

Regular Meeting  
South Orange-Maplewood  
Board of Education  
August 24, 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 August 24, 2015.

Board President Wayne Eastman 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.

OATH OF OFFICE

Mrs. Schneider administered the Oath of Office for Ms. Nina Kambili, Student Representative to the Board of Education, for the 2015-2016 school year [The signed Oaths of Office are on file in the Board Secretary's Office].

ROLL CALL: Present: Ms. Baker, Mrs. Daugherty, Mr. Eastman, Ms. Kambili, Mrs. Lawson-Muhammad, Ms. Pai, Ms. Smith, Mrs. Wright

Absent: Mr. Bennett, Ms. Jones

7 MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

PLEDGE OF ALLEGIANCE

BOARD ACKNOWLEDGEMENT - read by Ms. Pai

The Board of Education acknowledges and extends its thanks and appreciation to Rona Kwestel for a donation of a 1920's ½ size German violin valued at \$500.00.

APPROVAL OF MINUTES

Mr. Eastman declared the minutes of the Executive and Public Sessions of July 20, 2015 approved as presented.

SUPERINTENDENT'S MONTHLY UPDATE

Dr. Ramos presented his first update as Superintendent of the South Orange Maplewood School District:

Goal 1 Student Learning:

- Sage Educational Consultants will be presenting their preliminary report on issues of equity and access in our schools, as part of the resolution agreement with the Office of Civil Rights.
- In a new initiative, the end-of-year performance of rising 7<sup>th</sup> and 8<sup>th</sup> graders was reviewed to identify those students who have a high likelihood to be successful in the next higher math course. As a result, 74 South Orange Middle School students and 67 Maplewood Middle School students have been scheduled for a higher level math class this year. By offering these students opportunities for higher level courses, more students will be eligible to take Algebra in Middle School and be on the trajectory to complete Calculus in High School and therefore be on the path to College and Career readiness that is vital to their success.
- Summer programming was offered at Clinton, Seth Boyden, Jefferson and Columbia High School. 24 students moved up a grade as a result of successful credit recovery, dozens of students participated in step up classes in math and science to move up to a higher level for 2015-2016, and approximately 100 students completed on-line courses. In addition, 39 incoming 9<sup>th</sup> graders completed the Cougar Prep program, offered in partnership with the Loft and Family Connections, to help them prepare for a successful start to their high school career.
- The state has reorganized their Regional Achievement Center teams and a new team has been assigned to the 3 focus schools to help raise achievement for all our students.
- Columbia High School held its first August Graduation. The ceremony celebrated the achievement of students who completed their graduation requirements this summer.

Goal 2 Professional Staff:

- The District Administrative Team will meet to prepare for the start of school with a focus on innovation, inspiration and collaboration.
- A four-day writing institute is being offered to share new strategies for teaching writing to middle schoolers. Thank you to Melissa Butler for sharing her expertise with her colleagues.
- A new teacher institute will take place with 25 new teachers. Topics will include teacher evaluation and observation framework including the Danielson framework for teaching and learning, an overview of Special Education support models and resources, and classroom management strategies. Thanks to the following staff for welcoming new teachers to our district and for their presentations: Courtney DeVomecourt, Kate Scasso, Maureen O'Sullivan, Rich Palmgren, Marisa Stoessel, and Keira Callahan.

Goal 3 Engagement and Outreach:

- Parent engagement events have been scheduled throughout the 2015-2016 school year for elementary, middle and high school families.
- Letters are going home to all middle school families explaining the new WIN period in sixth and seventh grades, and providing information about electives and other opportunities at every grade level.
- A complete overhaul of the district website is in the early planning stages.

Goal 4 Resource Management:

- Registration Update: Enrollment numbers are being closely monitored across the district with particular attention to those grades and schools which are approaching the upper limit of class size policy, including the 3<sup>rd</sup> grade at Tuscan. We will determine if additional sections are necessary in any schools before school starts.
- Summer construction
  - o We had a host of maintenance projects this year, including paving, painting, carpet replacement, general cleaning and repairs.
  - o Two window replacement projects at Maplewood Middle School and Clinton were delayed due to manufacturing delays. They will be completed this fall after school hours and on weekends.
  - o PSE&G delays have impacted the final stages of Montrose construction. We anticipate that the building will not be available until slightly later than originally planned. Administration is currently working on a plan for starting the Montrose program as smoothly and quickly as possible. Parents will be contacted once plans are finalized.

BOARD PRESIDENT'S REPORT

Mr. Eastman reminded the Board members that while Sage Educational Equity Consultants will be reporting on equity and access, it is incumbent upon Board Members to address this issue in policy and district goals. The Board must set goals to evaluate the performance of one employee, the Superintendent. The Superintendent's input is important in helping to develop the goals. Mr. Eastman indicated that Ms. Baker will be the new chairperson of the Policy Committee.

ITEM FOR ACTION MOVED FORWARD

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

3311E.APPOINTMENTS

| NAME                            | ASSIGNMENT  | EFFECTIVE DATE     | ANNUAL SALARY |
|---------------------------------|---|--------------------|---------------|
| Beatty,<br>Fiona                | S/3, Secretary<br>MM - 1.0 FTE                                    | 9/1/15<br>6/30/16  | \$39,812*     |
| Buccellato,<br>Elizabeth        | T Art<br>SMA - .1 FTE   | 9/1/15<br>6/30/16  | \$5,131*      |
| Carter,<br>Donyale              | T Special Education/SC<br>JEFF - 1.0 FTE                          | 9/1/15<br>6/30/16  | \$53,911*     |
| Cayo,<br>Danielle               | T Spanish<br>CHS - 1.0 FTE  | 9/1/15<br>6/30/16  | \$79,861*     |
| Cohn,<br>Julie                  | 1 <sup>st</sup> Grade Teacher<br>MAR - 1.0 FTE                    | 9/1/15<br>6/30/16  | \$51,307*     |
| Copeland,<br>Jeanette           | Clerical Aide<br>JEFF - 1.0 FTE                                   | 9/1/15<br>6/30/16  | \$31,334*     |
| Diaz,<br>Diego                  | Maintenance<br>DIST - 1.0 FTE                                     | 9/1/15<br>6/30/16  | \$49,574*     |
| Dulny,<br>Erica                 | 1 <sup>st</sup> /2 <sup>nd</sup> Multiage Teacher<br>SB - 1.0 FTE | 9/1/15<br>6/30/16  | \$51,307*     |
| Durozeau-Hart,<br>Yves          | Kindergarten Teacher<br>MAR - 1.0 FTE                             | 10/1/15<br>6/30/16 | \$50,744*     |
| Ellis,<br>Josef                 | T Music<br>TUS - .4 FTE   | 9/1/15<br>6/30/16  | \$18,205*     |
| Fleischer,<br>Beth              | Guidance Counselor<br>CHS - 1.0 FTE                               | 9/1/15<br>6/30/16  | \$82,905*     |
| Franco-<br>Laforest,<br>Vanessa | 4 <sup>th</sup> Grade Teacher<br>SB - 1.0 FTE                     | 9/1/15<br>6/30/16  | \$67,524*     |
| Garofalo,<br>Gina               | 4 <sup>th</sup> Grade Teacher<br>TUS - 1.0 FTE                    | 9/1/15<br>6/30/16  | \$45,512*     |
| Goldsworthy,<br>Kristin         | T Special Education<br>SB - 1.0 FTE                               | 9/1/15<br>6/30/16  | \$53,642*     |
| Harrington,<br>Mary             | LDTC<br>MM - 1.0 FTE  | 9/1/15<br>6/30/16  | \$85,487*     |
| Henry,<br>Amy                   | 2 <sup>nd</sup> Grade Teacher<br>CLIN - 1.0 FTE                   | 9/1/15<br>6/30/16  | \$74,698*     |
| Herekar,<br>Ashwin              | T Special Education/SS<br>CHS - 1.0 FTE                           | 9/1/15<br>6/30/16  | \$45,512*     |
| Hess,<br>Marianne               | Interim Principal<br>SM/SMA - 1.0 FTE                             | 9/1/15<br>12/31/15 | \$116,476     |
| Hohmann,<br>Brian               | T Social Studies<br>SOM - 1.0 FTE                                 | 9/1/15<br>6/30/16  | \$67,524*     |
| Irby,<br>Lynn                   | Principal<br>SOM - 1.0 FTE  | 9/1/15<br>6/30/16  | \$151,578     |
| Phillips,<br>Kelly              | T Special Education<br>SOM - 1.0 FTE                              | 9/1/15<br>6/30/16  | \$53,642*     |
| Rakovsky,<br>                   | Speech/Language   | 9/1/15             | \$80,323*     |

