the lowest responsible bid of \$1,125.00 per month for a total of \$13,500.00 and the following rates for services outside of scope:

Hourly:	\$140
Time and Half:	\$210
Double time	\$210

3292K. Awards the contract for monthly chairlift maintenance for the 2015-16 school year to Kencor, Inc. of West Chester, Pennsylvania for the lowest responsible bid of \$1,000.00 per month for a total of \$12,000.00 and the following rates for services outside the scope:

Hourly	\$185.00
Time and a half	\$278.00
Double time	\$278.00

3292L. Awards the contract for integrated pest management services for the 2015-16 school year to Alliance Commercial Pest Control of Tinton Falls, New Jersey, for the lowest responsible bid of \$23,280.00 and \$95 per hour for services outside of scope.

3292M. Renews the contract for grounds care for the 2015-16 school year to Pat Scanlan Landscaping of New City, New York, in the amount of \$46,261.00.

3292N. Awards the contract for Underhill baseball fields lawn treatment for the 2015-16 school year to Pat Scanlan Landscaping of New City, New York, for the lowest responsible bid of \$7,478.00.

3292O. Awards the contract for fire alarm monitoring, inspection services and repairs of the fire alarm systems for the 2015-16 school year to Fire and Security Technologies of Lebanon, New Jersey for the lowest responsible bid of \$11,900.00 for monthly monitoring and annual inspection and services outside the scope at the following rates:

\$110 per hour weekdays
\$165 per hour weekends

3292P. Approves Rullo & Juillet 2015-16 school year for the services indicated:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Rullo & Juillet Cedar Grove, NJ	Right-to- Know and PEOSH Consultant	\$5,725/year

Electronic filing of Right-To-Know Surveys \$975/year

3292Q. Accepts a donation for the Parenting Center in the amount of \$1,615.00

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

20-019-200-890	Parenting Center	\$ 260.00
20-002-100-101	Municipal Alliance	\$ 1,355.00

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

3292R. Renews the contract for HVAC and Refrigeration Repair Services for the 2015-2016 school year to Kelin Heating & Air Conditioning, Inc of Colonia, New Jersey at a rate of \$56.68 per hour for Mechanic and \$28.85 per hour for Mechanic's Helper, plus the cost of parts and materials.

3292S. Amends resolution 3282L to award the bid for Wing A Mechanical Upgrades at Columbia High School to GDS Mechanical of Morris Plains, NJ for the lowest responsible base bid of:

Base Bid:	\$2,864,000
Alternate #4	6,000
Add: Alternate #5	3,000
Alternate #6	65,000
Alternate #7	20,000
Alternate #8	<u>6,000</u>
Total Bid:	\$2,964,000

3292T. Approves an agreement with South Orange Disposal Company of South Orange, New Jersey, for Recycling Services for the 2015-16 school year at an annual cost of \$19,728.00

3292U. Renews a contract for Vehicle Maintenance services to Astone Fleet Services of Roselle Park, New Jersey, for the lowest responsible bid of \$79.00 per hour, plus the cost of parts and materials.

3292V. Renews the contract for Plumbing Repair Services for the 2015-2016 school year to United Welding & Plumbing of Caldwell, New Jersey, at a rate of \$77.29 per hour for Mechanic and \$41.23 per hour for Mechanic's Helper, plus the cost of parts and materials.

3292W. Awards a contract to Substitute Services, Inc. for an amount not to exceed \$16,609.27 for services during the 2015-16 school year.

3292X. Approves the following provider for 2014-15 school year beginning in May 2014 for the service indicated:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Natalia Szmackinski Hoboken, NJ	ABA Services	\$50 per hour

3292Y. Approves an agreement with Effective School Solutions, LLC, of Summit, New Jersey, to provide wrap-around therapeutic services to district students through licensed mental health professionals at Columbia High School as outlined in the agreement at a rate of \$257,700.00 for the 2015-16 school year.

3292Z. Accepts a donation from the Clinton PTA in the amount of \$1,264.00 to purchase an in ground basketball system.

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

20-057-200-899	Clinton School	\$1,264.00
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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.

3292AA. WHEREAS, N.J.S.A. 40A:11-11(5) authorizes contracting units to establish a Cooperative Pricing System and to enter into Cooperative Pricing Agreements for its administration; and

WHEREAS, the Hunterdon County Educational Services Commission, hereinafter referred to as the "Lead Agency " has offered voluntary participation in a Cooperative Pricing System for the purchase of goods and services;

WHEREAS, on May 18, 2015 the governing body of the South Orange Maplewood School District, County of Essex, State of New Jersey duly considered participation in a Cooperative Pricing System for the provision and performance of goods and services;

NOW, THEREFORE BE IT RESOLVED as follows:

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

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

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

This resolution shall take effect immediately upon passage.

ROLL CALL: Motion 3284A-G, 3285A-D, 3286, 3287A-D, 3288, 3289, 3292A-AA

Passed; yes 9, no 0.

ROLL CALL: Motion 3284E, 3292, passed. YES: Ms. Baker, Mr. Bennett, Mrs. Daugherty, Mr. Eastman, Mrs. Lawson-Muhammad, Mrs. Jones, Ms. Pai, Ms. Smith, Mrs. Wright NO: none

HEARING OF INDIVIDUALS AND DELEGATIONS

Anne Marie Maini
South Orange

Concerned there is nothing outlined stating what students should do when feeling bullied. Anytime there is an interaction between coaches and students there is an imbalance of power. Is it possible to put students first? Are we checking and monitoring?

Jonah Wolff
CHS Alumni

CHS Alumni who spoke about the position of the Board when he was student representative and that the Board's focus was Governance. Implores the Board to aspire to be the best public servants the district deserves.

Paula Bethea
SOMEA President

Asks that another guidance counselor is added at the middle school to give students the support they need.

NEW BUSINESS

Mrs. Wright asked Mr. Memoli to confirm that the CHILA program is accepting more students.

Mr. Memoli confirms that the CHILA Program is still operating. The district is looking to move towards individualized learning schedules. Student needs will be taken into consideration and students will be placed into alternative settings creating a better opportunity for them.

Future Meetings

The Board of Education will hold a Public Session on Monday, June 1, 2015 at 7:00 p.m. in the District Meeting Room at 525 Academy Street, Maplewood, NJ to honor retirees and celebrate accomplishments. No action will be taken.

The Board of Education will meet in Closed Session on Monday, June 15, 2015, at 6:30 pm in the Superintendent's Office to discuss personnel and legal issues, negotiations and other matters to be announced at a later date. Immediately following the Closed Session, the Board of Education will meet in Public Session at 7:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Action will be taken.

MOTION made by Ms. Pai, seconded by Ms. Smith, that the Board of Education meet in Executive Session prior to the June 15, 2015 Public Meeting to discuss personnel, legal and Special Education matters, and negotiations, the nature of which will be made public at a future date. Motion unanimously approved.

MOTION made by Ms. Pai, seconded by Mrs. Wright, that the Board of Education adjourn. Motion unanimously approved at 12:45 a.m.

Cheryl Schneider, Board Secretary