

Regular Meeting
South Orange-Maplewood
Board of Education
November 16, 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 November 16, 2015.

Board President Wayne Eastman called the meeting to order at 7:40 p.m.

Adequate written notice of this meeting of the South Orange-Maplewood Board of Education was sent to the Township and Village Clerks, the Libraries, The Star Ledger, the News Record and all schools.

ROLL CALL: Present: Ms. Baker, Mrs. Daugherty, Mr. Eastman, Ms. Jones, Ms. Pai, Mr. Saulean, Ms. Smith, Mrs. Wright.

Absent: Mr. Bennett, Mrs. Lawson-Muhammad

7 VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

PLEDGE OF ALLEGIANCE

BOARD ACKNOWLEDGEMENT - Read by Mrs. Wright

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

- Achieve Foundation for babysitting services for the district's Education Summit, valued at \$500.00.
- Stop & Shop for their donation of 84 cases of bottled water for the district's Education Summit, valued at \$335.00.

BOARD RECOGNITION - Read by Ms. Pai

Students from Maplewood Middle School and South Orange Middle School won awards for the exceptional scores achieved on the ACT/SATs or SCATs and qualified for the John Hopkins Center for Talented Youth 2015 Talent Search. The CTY Search identifies, assesses and recognizes students with exceptional mathematical and/or verbal reasoning abilities and offers them the opportunity to take the SATs in middle school.

MMS students that received awards are:

Benjamin Kamen	Lars Langreth*	Timothy Rohan
Katherine Williams*	Lillian Wilson*	

SOMS students that received awards are:

Hazel Allison-Way	Ryanne Barrett	Lily Forman
Isabella Garcia	Jeremy Giles	Alexander Glynn

Lily Mencarini

Conor Strasser*

Margot Tabakin

*Now at Columbia HS.

Columbia High School Senior, Jordan Fields, signed a letter of intent to run track at the University of Pittsburg.

Senior Samantha Viqueira signed a letter of intent to fence at the University of Notre Dame.

The Columbia HS Freshman Girls Soccer Team were undefeated for the season. They finished their record season with 13 wins and two tie games. Members of the Girls Soccer Team are:

Zoe Broncel	Lia Holstein	Morgan Nash
Lindsey Camara	Lauren Lake	Katie Newman
Derby Cineas	Naomi McMechen	Cailee Olitt
Shayna Cohen	Meredith Meyer	Jasmine Quraishi
Maritxell Gallart-Bekkedahl	Sami Miller	Sofia Ratkevich
Finnola Gray	Ceci Munoz	Katherine Williams
Ashley Heacock		

Rocio "Ro" Lopez is the freshman Girls Soccer Team Coach

Winners of the All Conference for the SEC Cross Country Awards are listed below:

1 st Team All Conference Boys:	2 nd Team All Conference Boys:	Honorable Mention Boys:
Jared Pangalozzi	Gabe Benson	Tim Depue
David Ives		Jacob Paul
		Honorable Mention Girls
		Claudia Steiner
		Catherine Jordan

Seven Columbia High School musicians received inaugural awards from the Achieve Foundation's Vanessa Pollock Music Initiative. The awards were tailored to the specific needs of the students and recipients received either new professional grade instruments or funding for private instruction over the course of the school year totaling \$10,500. The students were nominated by CHS Band Director, Peter Bauer, Choral Director, Jamie Bunce and Orchestra Director, Todd VanBeveren because of their extraordinary achievements in music to date. Recipients of the awards are:

Jessica Brice	Aanu Fawole	Ahmad Holiday
Autumn Jones	Louise Kern-Kensler	Lauren Kret
Isaiah Thomas		

The Columbia HS Girls Volleyball Team are co-champs with Millburn HS for the Super Essex Conference Colonial Division for 2015. Members of the team are:

Ta'Mya Allen	Jasmine Keegan (captain)	Abbigail Nelson
Samantha Berek	Shayla Keegan	Sarai Roberts
Alexis Brice	Connie Labat	Gabby Salinaro (captain)
Maya Goldner	Georgia Longstreet	Dondrea Taylor-Stewart

Autumn Jones	Ava Milanese	(captain) Lauren Yelner
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Juan Bas is the Head Coach for Girls Volleyball.