|                         |   |                    |           |
|-------------------------|---|--------------------|-----------|
| Ilana                   | Specialist<br>DIST - 1.0 FTE                  | 6/30/16            |           |
| Sanducci,<br>Angela     | S4/12, Secretary<br>DIST - 1.0 FTE            | 9/1/15<br>6/30/16  | \$52,693* |
| Santa Cruz,<br>Iona     | Clerical Aide<br>MAR - 1.0 FTE                | 9/1/15<br>6/30/16  | \$36,042* |
| Siegel,<br>Jessica      | T Special Education<br>JEFF - 1.0 FTE         | 9/1/15<br>6/30/16  | \$47,578* |
| Washington,<br>Danielle | School Social<br>Worker/CST<br>DIST - 1.0 FTE | 10/7/15<br>6/30/16 | \$51,307* |
| White,<br>Dillon        | T Physical Education<br>MAR - 1.0 FTE         | 9/1/15<br>6/30/16  | \$45,512* |
| Woolard,<br>Terry       | Assistant Principal<br>CHS - 1.0 FTE          | 9/1/15<br>6/30/16  | \$147,051 |

*Dr. Ramos introduced Ms. Lynn Irby, candidate for South Orange Middle School Principal. Ms. Irby thanked everyone and indicated her passion to bring South Orange Middle School to where it was when she was a student there.*

*Dr. Ramos introduced Mr. Terry Woolard, candidate for Columbia High School Assistant Principal. Mr. Woolard thanked everyone and indicated his excitement to be working directly with the high school students.*

Roll Call: Motion 3312E passed. YES: Ms. Baker, Mrs. Daugherty, Mr. Eastman, Mrs. Lawson-Muhammad, Ms. Pai, Ms. Smith, Mrs. Wright (abstain on L. Irby in accordance with School Ethics Advisory Opinion A20-12.

due to conflict of interest) NO: none.

HEARING OF INDIVIDUALS AND DELEGATIONS

| <u>Name</u>                        | <u>Topic</u>  |
|------------------------------------|---|
| Charles Schneekloth<br>MMS Teacher | Expressed concerns regarding Maplewood Middle School leadership and hopes the administration and Board of Education will review data over the past few years.   |
| Elissa Malespina<br>South Orange   | Concerned that the District did not meet the criteria for Quality Single Accountability Continuum (QSAC). Ms. Malespina also commented that the Let's Talk software program will not fix District problems, it takes communication. |

Rosemary Connell  
Maplewood

Concerned that reading intervention is only offered in grades kindergarten through second grade when support is needed in all elementary grades.

Ronni Schwartz  
Tuscan Parent

Welcomed Dr. Ramos to the District. Concerned about 3<sup>rd</sup> grade class size at Tuscan School, class sizes of 26 exceed the maximum levels. Questions why resources are being used to create humanities specialist when not giving resources for individual student needs.

Hans Hummel  
Maplewood

Spoke about class size and stated that there should not be classes that exceed policy. Tuscan School needs resources to support the large number of students.

Kirsten Brash  
Maplewood

Spoke about her concerns with math placement practices in the district and its impact on students.

#### DISCUSSION

#### SAGE EDUCATIONAL CONSULTANTS

Ms. Ramsey of Sage Educational Consultants presented a Powerpoint presentation showing the preliminary findings of the Office of Civil Rights investigation as follows:

- Finding 1: The instructional staff does not mirror the student make-up of the schools.
- Finding 2: There is a clear disparity of placement by race in higher level classes in Math and Language Arts beginning at the middle school level.
- Finding 3: The discipline data supports the American Civil Liberties Union (ACLU) findings that black students are suspended at a higher rate than white students at the high school.
- Finding 4: The limited use of data and the accessibility of data makes it difficult to make programmatic or instructional decisions.

Sage Educational consultants recommends the following:

- Establish a data team at middle and high school levels.
- Develop school handbooks that delineate how to access higher level courses.
- Increase the recruitment and retention efforts for instructional staff members of color.

- Establish informational workshops for parents about Honors and Advanced Placement courses.
- Provide timely communication with parents and the community regarding program changes/opportunities to access advanced placement.
- Offer students the opportunity to sample honors and advanced placement classes.
- Offer transition programs for rising fifth and rising eighth graders.
- Provide professional development for staff in the following areas:
  - Culturally responsive teaching
  - Differentiated instruction
  - Infusing technology into instruction
  - Data driven instruction
- Develop district-wide action plan to address instructional practices.
- Administrative walkthrough schedule to establish trends and areas that need to be addressed.
- Regular data meeting and reports to staff.

Board discussion following the presentation included the following comments:

- We know the data, but what can we do with the information?
- How do our discipline numbers compare to the average?
- Need to look at data to see if the suspensions were justified.
- Concerned about discrepancy in numbers reported between Maplewood Middle and South Orange Middle Schools.
- Now is the time to help our students, staff and our community. We pay premium taxes for failure.
- Should reconsider elimination of technology position.
- What is the role of guidance in discipline and academic placement?
- Will there be investigation and reporting at the elementary level?
- Too much testing is done so no time to mediate between testing.
- Students at higher levels have parents who can afford tutoring.
- Will there be policy recommendations as to what the District needs to do? Need policy mandate that would allow administration to act.

- Have to look hard at college prep courses and make sure students in these courses are getting instruction they need.

#### COMMITTEE REPORTS/DISTRICT GOALS

##### Policy & Monitoring - Ms. Baker

The committee recapped where we are with the Office of Civil Rights complaint and Sage Educational Consultants. Also mapped out committee goals for the remainder of the year. Policy discussions included coaching and athletics, identifying gaps in policies and best practices we should be addressing, took a look at class size policy and how to address classes pushing the limit, and best practices for 504s and training were discussed.

##### Community Engagement and Outreach - Mrs. Wright

The committee discussed action items from the community forums held last year including communication with parents, students, stakeholders and town governments. Also talked about the Columbia High Instructional Learning Academy (CHILA) and the relevance of minutes from District Staff, Administration and Maintenance (SAM) meetings to keep Board members informed. Also discussed that the lack of response to bullying continues to be an issue, reported that the Security FAQ's have been placed on the District website so the community is more informed and indicated that Dr. Ramos will respond to comments made at a Montclair Board meeting about our district.

##### Finance, Facilities and Technology - Mrs. Lawson-Muhammad

The committee discussed security and meetings with town representatives, as well as security measurement and reporting being captured in goals. Also received an update on class size including enrollments at the Montrose Early Learning Center. The committee also discussed the move to private healthcare, a new website platform and a free pilot of "Lets Talk" software. Updates regarding goal 4 will be shared when available, but some added areas include Out of District tuition and the reading intervention program.

##### Excellence and Equity - Mr. Eastman for Mr. Bennett

The committee discussed Algebra and having all students on a trajectory to get a full year of Algebra in 8<sup>th</sup> grade. The Sage Educational Consulting report contained lots of data to be vetted in Excellence and Equity so the committee should identify what data is needed.

POLICIES - Mr. Stern

Policy 3218 Substance Abuse/Teaching Staff - 2<sup>nd</sup> reading  
Policy 4218 Substance Abuse/Support Staff - 2<sup>nd</sup> reading  
Policy 8510 Substance Wellness Policy - 2<sup>nd</sup> reading  
Policy 8630 Bus Driver/Bus Aide Responsibility - 2<sup>nd</sup> readings

A brief discussion among Board members ensued to clarify that certificated staff includes Administrators. This policy does not reference Board members.

**BOARD RECESSED AT 10:45 p.m.**  
**BOARD RECONVENED AT 10:50 p.m.**

ITEMS FOR ACTION

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

3311A. RETIREMENTS

| NAME                    | ASSIGNMENT                                   | EFFECTIVE DATE |
|-------------------------|--|----------------|
| Bender,<br>Frank        | T Health/Physical Education<br>CHS - 1.0 FTE | 8/1/15         |
| McDonough,<br>Catherine | Assistant Principal<br>SOM - 1.0 FTE         | 4/1/16         |
| Porta,<br>Eugene        | T Special Education<br>SOM - 1.0 FTE         | 9/1/15         |

3311B. RESIGNATIONS

| NAME                 | ASSIGNMENT  | EFFECTIVE DATE |
|----------------------|---|----------------|
| Deas,<br>Karen       | School Social Worker - CST<br>DIST - 1.0 FTE      | 10/12/15       |
| Fogarty,<br>Colleen  | 3 <sup>rd</sup> Grade Teacher<br>CLIN - 1.0 FTE   | 8/3/15         |
| Frikker,<br>Kevin    | T Math<br>MM - 1.0 FTE                            | 8/11/15        |
| Grutta,<br>Ashley    | T Music<br>TU/SMA - .4 FTE                        | 7/30/15        |
| Kessler,<br>Matthew  | 4 <sup>th</sup> Grade Teacher<br>TUS - 1.0 FTE    | 8/19/15        |
| Kirkland,<br>Chris   | T Math<br>CHS - 1.0 FTE                           | 8/6/15         |
| Nazaire,<br>Patricia | Guidance Counselor<br>CHS - 1.0 FTE               | 7/23/15        |
| Osewalt,             | 1 <sup>st</sup> /2 <sup>nd</sup> Multiage Teacher | 8/17/15        |

|                         |   |          |
|-------------------------|---|----------|
| Virginia                | SB - 1.0 FTE  |          |
| Postogna,<br>Dr. Regina | Supervisor, World<br>Language/ELL, K-12<br>DIST - 1.0 FTE | 10/21/15 |
| Reichel,<br>Sara        | School Librarian<br>MM - 1.0 FTE                          | 7/23/15  |
| Salvatore,<br>Craig     | PEP Grant Coordinator<br>CHS - 1.0 FTE                    | 8/31/15  |
| Ugliodoro,<br>Joseph    | Principal<br>SOM - 1.0 FTE                                | 8/14/15  |
| Waldman,<br>Aliza       | T Special Education<br>MM - 1.0 FTE                       | 8/14/15  |

3311C. RESCIND APPOINTMENT OF LEAVE REPLACEMENT STAFF

| NAME              | ASSIGNMENT                                     | EFFECTIVE<br>DATE  | ANNUAL<br>SALARY |
|-------------------|--|--------------------|------------------|
| Cohn,<br>Julie    | 2 <sup>nd</sup> Grade Teacher<br>MAR - 1.0 FTE | 9/1/15<br>12/31/15 | \$51,307*        |
| Curado,<br>Sandra | Teacher of Math<br>SOM - 1.0 FTE               | 9/1/15<br>11/23/15 | \$45,512*        |

3311D. REAPPOINTMENT OF STAFF

| NAME                  | ASSIGNMENT                     | EFFECTIVE<br>DATE  | ANNUAL<br>SALARY |
|-----------------------|--------------------------------|--------------------|------------------|
| Simmons,<br>Elizabeth | Clerical Aide<br>JEFF - .2 FTE | 9/1/15<br>10/31/15 | \$7,447*         |

3311F. APPOINTMENT OF LEAVE REPLACEMENT STAFF 2015-16 SCHOOLYEAR

| NAME                   | ASSIGNMENT  | EFFECTIVE<br>DATE  | ANNUAL<br>SALARY |
|------------------------|---|--------------------|------------------|
| Durozeau-Hart,<br>Yves | T Kindergarten<br>MAR - 1.0 FTE                                   | 9/1/15<br>9/30/15  | \$50,744*        |
| Gentile,<br>Amanda     | T Math<br>SOM - 1.0 FTE   | 9/1/15<br>11/23/15 | \$45,512*        |
| Giambrone,<br>Lisa     | T Special Education<br>SB - 1.0 FTE                               | 9/1/15<br>6/30/16  | \$45,512*        |
| Hannon,<br>Elizabeth   | T Preschool<br>MONT - 1.0 FTE                                     | 11/1/15<br>6/30/16 | \$54,783*        |
| Hermann,<br>Sivonne    | 1 <sup>st</sup> /2 <sup>nd</sup> Multiage Teacher<br>SB - 1.0 FTE | 9/1/15<br>12/3/15  | \$45,512*        |
| Perez,<br>Christopher  | T English<br>CHS - 1.0 FTE  | 9/1/15<br>1/20/16  | \$60,797*        |
| Rice,                  | T 5   | 9/1/15             | \$50,744*        |

|                         |                                      |                   |           |
|-------------------------|--------------------------------------|-------------------|-----------|
| Allen                   | SB - 1.0 FTE                         | 11/30/15          |           |
| Washington,<br>Danielle | School Social Worker<br>MM - 1.0 FTE | 9/1/15<br>10/6/15 | \$51,307* |

3311G. TRANSFERS/REASSIGNMENTS

| NAME                | OLD ASSIGNMENT                                  | NEW ASSIGNMENT                                 | EFFECTIVE DATE    |
|---------------------|---|--|-------------------|
| Boyd,<br>Lori       | S3/10, Secretary<br>Main Office<br>MM - 1.0 FTE | S3/10, Secretary<br>Guidance<br>MM - 1.0 FTE   | 9/1/15<br>6/30/16 |
| Mittiga,<br>Heather | 1 <sup>st</sup> Grade Teacher<br>MAR - 1.0 FTE  | 2 <sup>nd</sup> Grade Teacher<br>MAR - 1.0 FTE | 9/1/15<br>6/30/16 |

3311H. LEAVES OF ABSENCE

| NAME                        | ASSIGNMENT                                    | EFFECTIVE DATE  |
|-----------------------------|---|---|
| Carone,<br>Doreen           | 1 <sup>st</sup> Grade<br>MAR<br>1.0 FTE       | 9/1/15-9/30/15<br>(Paid Maternity Leave)<br>10/1/15-11/11/15<br>(Unpaid FMLA)<br>11/12/15-6/30/16<br>(Unpaid Childcare Leave) |
| Ellis,<br>Susan             | T SPED<br>SOM - 1.0 FTE                       | 9/1/15-10/30/15<br>(Unpaid FMLA)  |
| Franz,<br>Dana              | LDTC<br>SOM<br>1.0 FTE                        | 9/1/15-11/23/15<br>(Unpaid FMLA)<br>11/24/15-2/15/16<br>(Unpaid Childcare Leave)  |
| Jacques-Montilus,<br>Joanne | T SPED<br>SB - 1.0 FTE                        | 9/1/15-6/30/16<br>(Unpaid Medical Leave)  |
| Kiess,<br>Kelly             | 5 <sup>th</sup> Grade Teacher<br>SB - 1.0 FTE | 9/1/15-11/23/15<br>(Unpaid FMLA)  |

3311I. STIPENDS

| NAME                 | ASSIGNMENT                                   | EFFECTIVE DATE     | SALARY   |
|----------------------|--|--------------------|----------|
| Cohen,<br>Robert     | Set Construction<br>CHS - 1.0 FTE            | 9/1/15<br>6/30/16  | \$2,834  |
|                      | Set Painting<br>CHS - 1.0 FTE                | 9/1/15<br>6/30/16  | \$2,834  |
| Cook,<br>Christopher | Freshman Coach, Boys Soccer<br>CHS - 1.0 FTE | 9/1/15<br>11/30/15 | -\$3,349 |
|                      | JV Coach, Boys Soccer<br>CHS - 1.0 FTE       | 9/1/15<br>11/30/15 | \$4,251  |
|                      |  |                    |          |

|                           |   |                    |          |
|---------------------------|---|--------------------|----------|
| De Vomecourt,<br>Courtney | Interim Assistant to the<br>Principal<br>SM/SMA - 1.0 FTE | 9/1/15<br>12/31/15 | \$8,189  |
| Mullen,<br>William        | Assistant Coach, Football<br>CHs - 1.0 FTE                | 9/1/15<br>6/30/16  | \$5,882  |
| Rotondo,<br>Stephanie     | Elementary Subject Leader:<br>Math<br>MAR - 1.0 FTE       | 9/1/15<br>6/30/16  | \$3,335  |
| Salvatore,<br>Craig       | JV Coach, Boys Soccer<br>CHs - 1.0 FTE                    | 9/1/15<br>11/30/15 | -\$4,251 |
| Walker,<br>Kaitlin        | Marching Band Assistant<br>CHS - 1.0 FTE                  | 9/1/15<br>6/30/16  | \$2,734  |