The Columbia High School Varsity Boys Cross Country Team is headed to the New Jersey State Group IV Championship as one of the top five finishers in New Jersey Group IV, Section 2 championship.

Columbia was paced by junior Jared Pangallozzi, who finished 8th out of 123 runners on the 5K course while sophomore David Ives placed 27th in 17:04. Pangallozzi qualified for the Group 4 Championships as an individual with his top ten finish.

Columbia's medal-winning performance was a 5th-place finish out of 16 teams.

The Columbian (2015) won First Place by the American Scholastic Press Association (ASPA) and Silver Medalist Rating by the Columbia Scholastic Press Association (CSPA). The newspapers are critiqued in the areas of content coverage, page design, photography & illustrations, layout, editing and creativity.

A comment in the judge's summary from the ASPA stated, "You have an excellent school newspaper, which shows the creativity and journalistic knowledge of your editors, reporters, writers, photographers, layout/graphics designer and advisors."

The 14-15 production leaders were:

Deana Singleton*	Max Kitabayashi* (Co-Editors-In-Chief)
Sophie Fisher* (Art Editor)	Olivia Levine* (Photo Editor)
Ben Reichman	Alec Tyson (Design Co-Editors)

The 14-15 content editors were:

Tyler Farnsworth*	Dylan Karten* (News Co-Editors)
Siobhan Nolet* (Opinions Editor)	Russell Pinzino* (In-Depth Editor)
Calvin Yohannan*	David DeFranco* (Sports Co-Editors)
Edward Willshire* (Arts & Entertainment Editor)	
Delaney Fuschetto*	Sabrina Rodrigues* (Project Coordinators)

The 14-15 designers were:

Nick Carbonara*	Fabriz Gauthier*	Alex Rafkin
Leilani Schultz-Joy*	Emre Yenigun*	Khalid Young*

Staff advisors to *The Columbian* are:

Joshua Enyeart (English Department) and Cindy Malhotra (Fine Arts Department).

*Columbia High School Graduates.

The Columbia High School Football Team qualified for the state playoffs for the first time in 4 years. They ended the regular season with 5 wins and 4 losses.

The Columbia High School Boys Cross Country Team qualified for States and will compete on the weekend. They also finished second to Millburn at the Essex County Cross-Country Championships.

The Columbia High School Girls Volleyball Team was co-champions of the Colonial Division of the Super Essex Conference.

Lisa Morgan, Columbia HS cross country and track coach and Charles Schneekloth, Language Arts Teacher at Maplewood Middle School were both selected by *Garden State Runs* in their yearly "Top 25 Most Influential People in NJ Running" list.

Marshall Elementary School was one of 17 schools in New Jersey to be awarded a grant from the Artists in Education Residency Grant Program (AIE) to engage a professional Teaching Artist this school year. One hundred of Marshall's 198 first graders are working with artist Patricia Flynn for hands on workshops to create a theatrical collage through an immersion of various art forms. The Artists in Education (AIE) Program is carried out through a co-sponsored partnership between Young Audiences New Jersey & Eastern Pennsylvania and the New Jersey State Council on the Arts.

Melissa Butler, Language Arts Teacher at South Orange Middle School was chosen to present at both the NJEA Convention and the ASCD National conference on topics that include innovative teaching utilizing both GAFE and Edmodo in order to transform a "4-wall" classroom.

Columbia High School Art Teacher Ellen Weisbord will be showing her work at the Belskie Museum in Closter, NJ.

Nancy Ring, Art Teacher at Seth Boyden, will be exhibiting her art at various venues including: the Rosalind and Alfred Lippman Gallery in South Orange, the Women's Caucus for Art in Philadelphia, and the Solo(s) Project House Artists' Studios Open Studio event in Newark.