3311J. STAFF FUNDED BY TITLE 1

| NAME                   | ASSIGNMENT                             | EFFECTIVE<br>DATE | SALARY    |
|------------------------|--|-------------------|-----------|
| Costello,<br>Katherine | Project Ahead Teacher<br>CLIN - .5 FTE | 9/1/15<br>6/30/16 | \$44,416* |
| DeSarno,<br>Mary       | Project Ahead Teacher<br>SB - .5 FTE   | 9/1/15<br>6/30/16 | \$37,077* |
| Friedrich,<br>Donna    | Project Ahead Teacher<br>SB - .5 FTE   | 9/1/15<br>6/30/16 | \$40,252* |
| Prybylek,<br>Danielle  | T SPED/Project Ahead<br>MM - .3 FTE    | 9/1/15<br>6/30/16 | \$26,891  |
| Spriggs,<br>Desiree    | T Lang. Arts/READ 180<br>MM - .5 FTE   | 9/1/15<br>6/30/16 | \$24,718  |
| Swan,<br>Cristina      | Project Ahead Teacher<br>CLIN - .5 FTE | 9/1/15<br>6/30/16 | \$47,622* |

3311K. SUMMER SCHOOL

| NAME              | ASSIGNMENT                       | EFFECTIVE<br>DATE | SALARY                             |
|-------------------|----------------------------------|-------------------|------------------------------------|
| Grohman,<br>Donna | Summer Work<br>Summer Employment | 7/1/15<br>8/31/15 | \$474.06/day<br>(up to 20<br>days) |

3312A. APPROVE SUBSTITUTE TEACHER RATES OF PAY FOR THE 2015-2016 SCHOOL YEAR

The Superintendent recommends that the Board of Education approve the recommendation to set the rates for the 2015-2016 school year as follows:

- Certified Substitute Teachers or Substitute Teachers with a county substitute certificate and a college degree at \$90.00

per day or \$100 per day after completing a district approved training program.

- Substitute Teachers with a county substitute certificate and without a college degree at \$70.00 per day.
- Substitute Teacher Long-term rate at \$160 per day or \$170 per day for the Highly Qualified Teacher.
- Substitute Nurses rate at \$160 per day.
- Substitute Secretary rate at \$10.00 per hour.

3312B. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2015-2016 SCHOOL YEAR

STATE CERTIFIED TEACHER

| NAME             | INSTITUTION  | DATE             | DEGREE   | DAILY RATE |
|------------------|--|------------------|----------|------------|
| Ridley,<br>Karla | Montclair State<br>University<br>Montclair State<br>University | 1/1975<br>5/2000 | BA<br>MA | \$375      |

| NAME                 | INSTITUTION                    | DATE   | DEGREE |
|----------------------|--------------------------------|--------|--------|
| Criscuolo,<br>Sandra | Fairleigh Dickinson University | 1/1976 | BA     |
| Degnan,<br>Eryn      | Fairleigh Dickinson University | 5/2013 | BA     |

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

| NAME                            | INSTITUTION                          | DATE   | DEGREE |
|---------------------------------|--------------------------------------|--------|--------|
| Landauer,<br>Ida                | University of California<br>Berkeley | 6/1978 | BA     |
| Otalora-<br>Sugaste,<br>Anthony | Seton Hall University                | 5/2015 | BS     |

COUNTY SUBSTITUTE CERTIFICATES - NON-DEGREE

|                   |
|-------------------|
| Ehizele, Precious |
|-------------------|

3312C. APPOINTMENT OF HOME INSTRUCTORS FOR THE 2014-2015 SCHOOL YEAR PAID AT THE HOURLY RATE OF \$35.00

| NAME                  | CERTIFICATION  |
|-----------------------|--|
| Sandra Criscuolo      | Elementary School Teacher  |
| Iheanyichukwu Ejimadu | Teacher of Chemistry<br>Elementary School Teacher<br>Teacher of Students<br>w/Disabilities |

|                |                        |
|----------------|------------------------|
| William Fetner | Teacher of Mathematics |
|----------------|------------------------|

3312D. APPOINTMENT OF STIPEND POSITION FOR THE 2015-2016 SCHOOL YEAR

| NAME           | ASSIGNMENT | STIPEND |
|----------------|------------|---------|
| Tara Abbamonte | Stage Crew | \$5,832 |

3312E. RESCIND THE APPOINTMENT OF COACHES FOR THE 20115-2016 SCHOOL YEAR

| NAME           | CERTIFICATION                   |
|----------------|---------------------------------|
| Mark Florio    | Asst Football Coach             |
| Michael Porter | Asst Varsity Field Hockey Coach |

3312F. APPOINTMENT OF OUT-OF-DISTRICT COACH FOR THE 2015-2016 SCHOOL YEAR

| NAME         | ASSIGNMENT                      | CONTRACT YEAR     | STIPEND | BACKGROUND   |
|--------------|---------------------------------|-------------------|---------|--|
| Robert Ellis | Asst Varsity Field Hockey Coach | 9/2015<br>11/2015 | \$4,176 | Mr. Ellis is beginning his 1 <sup>st</sup> season as a field hockey coach. He holds a NJ State Substitute Certificate. |

3312G. APPOINTMENT OF ATHLETIC EVENT TICKET SELLERS, TICKET TAKERS, SUPERVISORS AND OFFICIALS FOR THE 2015-2016 SCHOOLYEAR

Dorothy Wilsher

3312H. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2015-2016 SCHOOL YEAR  
TEACHER CERTIFIED

| LAST NAME | FIRST NAME | DEGREE | CERTIFICATION   |
|-----------|------------|--------|---|
| Adenihun  | Kazeem     | BA/MA  | CE-Elementary K-5 & CE-Elementary w/Math spec. Grades 5-8 |
| Adesida   | Adedotun   | BS     | CE-T Business (Finance/Economics/Law)                     |
| Ajayi     | Amos       | BS     | Chemistry & Students w/Disabilities                       |
| Alstrom   | Maxine     | BS     | CEAS-T Music  |
| Anyaoku   | Elochuku   | BA/MA  | CEAS-T Preschool through Grade 3                          |
| Bearg     | Deborah    | BS     | Elementary  |
| Bethea    | Sabrina    | BS     | Elementary  |
| Brothers  | Leslie     | BA     | Elementary  |

|                   |           |        |  |
|-------------------|-----------|--------|--|
| Byrd              | McKenna   | BA     | CEAS-TSD<br>CEAS-T Preschool through Grade 3 |
| Cannon            | Stephanie | BS     | TOH<br>CEAS-Elementary                       |
| Chambers          | Sharonda  | BA     | CE-Elementary K-5                            |
| Cohen-Santiago    | Stefanie  | BA/MA  | CEAS-T Preschool through Grade 3             |
| DaSilva           | Manuel    | BA     | Elementary                                   |
| Deeds             | Shirley   | BS     | T Elementary<br>T Home Economics             |
| Dell              | Jane      | BFA    | TOH<br>CEAS-Art                              |
| Driscoll          | Jennifer  | BS/MS  | T Students w/Disabilities                    |
| Elkins            | Nancy     | BFA/MS | CEAS-Elementary                              |
| Fazio             | Melanie   | BA     | Elementary                                   |
| Fernandez         | Doris     | BA     | T Health & Physical Education                |
| Fetner            | William   | BA     | T Mathematics                                |
| Fisher            | Ted       | BA     | CE-Elementary K-5                            |
| Galante           | Cara      | BA     | School Counselor                             |
| Gardner           | Barbara   | BA     | CE-Elementary                                |
| Gnutti            | Andrew    | BA     | CEAS-T Social Studies                        |
| Gordon            | Marci     | BS     | Elementary                                   |
| Hardrick          | Gwendolyn | BA     | CE-T Art                                     |
| Harrington        | Christie  | BA     | CE-T Music<br>Elementary K-5                 |
| Hawkins (Kilgore) | Robin     | BA/MA  | Elementary                                   |
| Hermann           | Sivonne   | BS     | CEAS-Preschool through Grade 3               |
| Horlacher         | William   | BA     | CEAS-Elementary K-6<br>CEAS-TSD              |
| Janosz            | Allyson   | BA     | CEAS-Elementary                              |
| Kling             | Kathleen  | BA     | Elementary &<br>TOH                          |
| MacWalter         | Patrick   | BA     | T Social Studies (Secondary Level)           |
| Maletta-Spiegel   | Michelle  | BS/MA  | T Art  |

|                   |             |        |   |
|-------------------|-------------|--------|---|
| Maragni           | Lucie       | BA     | CE-Art  |
| Matthew           | Julie       | BA     | CEAS-Elementary K-6   |
| McConoughey       | Linda       | BA     | T Spanish   |
| Meischenguiser    | Laura       | BA     | T Spanish   |
| Milanytch         | Helena      | BA     | English   |
| Moore             | Antonina    | BA/MA  | TOH<br>T English<br>Reading Specialist<br>Substance Awareness Coordinator |
| Morton-Randall    | Lynn        | BS/MA  | CE-Principal  |
| Olsen             | Chelsea     | BA     | CEAS-Elementary K-6<br>CEAS-TSD   |
| Peralta           | Jerry       | BA     | CE-T Spanish  |
| Perez             | Christopher | BA/MA  | T English   |
| Plaitakis         | Gina        | BFA    | CEAS-T Art  |
| Pomper            | Rayna       | BA     | CEAS-Elementary   |
| Popp              | Bernice     | BA     | Elementary  |
| Porter            | Michael     | BS     | T Health & Physical Education   |
| Rahimi-Torehe     | Kobra       | MS     | Elementary K-5<br>Elementary w/Math spec. K-5                             |
| Riemer-Schachtel  | Beth        | BS/MSW | School Social Worker<br>CEAS-Elementary K-5                               |
| Roberts           | Sharon      | BS     | CE-Elementary K-5   |
| Robertson         | Victoria    | Ed.D.  | Elementary<br>Reading Specialist<br>Principal-Supervisor                  |
| Rothenberg        | Talya       | BA     | CE-Elementary K-5   |
| Sabato            | Nancy       | BS     | T Preschool through Grade 3   |
| Scarsella-Connell | Rosemary    | BA     | CE-Elementary K-5   |
| Sinnott           | Elizabeth   | BA/MA  | CEAS-Elementary K-5   |
| Smith             | Clifford    | BS     | T Hlth & Physical Education   |
| Smith             | Patricia    | MS     | T Preschool through Grade 3<br>Elementary K-5<br>TSD                      |

|            |            |        |  |
|------------|------------|--------|--|
| Smith      | Sharol     | BA     | CEAS-T Social Studies<br>CE-T Students w/Disabilities<br>CE-Elementary K-5 |
| Smith      | Ursula     | BS/MA  | T Dance<br>T Physical Education<br>T Health Education                      |
| Stradford  | Karen      | BA/MA  | TOH<br>LDTC<br>Supervisor  |
| Supreme    | Michael    | BA     | French   |
| Travis     | Sidney     | BS     | Elementary   |
| Van Giesen | Nicole     | BFA/MA | CEAS-T Preschool through Grade 3   |
| Velastegui | Mayra      | BS/MA  | CEAS-Preschool through Grade 3<br>T Students w/Disabilities                |
| Verdun     | Jolie      | BS/MS  | CEAS-Elementary  |
| Vissani    | Bernadette | BA     | T Spanish  |
| Wade       | Barbara    | BA/MA  | Elementary   |
| Webb       | Robina     | BA     | T Nursery School<br>Elementary   |
| Witt       | Maria      | BS/MS  | Elementary K-6   |
| Zelenka    | Barbara    | BA     | Elementary   |

COLLEGE GRADUATE AND COUNTY SUBSTITUTE CERTIFICATE

| LAST NAME     | FIRST NAME | DEGREE    |
|---------------|------------|-----------|
| Abbas         | Galila     | BA        |
| Adenihum      | Adikat     | BA        |
| Adetule       | Adenike    | BA        |
| Adjei-Twum    | Stephanie  | BS        |
| Aisagbonhi    | Aderonke   | BA/MA     |
| Alexander     | Katarina   | BA        |
| Anodu         | Ugochukwu  | BS        |
| Anonyou       | Ignatius   | BA/MA     |
| Aulestia      | Ivan       | BA/MA     |
| Ayoola        | Johnson    | BS        |
| Baldwin-Jones | Alice      | BA/MA/PhD |
| Balthazar     | Shakirah   | BA        |
| Barron        | Lia        | BA        |
| Bartlett      | Asseltine  | BS        |

|               |           |       |
|---------------|-----------|-------|
| Bohorquez     | Joaquin   | BA/MA |
| Brown         | Joy       | BA    |
| Butler        | Rhonda    | BS    |
| Caparruva     | Geraldine | BA    |
| Carter        | Lindsay   | BA    |
| Cavagnaro     | Gabrielle | BA    |
| Chila-Jones   | Doreen    | BFA   |
| Conover       | Jaminae   | BS    |
| Davis         | Louisa    | BA    |
| Davis         | Zakerah   | BA    |
| Delaney       | Alexander | BA    |
| DeLarge       | Hellana   | BS    |
| Eason         | Angelica  | BA/MA |
| Edwards-James | Pamela    | BA    |
| Eleanya       | Juliana   | BA    |
| Ellis         | Robert    | BA    |
| Etienne       | Midaline  | BA    |
| Fagobohun     | Oluwole   | BS    |
| Faison        | Theodore  | BA/MA |
| Fleurantin    | Marcelle  | BS    |
| Francois      | Angelique | BA    |
| Gensch        | Heidi     | BA    |
| Gibson        | Paul      | BA    |
| Ginlock       | Tiffani   | BA    |
| Glenn         | John      | BA    |
| Grace         | Jameel    | BA    |
| Greaves       | Sherelle  | BA    |
| Greenberg     | Mitchell  | BA    |
| Haas          | Kristen   | BA/MA |
| Harris        | Shadiki   | BA    |
| Hart          | Debra     | BA    |
| Hayward       | Amina     | BS    |
| Herbert       | Cynthia   | BS    |
| Hobson        | Dagmar    | BA    |
| Ishak         | Viola     | DM    |
| Jukes         | Kim       | BA    |
| Larkins       | Melody    | BA/MA |
| Lo            | Siu       | BA    |
| Loesch        | Dennis    | BA    |
| Louis         | Melissa   | BA    |
| Mack          | Janet     | MA    |
| Maebert       | Stacey    | BA    |
| McDuffie      | Wanda     | BA    |
| Miller        | Vernon    | BA    |

|            |             |        |
|------------|-------------|--------|
| Miller     | Thomas      | BS     |
| Mompoint   | Jacqueline  | BS/MS  |
| Morgan     | Lisa        | BA/MA  |
| Morrison   | Chanel      | BA     |
| Murray     | Paula       | BA     |
| Neighbors  | Charles     | BA     |
| Nelson     | Rosemary    | BS/JD  |
| Nicolas    | Jetro       | BFA    |
| Nitzberg   | Donna       | BA     |
| Nuguid     | Rebecca     | BA     |
| Obi        | Nnenna      | BA     |
| Paul       | Kristin     | BA     |
| Perez      | Valeria     | BA     |
| Pompilus   | Stephanie   | BA     |
| Prochazka  | Richard     | BS     |
| Rauschberg | Frank       | BA     |
| Religieux  | Michel-Ange | BS     |
| Riley      | Sabrina     | BS/MPA |
| Royster    | Jermaine    | BA     |
| Simon      | Deborah     | BA     |
| Simmons    | Al          | BS     |
| Simon      | Julienette  | BS     |
| Singleton  | Kirk        | BA     |
| Snead      | Carolyn     | BA     |
| Stewart    | Erza        | BA     |
| Townsend   | Stacey      | BA     |
| Trebitz    | Debra       | BFA    |
| Tugentman  | Madeline    | BA     |
| Venescar   | Renito      | BA     |
| Wade       | Kathleen    | BS/MS  |
| Warde      | Johanna     | BS     |
| Webb       | Samantha    | BA     |
| Wengerter  | Kyle        | BS     |
| West       | Debra       | BS     |
| Wheeler    | Laura       | BA     |
| Williams   | Tashanna    | BA     |
| Wine       | Dylan       | BA     |
| Wood       | Rita        | BA/MBA |
| Woolridge  | Lori        | BS     |
| Wright     | Eillean     | BS     |