Bisa Butler, Columbia High School Art Teacher and graduate, began the school year by exhibiting her artwork at the Domareki Gallery at CHS. She has another exhibit opening at the Firehouse Gallery in Orange, and then she will be exhibiting with Newark Open Doors at The Firehouse Gallery in Newark.

Kaitlyn Walker, Wind Specialist at MMS, SOMS and CHS, performed with the Aldelphi Orchestra in Paramus, NJ for their 2015-2016 season.

Kate Dodd is one of the 20/20 Public Space Champions announced by the Design Trust for Public Space. The Design Trust was founded in 1995 to unlock the potential of New York City's shared spaces and is a nationally-recognized incubator that transforms and evolves the city's landscape with city agencies and community collaborators.

APPROVAL OF MINUTES

Mr. Eastman declared the minutes of the Executive and Public Sessions of the Special Meeting on November 10, 2015 approved as presented and amends the October 19, 2015 minutes to reflect that Mrs. Wright wishes to change her vote on resolution 3333D Appointment for two Administrators (Mr. Walston and Mr. Waldron) to reflect an abstention (in accordance with School Ethics Advisory Opinion A20-12 due to conflict of interest).

ASBESTOS MANAGEMENT PLAN - Mrs. Wright

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

ITEM FOR ACTION MOVED FORWARD

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

3343C. APPOINTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Bodnar, Ann	Principal CLIN - 1.0 FTE	1/1/16 6/30/16	\$116,476

ROLL CALL: Motion 3343C (Bodnar), passed. YES: Ms. Baker, Mrs. Daugherty, Mr. Eastman, Ms. Jones, Ms. Pai, Ms. Smith, Mrs. Wright.
NO: none.

Dr. Ramos introduced Ms. Bodnar as the new Principal of Clinton Elementary School.

Ms. Bodnar thanked everyone for the opportunity.

SUPERINTENDENT'S MONTHLY UPDATE

Goal 1

Student Learning and promoting the intellectual growth of all students:

- The marking period ended last week and report cards are going out to all secondary school students.
- Flexible Academic Support Time (FAST) study hall academic support is being assigned to Columbia High School students who may be struggling.
- 48.5% of our senior class has already applied to college. Students have already begun to receive early acceptances including to the University of Pittsburgh Honors Program, Penn State, and Rutgers.
- Columbia High School hosted the State Student Council Meeting today.
- Columbia High School hosted the US First FTC Robotics Tournament over the weekend.

- Individual student Partnership for Assessment of Readiness for College and Careers (PARCC) scores will be released by the State soon. A parent meeting about the PARCC scores is being planned.

Goal 2 Professional Staff:

- November 3rd was a full day of professional development for all staff with topics ranging from Harassment, Intimidation and Bullying (HIB) and CPR training, to differentiated instruction, to restorative practices, to cultural competency training.

Goal 3 Engagement and Outreach:

- There will be an update on our pilot of *Let's Talk!* and it is on tonight's agenda for action.
- Public wifi is now available in the district meeting room during Board meetings.
- The newly formed website committee is scheduled to meet with vendors this month to review proposals to reconceptualize our district website. We hope to bring a recommendation to the Board for a new vendor in December.
- Board members and senior staff will be meeting with town officials from Maplewood and South Orange to strengthen our partnership.
- Upcoming parent engagement events include an overview of the new Gifted and Talented Strategies and an introduction to restorative practices.

Goal 4 Resource Management:

- On for first reading tonight is an update to the school nutrition policy 8505 which combines the nutrition and wellness policy.
- The auditor's report, originally scheduled for tonight, has been postponed to the December meeting. Due to state delays in releasing information regarding pension payments to districts.
- A resolution to submit the annual statement of assurance relating to Quality Single Accountability Continuum (QSAC) is on the agenda this evening. This is for the school year 2015-2016 and is a different set of data than the full QSAC report that required an improvement plan for the 2014-2015 school year. The checklist on the statement of assurance are different than those on the full review and therefore are likely to have different ratings.