COUNTY SUBSTITUTE CERTIFICATES - NON-DEGREES

|                  |                |
|------------------|----------------|
| Ajeigbe, Nafisat | Joseph, Joanna |
|------------------|----------------|

|                     |                    |
|---------------------|--------------------|
| Arias, Jhanna       | Lovius, Daphne     |
| Artiles, Sergio     | Mena, Elsa         |
| Busichio, Luke      | Meola, Joseph      |
| Cox, Lateefa        | Noel, Patricia     |
| Forbes, Elvoria     | Rexford, Susan     |
| Frydman, Jacqueline | Samedi, Maglicha   |
| Gomez, Charlene     | Tuttle, Gregory    |
| Goodrich, Bard      | Tynes, Anthony     |
| Greenberg, Max      | Ward, Teleisha     |
| Hill, Nathan        | Williamson, Tyrone |
| Jackson, Lynette    |                    |

3312I. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2015-2016 SCHOOL YEAR  
PAID AT A DAILY RATE OF \$100

|                   |                  |                    |
|-------------------|------------------|--------------------|
| Maxine Alstrom    | Ivan Aulestia    | Joaquin Bohorquez  |
| Shirley Deeds     | Robert Ellis     | Theodore Faison    |
| Doris Fernandez   | Barbara Gardner  | Gwendolyn Hardrick |
| Robin Hawkins     | Kathleen Kling   | Dennis Loesch      |
| Wanda McDuffie    | Helena Milanytch | Paula Murray       |
| Charles Neighbors | Donna Nitzberg   | Rebecca Nuguid     |
| JoEllen Petronzi  | Rayna Pomper     | Sharon Roberts     |
| Debra Trebitz     | Barbara Wade     |                    |

3312J. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2015-2016 SCHOOL YEAR  
PAID AT A DAILY RATE OF \$160

|             |              |              |
|-------------|--------------|--------------|
| Ewyn Degnan | Robert Ellis | Paula Murray |
| Al Simmons  |              | Rita Woods   |

3312K. REAPPOINTMENT OF SUBSTITUTE NURSES FOR THE 2015-2016 SCHOOL YEAR AT  
A DAILY RATE OF \$160

|                      |                |                  |
|----------------------|----------------|------------------|
| Stephanie Adjei-Twum | Germaine Desir | Michelle Epstein |
| Contance Guida       | Jenace Hyman   | Ilena Kasdan     |
| Ethel Paden          | Myrna Scott    | Gretchen Shook   |
| Muktar Yusuff        |                |                  |

3312L. REAPPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2015-2016 SCHOOL  
YEAR AT A HOURLY RATE OF \$10.00

|                  |                    |                |
|------------------|--------------------|----------------|
| Sandra Criscuolo | Jacqueline Frydman | Stacey Maebert |
|------------------|--------------------|----------------|

3312M. REAPPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2015-2016 SCHOOL  
YEAR AT A HOURLY RATE OF \$10.50

|                  |               |
|------------------|---------------|
| Margaret Dempsey | Lori-Ann Boyd |
|------------------|---------------|

3312N. REAPPOINTMENT OF SUBSTITUTE BUS AIDES FOR THE 2015-2016 SCHOOL YEAR  
AT A HOURLY RATE OF \$9.00

Joyce Griffin

Roy Keller

3313A. 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].

3313B. 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].

3313C. 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].

3314. Adopts the following books:

| SUBJECT   | GRADE | TITLE/AUTHOR  | PUBLISHER/DATE                               |
|---|-------|---|--|
| Mathematics   | 11    | Larson PreCalculus with<br>Limits: A Graphing<br>Approach<br>Larson | Cenage Learning 2016                         |
| Background: This book has a wealth of in-depth applications and supplementary sections not found in the other textbooks reviewed. This has a more complete complement of teacher resources and test generators that lend themselves to the digital approach we are taking to this new course. |       |   |  |
| English   | 9     | Mandela's Way<br>Richard Stengel                                    | Crown March 2010                             |
|   | 9HN   | The Invention of Wings<br>Sue Monk Kid                              | Penguin 2014                                 |
| Background: These novels will be one of the choices in one of the 9th grade teaching modules  |       |   |  |
| English 10<br>Honors  | 10    | One Hundred Years of<br>Solitude<br>Gabriel Garcia Marquez          | Harper and Rowe 1970                         |
|   |       | Kindred<br>Octavia Butler   | Doubleday 1979                               |
|   |       | Behind the Beautiful<br>Flowers<br>Katherine Boo                    | Random House Trade Paperback<br>Edition 2014 |
| English 2<br>Honors   | 10    | All the Light We Cannot<br>See<br>Anthony Doerr                     | Scribner May 2014                            |

| SUBJECT  | GRADE | TITLE/AUTHOR  | PUBLISHER/DATE              |
|--|-------|---|-----------------------------|
|  |       | Black Swan Green<br>David Mitchel   | Random House<br>2007        |
| Background: These novels will be one of the choices in one of the 10th grade teaching modules. |       |   |                             |
| Contemporary Literature  | 11-12 | The New Jim Crow: Mass Incarceration in the Age of Colorblindness<br>Michelle Alexander & Cornel West | The New Press 2012          |
|  |       | America's Massacre: The Audacity of Despair and a Message of Hope<br>Tewhan Butler                    | Raise UP Media October 2014 |
| Background: These novels will be one of the choices in one of the course's teaching modules.   |       |   |                             |

3315. Adopt the following new courses for 2015 -2016

- A. Effective School Solutions - Columbia High School academic course focused on social, emotional, and interpersonal skills, self-regulation, and academic and study skills to support students as they move through tiered interventions in the ESS program (for classified and non-classified students) - 5 credits if full-year and 2.5 for half year.
- B. Language Arts - Grade 6 - The Iliad
- C. Language Arts - Grade 6 - Travels with Charley, Grade 6
- D. Language Arts Grade 7 - The Adventures of Tom Sawyer
- E. Language Arts Grade 7 - Analyzing an Author's Style: Macaulay's Unique Way of Explaining a Complex Process
- F. Social Studies - National History Day, Grade 6
- G. Social Studies - Model UN: Human Rights, Grade 7
- H. Science - Scientific Investigation and Inquiry, Grade 6
- I. Science - Detectives in The Classroom, Grade 7

3316. Approve the following policies:

- Policy 3218 Substance Abuse (Teaching Staff )
- Policy 4218 Substance Abuse (Support Staff)
- Policy 8510 Wellness Policy
- Policy 8630 Bus Driver/Bus Aide Responsibility

3317. Approves revised Board member committee and liaison assignments as noted on the attached spreadsheet [ on file in Board Secretary's Office].

3318. WHEREAS, Student ID No. 20101 has been duly noticed and afforded the opportunity to participate in a hearing before the Board of Education, and has been afforded certain due process rights; and

WHEREAS, the student's parents were advised of their right to appeal to the Commissioner of Education; and,

WHEREAS, the student's parents do not wish to contest the administration's disciplinary recommendation and have determined that they do not wish a Board hearing at this time; and

WHEREAS, the student has admitted that he/she engaged in prohibited conduct on July 29, 2015 and that said behavior constitutes good cause for further discipline; and

WHEREAS, as a result of the prohibited conduct, the student accepts that he/she was suspended from July 29, 2015 to August 6, 2015.

NOW, THEREFORE, BE IT RESOLVED THAT following his/her suspension, Student ID No. 20101 will be placed on home instruction when the 2015-2016 school year begins in order to complete coursework for a December 2015 Columbia High School diploma.

BE IT FURTHER RESOLVED THAT Student ID No. 20101 will be excluded from participating in all Columbia High School extracurricular school activities and is not permitted on any school property or at any other school function without prior approval of the Superintendent during the period ending.

3319. Approves a waiver request be submitted to the New Jersey State Department of Education for approval. The waiver request will allow for observations that differ from the requirements of N.J.A.C. 6A:10-4.4 (c) and (d) but meet or exceed the intended total timeframe for observations for teacher evaluations.

3320. Approves a settlement agreement for special education Student ID #17282, and authorizes the Board President to execute the settlement agreement.

3321A. Accepts the following financial reports:

1. Board Secretary's Report dated July 31, 2015
2. Expense Account Adjustment Analysis dated July 31, 2015
3. Revenue Account Adjustment Analysis dated July 31, 2015
4. Check Register #386783-387026 in the amount of \$2,363,506.87
5. Check Register #387027 in the amount of \$1,400.00
6. Check Register #387028 in the amount of \$6,000.00

- 7. Check Register #200556 for July payroll in the amount of \$1,464,935.47
- 8. Treasurer's Report of June 2015

3321B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3321C. Approves the attendance and related travel expenses for the following work-related events:

| EMPLOYEE                | WORKSHOP/CONFERENCE   | DATE   | Location          | Estimated Cost (\$'s) |
|-------------------------|---|--|-------------------|-----------------------|
| Philip Stern C.O.       | NJSBA Fall Workshop & Law Forum                                       | 10/27-30/15  | Atlantic City, NJ | 600.00                |
| Susan Grierson C.O.     | NJSBA Fall Workshop & Law Forum                                       | 10/27-30/15  | Atlantic City, NJ | 500.00                |
| Cheryl Schneider C.O.   | NJSBA Fall Workshop & Law Forum                                       | 10/27-30/15  | Atlantic City, NJ | 500.00                |
| Andrea Del Guercio C.O. | NJSBA Fall Workshop & Law Forum                                       | 10/27-30/15  | Atlantic City, NJ | 500.00                |
| 4 Teachers              | Rutgers Center For Literacy Development - Full Day 2014-2015 workshop | 1/23/15  | New Brunswick, NJ | 3000.00               |
| Andrea Del Guercio C.O. | NJASBO Workshops  | 9/10/15,<br>10/15/15,<br>11/17/15,<br>12/8/15,<br>1/12/16,<br>2/11/16,<br>3/15/16, 4/14/16 | Rockaway, NJ      | 527.00                |
| Cheryl Schneider C.O.   | NJASBO Workshops  | 9/10/15,<br>10/15/15,<br>11/17/15,<br>12/8/15,<br>1/12/16,<br>2/11/16,<br>3/15/16, 4/14/16 | Rockaway, NJ      | 527.00                |

3321D. Approves the following attendance and related travel expenses:

| BOARD MEMBER | EVENT | DATE | Location | Estimated |
|--------------|-------|------|----------|-----------|
|--------------|-------|------|----------|-----------|

|                 |                                   |                   |                   |             |
|-----------------|-----------------------------------|-------------------|-------------------|-------------|
|                 |                                   |                   |                   | Cost (\$'s) |
| 5 Board Members | NJSBA Annual Workshop & Law Forum | 10/27/15-10/30/15 | Atlantic City, NJ | 500 each    |

3321E. Approves the following providers for 2015-16 school year for the service indicated:

| <u>Provider</u>  | <u>Service</u>   | <u>Rate</u>                                    |
|--|--|--|
| ASAP<br>Millington, NJ                                 | Behavior Therapy<br>Speech/Language Services               | \$180/hour                                     |
| Community Behavior Consulting, LLC<br>South Orange, NJ | Behavior Therapy   | \$75/hour                                      |
| Platt Psychiatric Assoc.<br>Cedar Grove, NJ            | Psychiatric Consultations<br>Travel for onsite evaluations | \$600 per consult<br>\$125/20min<br>\$325/hour |
| Martin A. Silverman, M.D.<br>Maplewood, NJ             | Child Psychiatry   | \$450/eval & report                            |
| Yifat Kedar<br>Livingston, NJ                          | OT   | \$80/hour                                      |
| EDB Speech/Language Associates, LLC<br>Somerset, NJ    | Speech/Language Services                                   | \$80/hour                                      |
| Rebecca Beutel<br>West Orange, NJ                      | ABA Therapy  | \$75/hour                                      |
| Howard Schwartz, MD<br>Maplewood, NJ                   | Psychiatric Evaluation                                     | \$300  |
| Arthur Pressley, Jr.<br>Morristown, NJ                 | Psychotherapy  | \$150/session                                  |
| Children's Specialized Hospital<br>Mountainside, NJ    | Psychological Evaluation                                   | \$644/eval                                     |

3312F. Approves an agreement with Rutgers the State University "Answer" of Piscataway, NJ for a one day training session at a rate of \$1,500.

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

3312G. accepts State Nonpublic Auxiliary Services (Chapter 192) and Handicapped Services (Chapter 193) Aid Entitlement Funds for 2015-2016 for a total amount of \$43,978.00 allocated as follows:

| <u>NP Auxiliary Services</u>   | <u>Rate/Pupil</u> | <u>Pupils</u> | <u>State Aid</u> | <u>Allocation</u> |
|--------------------------------|-------------------|---------------|------------------|-------------------|
| *Compensatory Education        | \$ 995.33         | 38            | \$ 32,149.00     |                   |
| *E.S.L.                        | \$1,015.00        | 0             | \$ 0             |                   |
| Transportation                 | \$ 0              | 0             | \$ 0             |                   |
| Total Auxiliary Services       |                   |               |                  | \$32,149.00       |
|                                |                   |               |                  |                   |
| <u>NP Handicapped Services</u> | <u>Rate/Pupil</u> | <u>Pupils</u> | <u>State Aid</u> |                   |
| *Initial Exam & Class.         | \$1,326.17        | 0             | \$ 0             |                   |
| *Annual Exam & Class.          | \$ 380.00         | 5             | \$ 1,708.00      |                   |
| *Corrective Speech             | \$ 930.00         | 5             | \$ 4,180.00      |                   |
| *Supplemental Instruction      | \$ 826.00         | 8             | \$ 5,941.00      |                   |
| Total Handicapped Services     |                   |               |                  | \$11,829.00       |
| TOTAL 192/193 Allocation       |                   |               |                  | \$43,978.00       |

\* Prorated at 89.90%

3321H. Approves a contract with Morris Union Jointure Commission of New Providence, New Jersey, to provide Outreach Services in Behavior Management during the 2015-16 school year as follows:

|           |       |
|-----------|-------|
| Hourly:   | \$250 |
| Half Day: | \$695 |
| Full Day: | \$995 |

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.

3321I. Accepts school year 2015-2016 New Jersey Nonpublic Textbook Aid Entitlement Funds in the amount of \$10,563.00 to be allocated as follows:

| <u>SCHOOL</u>                   | <u>PUPILS</u> | <u>STATE AID</u> |
|---------------------------------|---------------|------------------|
| Our Lady of Sorrows             | 174           | \$ 9,935.00      |
| South Orange Country Day School | 11            | \$ 628.00        |
| Total Nonpublic Textbook Aid    | \$10,563.00   |                  |

3321J. Accepts school year 2015-2016 New Jersey Nonpublic Nursing Aid Entitlement Funds in the amount of \$990.00 to be allocated as follows:

| <u>SCHOOL</u>                   | <u>PUPILS</u> | <u>STATE AID</u> |
|---------------------------------|---------------|------------------|
| South Orange Country Day School | 11            | \$990.00         |
| Total Nonpublic Nursing Aid     |               | \$990.00         |

3321K. Accepts school year 2015-2016 New Jersey Nonpublic Technology Aid Entitlement Funds in the amount of \$4,810.00 to be allocated as follows:

| <u>SCHOOL</u>                   | <u>PUPILS</u> | <u>STATE AID</u> |
|---------------------------------|---------------|------------------|
| Our Lady of Sorrows             | 174           | \$4524.00        |
| South Orange Country Day School | 11            | \$ 286.00        |
| Total Nonpublic Technology Aid  |               | \$4,810.00       |

3321L. Approves an agreement with Effective School Solutions, LLC, of Summit, New Jersey, to provide therapeutic mental health services to nine (9) non-classified general education students enrolled at Columbia High School during the school year at any given time beginning September 1, 2015 - June 30, 2016 as outlined in the agreement at a rate of \$100,000.00 for the 2015-16 school year.

3321M. Enters into an agreement with Essex Regional Educational Services Commission to provide Technology Services to nonpublic school students for the period of July 1, 2015 to June 30, 2016.

3321N. Establishes 2015-16 tuition rates as listed below:

|                                       |           |
|---------------------------------------|-----------|
| Grades 9-12                           | \$ 14,327 |
| Grades 6-8                            | \$ 13,044 |
| Grades 1-5                            | \$ 12,858 |
| Kindergarten                          | \$ 11,797 |
| Learning and/or Language Disabilities | \$ 29,342 |
| Multiple Disabilities                 | \$ 19,345 |
| Autism                                | \$ 35,683 |

3321O. Approves the disposal either by auction or as refuse of the following items deemed unusable by the district based on knowledge of existing programs and based on the age and condition of the items.