Goal 5 Creating a Framework for Advancing the work of the district including the collaborative development of a comprehensive Strategic Plan:

- An Education Summit was held to engage all stakeholders in the initial stage of developing our Strategic Plan. There will be a report on the Summit during the discussion portion.
- A KIVA session on the topic of mathematics is being planned.

Goal 6 Securing required external approvals:

- Middle States Accreditation for Columbia High School

- o The Middle States Association will be visiting Columbia High School in March 2016.
- o The Columbia High School team is working the Middle States Team Chair to align strategic planning for the high school with topics from the Education Summit.
- o Administration is awaiting Partnership for Assessment of Readiness for College and Careers (PARCC) scores to determine whether or not PARCC scores might be used as baseline data points to measure student achievement growth.
- Office of Civil Rights (OCR) Resolution Agreement
 - o The Office of Civil Rights is extremely positive about the new Access & Equity policy which the board adopted last month.

Memorials and Retirements were read by Mrs. Wright

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Luke Grzelewski Chris Holowczak Josh Ewing CHS Parnassian Society	Invited Board members to attend <i>Almost Maine</i> and an upcoming fundraiser at the Orange Lawn Country Club. Society received an invitation to perform at the Fringe Festival in Edinburgh this summer.
Harvey Weisbord CHS Hall of Fame	Founded the CHS Athletics Hall of Fame ten years ago. And have inducted deserving players into the Hall of Fame each year since. A majority of CHS athletes have gone on as high achievers at colleges and in careers. He encourages enhanced financial support of athletes.
Dominique Rayam CHS Senior	Upset that after being attacked by three girls she was suspended for defending herself. Would like the suspension removed from her record.
Jessie Wendt South Orange	Questions the healthy snack requirement of the Wellness Policy. Believes it may have a negative impact on fundraising initiatives.

***Mr. Bennett arrived at 8:00 pm
8 voting members and 1 student representative present***

DISCUSSION

Baseline Budget Presentation - Mrs. Schneider

Mrs. Schneider presented Baseline Data for 2016-2017 budget development:

- Enrollment Projections

- Low income data (at-risk students)
- Transported Students
- Salaries and benefits
- School Facilities
- 2014-15 Comprehensive Annual Financial Report CAFR.
- General Fund Free Balance Status
- Debt Service Status
- Budget Process, Calendar & Priorities

Board discussion following the presentation included comments regarding reason for changes in enrollment and an internal audit of the Special Services department and the budget development process.

EDUCATION SUMMIT - *Mrs. Weiland and Mrs. Turner*

Mrs. Weiland and Mrs. Turner presented a PowerPoint presentation summarizing the November 16, Education Summit. The Education Summit was a key step in creating a Strategic Plan for the District. The Community helped determine the topics by submitting their ideas via Let's Talk, email and other input. After extensive outreach to the community and planned logistics of the committee the Education Summit was a success with over 1500 attendees including teachers, administrators, students, parents, guardians and other community members. The data and ideas collected at the Education Summit will be used for the next steps in creating the Strategic Plan. [Presentation on file in Board Secretary's Office]

Dr. Ramos talked about the next steps following the Summit. The intent is to have strategic direction and something to approve and pass by the end of January 2016. The strategic direction will help inform the 2016-2017 budget. The next step after approval would be to develop action plans that will take longer to develop. The action plans will help inform the 2017-2018 budget.

Board discussion followed the presentation including but not limited to the following:

- Received positive feedback from the Summit.
- Questioned how additional data will be collected.
- Asked about the possibility of another summit.
- Discussed the potential for a student forum.

LET'S TALK UPDATE - *Mr. Roth and Mrs. Turner*

Mr. Roth and Mrs. Turner presented a Powerpoint presentation on the benefits seen from the pilot of Let's Talk.

- Let's Talk addresses District Goal 3: Engagement and Outreach to communicate effectively with parents, students and the South Orange Maplewood Community.

- Addresses criticisms that the District does not communicate well.
- Easy way for stakeholders to make contact at any time.
- The systems routes issues/concerns/questions to the correct person/department.
- Internal process for collaboration, sharing work and removing silos.
- Track trending issues and areas of concern.
- Interactive tool for big topics such as the Education Summit.
- Provides accountability tools.

[Presentation on file in Board Secretary's Office]

Discussion following the presentation included:

- There has been a lot of positive feedback regarding the Let's Talk program.
- Questions regarding student input.
- A suggestion to reach out to students using a different method of communication like Twitter or a Let's Talk App.

POLICIES

Policy 2314 Academic Placement Revision - 1st reading

Ms. Baker introduced the procedural background in creating this policy. Dr. Ramos talked about the content of the policy and that it maintains levels in the current form but allows for the possibility of reform through pilots. It calls for non-binding guidance and allows parents and students the option of access as they choose.

Board discussion included the following:

- Language to reflect college or career ready.
- Support to insure student success.
- Academic placement versus leveling.
- Robust classes at all levels in grades K-12.
- Need for increased academic support.

Mr. Stern reviewed other policies:

- Policy 5330 Administration of Medication - 1st reading.
- Policy 5339 Screening for Dyslexia - 1st reading.
- Policy 8505 Wellness/ Nutrient Standards for Meals and other Foods - 1st reading.

Policy is based on federal requirements for nutrition. References to the allowance for infrequent bake sales will be added back for the second reading.

- Policy 8510 Wellness Policy - REPEAL - 1st reading.

COMMITTEE REPORTS

Policy and Monitoring - Ms. Baker

The committee reviewed research of policies that had gaps with regards to athletic standards. Dr. Ramos' review of security policies and procedures has resulted in adding middle school security guards. The committee will continue to review all policies that need updates. On for approval tonight is the state aid resolution drafted by Mr. Bennett.

Equity and Excellence - Mr. Bennett

There is no update. The committee did not meet.

Communications and Outreach - Mrs. Wright

There is no update. The committee did not meet.

Finance, Facilities and Technology - Mrs. Daugherty on behalf of Mrs. Lawson-Muhammad

The committee discussed the items on this evening's agenda, met with the auditor for a review of the audit to date, discussed school safety, sustainable Jersey for Schools and state aid.

Mr. Bennett led a discussion on state aid and presented a PowerPoint presentation explaining issues with current funding [Presentation on file in Board Secretary's Office].

ITEMS FOR ACTION

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

3343A. MEMORIAL

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

Myron J. Blasi retired Director of Personnel and teacher, passed away on November 4, 2015;
Mary O'Neill retired School Nurse, passed away on November 16, 2015.

The superintendent is asked to convey our condolences to the family and friends of Myron J. Blasi and Mary O'Neill.

3343B. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE
Beattys, Dr. Candice	Supervisor of Math, 9-12 CHS - 1.0 FTE	1/1/16

Stanca, Rodica	T Latin CHS - 1.2 FTE	1/1/16
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3343C. APPOINTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Noguera, Nathaly	T Spanish CHS - 1.0 FTE	1/4/16 6/30/16	\$57,219*
O'Neill, Patricia	Principal on Special Assignment CLIN - 1.0 FTE	1/1/16 1/31/16	\$143,977

3343D. APPOINTMENT OF LEAVE REPLACEMENT STAFF

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Boney, Susan	LDTC SOM - 1.0 FTE	11/17/15 2/15/16	\$82,905*
Gentile, Amanda	T Math SOM - 1.0 FTE	9/1/15 11/25/15	\$45,512*
Leone, Carissa	T SPED SM - 1.0 FTE	11/20/15 3/8/16	\$45,512*
Smith, Patricia	T SPED MAR - 1.0 FTE	9/1/15 3/14/16	\$64,375*
Uche, Eleanya	T Math MM - 1.0 FTE	10/30/15 5/6/16	\$82,443*

3343E. CHANGE OF START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Hannon, Elizabeth	Leave Replacement T Preschool MONT - 1.0 FTE	11/17/15 6/30/16	11/9/15 6/30/16