The following items are recommended for disposal through auction:

- (2) GE Televisions
- (27) JVC Televisions
- (6) Sony Televisions
- (1) Videotek Televisions
- (9) Panasonic Televisions
- (2) Phillips Televisions
- (1) AOC Television
- (35) Proview 700P monitors

1999 Dodge Ram 3500 dump truck VIN# 3B6MF3650XM569026  
 2008 Ford F550 dump truck VIN#1FDAF57R68EE56681  
 2002 Bluebird 54 passenger school bus VIN# 1BAAGCPA12F202906  
 2002 Bluebird 54 passenger school bus VIN# 1BAAGCPA82F202868  
 2002 Bluebird 24 passenger school bus VIN# 1GBJG31RX11202715  
 2002 Bluebird 24 passenger school bus VIN# 1GBJG31R311203043

BE IT FURTHER RESOLVED THAT the Board of Education approves the sale of the surplus property through GovDeals pursuant to the terms and conditions of State Contract A-70967/T2581.

Any remaining items after auction will be disposed of as appropriate.

3321P. Approves an agreement with Atlantic Tomorrow's Office of Bloomfield, New Jersey for a 60-month lease for the following Digital Imaging System copy machine:

- (1) - Savin 4054

The total combined monthly lease cost of \$268.00 for an annual combined cost of \$3,216.00 plus the cost of \$.0053 per page for maintenance and supplies (excludes paper and staples).

3321Q. WHEREAS, the Board of Education will participate in the National School Lunch Program for the 2015-2016 fiscal year.

NOW BE IT RESOLVED THAT the Board of Education does hereby approve the below price list for paid reduced and variable lunches.

| <u>School Level</u> | <u>Breakfast</u> | <u>Reduced Breakfast</u> | <u>Lunch</u> | <u>Variable Lunch</u> | <u>Reduced Lunch</u> |
|---------------------|------------------|--------------------------|--------------|-----------------------|----------------------|
| Elementary School   | \$1.75           | \$0.30                   | \$3.00       | N/A                   | \$0.40               |
| Middle School       | \$2.00           | \$0.30                   | \$3.25       | \$4.00                | \$0.40               |
| High School         | \$2.25           | \$0.30                   | \$3.50       | \$4.25                | \$0.40               |

3321R. Enters into an agreement with Dr. Theodore Haig of Dunnellon, Florida to facilitate the KIVA data gathering process and

subsequent data analysis for the School Board Retreat on August 28, 2015 in the amount of \$7,000.00 plus travel and material expenses.

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.

3321S. Approves the submission of the District Improvement Plan, identified in the Quality Single Accountability Continuum (QSAC) in the area of instruction and program.

3321T. Suspends the By-Laws of the Board of Education in connection with the procedure for the hiring of new staff from the date of the regular meeting in August until the regular meeting in September and authorize the hiring of staff during such period upon the authorization and approval of the Superintendent, subject to confirmation by the Board of Education at its next meeting.

3321U. Resolves to terminate its participation in the State Health Benefits Program, including the Prescription Drug Plan, thereby canceling coverage provided by the School Employees' Health Benefits Program (SEHBP) for all its active and retired employees.

BE IT FURTHER RESOLVED THAT the Board of Education shall notify all active employees of the date of their termination of coverage under the program.

BE IT FURTHER RESOLVED THAT the Board of Education understands that the Division of Pensions and Benefits will notify retired employees of the cancellation of their coverage.

BE IT FURTHER RESOLVED THAT the Board of Education understands that all COBRA participants will be notified by the Division of Pensions and Benefits and advised to contact the District concerning a possible alternative health plan.

BE IT FURTHER RESOLVED THAT this resolution shall take effect the first of the month following a 60-day period beginning with the receipt of the resolution by the School Employees' Health Benefits Commission.

3321V. Approves a 14-month agreement with Horizon Blue Cross Blue Shield of NJ to provide medical and prescription drug benefits effective November 1, 2015 with benefits to be "equal to or better than" those under the School Employees' Health Benefits Program.

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.

3321W. Approves an agreement with Paul J. Riccomini for three days of professional development workshops at a rate of \$15,000.

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.

3321X. Approves a contract with Morris Union Jointure Commission of New Providence, New Jersey, to provide Home-Based Applied Behavior Analysis Services during the 2015-16 school year as follows:

|                                   |               |
|-----------------------------------|---------------|
| Supervisor of Behavioral Services | \$205/Session |
| Home Program Teacher              | \$165/Session |
| Home Program Teacher Assistant    | \$145/Session |
| Home Program Support Assistant    | \$125/Session |

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.

3321Y. Approves an agreement with Montclair State University's Center for Autism and Early Childhood Mental Health of Montclair, New Jersey, to provide training and consultation services at Marshall, Jefferson and Montrose Schools at a rate of \$60,875 during the 2015-16 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.

3321Z. WITHDRAWN

MOTION made by Ms. Pai, seconded by Ms. Smith, to sever resolution 3321S.

ROLL CALL: Motion to sever resolution 3321S passed 7 yes, 0 no.

Mrs. Grierson reported that most of the issues with the Quality Single Accountability Continuum (QSAC) report were related to incorrect documentation. Plans to correct issues will involve everyone in the District working together collaboratively. The District is aligned to common core and going forward all documents will look uniformed as required by the state.

Motion to sever resolution 3321S withdrawn.

MOTION made by Mrs. Wright, seconded by Mrs. Daugherty to sever resolution 3321I,J,K.

Motion to sever 3321 I, J, K passed yes 7, no 0.

Clarified that nonpublic funds are pass through funds and do not impact District funding.

Motion to sever 3321I,J,K withdrawn.

Motion made by Mrs. Wright, seconded by Mrs. Daugherty to sever resolution 3319.

Motion to sever 3319 passed yes 7, no 0.

ROLL CALL: Motion 3319 passed; yes 6 no 1 (Mrs. Wright)

MOTION made by Mrs. Wright, seconded by Mrs. Daugherty to sever resolutions 3321U and 3321V.

Board members discussed the process of and reporting of the switch to Private Health Care.

ROLL CALL: Motion 3321U-3321V passed; 6 yes, 1 no (Wright).

ROLL CALL: Motion 3311A-C, 3311H-K,3312A-N, 3317, 3318, 3320, 3321A-T, 3321W-Y passed; yes 7, no 0.

Motion 3311D, 3311F-G, 3314, 3315, 3316 passed. YES: Ms. Baker, Mr. Eastman, Mrs. Lawson-Muhammad, Ms. Pai, Ms. Smith  
NO: Mrs. Wright.

Motion 3321U-V passed. YES: Ms. Baker, Mr. Eastman, Mrs. Lawson-Muhammad, Ms. Pai, Ms. Smith NO: Mrs. Wright.

HEARING OF INDIVIDUALS AND DELEGATIONS

| <u>Name</u>                 | <u>Topic</u>  |
|-----------------------------|---|
| Ezra Steward<br>MMS Teacher | Former student of Mrs. Wright and Mr. Levin and now a 6 <sup>th</sup> grade teacher at Maplewood Middle School. Attended tonight's meeting to get a deeper understanding of District issues and is deeply motivated to address the issues and see the District reach its potential. |

**Ms. Kambili left at 12:11 a.m.  
7 voting members present**

Ms. Bethea  
SOMEA President

Welcomed Dr. Ramos. Raised concerns about the  
announcement of healthcare.

NEW BUSINESS

None.

FUTURE MEETINGS

The Board of Education will hold a Special Meeting on Friday, August 28, 2015 from 8:00 a.m. to 1:00 p.m. in the District Meeting Room, 525 Academy Street, Maplewood, NJ to discuss policy governance and district goals. No action will be taken.

The Board of Education will meet in Closed Session on Monday, September 21, 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.

Members of the public are invited on Monday, September 21, 2015, at 7:30 pm to submit public comments regarding the proposed addendum to the Superintendent's contract to include the provision of health benefits. Immediately following the public hearing, the Board will vote on the proposed addendum to the Superintendent's contract.

The Board of Education will meet in Closed Session on Monday, October 19, 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 Mrs. Wright, seconded by Ms. Baker, that the Board of Education meet in Executive Session prior to the September 21, 2015 Public Meeting to discuss personnel, legal and Special Education matters, negotiations, and security, the nature of which will be made public at a future date. Motion unanimously approved.

MOTION made by Mrs. Daugherty, seconded by Ms. Smith, that the Board of Education adjourn. Motion unanimously approved at 12:17 a.m.

---

Cheryl Schneider, Board Secretary