3343F. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Dennehy, Caitlin	T SPED SOM 1.0 FTE	10/15/15-12/3/15 (Paid Maternity Leave) 12/4/15-3/3/16 (Unpaid FMLA) 3/7/16-6/30/16 (Unpaid Childcare Leave)
Dorton, Jayne	T 1 SMA - 1.0 FTE	9/30/15-11/6/15 (Unpaid FMLA)
Konzelman, Allyson	T SPED MAR - 1.0 FTE	12/2/15-3/14/16 (Unpaid Childcare Leave)
Koppenaar,	T Multiage	12/1/15-6/30/16

Maureen	SB - 1.0 FTE	(Unpaid Medical Leave)
Nicosia, Nicole	T SPED MM - 1.0 FTE	11/30/15-12/4/15 (Unpaid FMLA) 12/7/15-12/11/15 (Paid Sick/Personal Days)

3343G. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Clavijo, Adriana	T Spanish CHS .2 FTE	11/16/15 12/23/15 (26 days)	\$72.12 (per day)	\$1,875.12
Gaskins, Lena	School Bus Aide DIST - .5 FTE	10/1-30/15 (20 hours)	\$5.77 (per hour)	\$115.40
Kohn, Terry	T SPED CHS - 1.04 FTE	11/16/15 6/17/16	\$3,712	\$96,524
Lemos, Gonzalo	T Spanish CHS .2 FTE	11/16/15 12/23/15 (26 days)	\$79.86 (per day)	\$2,076.36
Marin, Eva	T Spanish CHS .2 FTE	11/16/15 12/23/15 (26 days)	\$87.03 (per day)	\$2,262.78
Regler, James	T SPED CHS - 1.2 FTE	11/16/15 6/30/16	+\$9,516	\$57,094
Robinson, Kathleen	Clerical Aide CLIN - 1.0 FTE	10/15- 11/9/15 (14.5 hours)	\$9.68 (per hour)	\$140.36
Tyson, Angela	School Bus Aide DIST - .8 FTE	10/1-30/15 (78 hours)	\$7.82 (per hour)	\$609.96
Veechione, Jenna	T SPED CHS .2 FTE	9/22/15 11/13/15 (35 days)	\$53.64 (per day)	\$1,877.40

3343H. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Drechsel, Michael	Freshman Coach, Boys Basketball CHS - 1.0 FTE	12/1/15 2/29/16	\$3,811
Keegan, William	JV Coach, Girls Basketball CHS - 1.0 FTE	12/1/15 2/29/16	\$5,614
Lopes, Kashon	Asst. Coach, Boys Indoor Track CHS - 1.0 FTE	12/1/15 2/29/16	\$3,900
Rosario, Joel	Freshman Coach, Wrestling CHS - 1.0 FTE	12/1/15 2/29/16	\$3,710
Whitaker, Thomas	Asst. Coach, Girls Basketball CHS - 1.0 FTE	12/1/15 2/29/16	\$5,614
Wright,	Varsity Coach, Girls Basketball	12/1/15	\$7,891

Jazmine	CHS - 1.0 FTE	2/29/16	
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3344A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2015-2016 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Angelo, Susan	Kean University	5/1999	MA
	Fairleigh Dickinson University	5/1987	BA
Gutierrez, Karla	Montclair State University	5/2015	BA
Pezzuto, Anthony	Pennsylvania State University	12/2001	BA

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Doherty, Virginia	University of North Texas	5/1987	BA
El Amin, Mansa	William Paterson University	5/2013	BA

COUNTY SUBSTITUTE CERTIFICATES - NON-DEGREE

Munford, Sherry

3344B. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2015-2016 SCHOOL YEAR
PAID AT THE DAILY RATE OF \$160.00

Susan Angelo

3344C. APPOINTMENT OF OUT-OF-DISTRICT COACH FOR THE 2015-2016 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND	BACKGROUND
Garwin, Harold	Wrestling Head Coach	12/2015 2/2016	\$7,905	Mr. Garwin is beginning his 9 th season as a wrestling coach. He holds a NJ State Substitute Certificate.
Ginlock, Tiffani	Girls Fencing Head Coach	12/2015 2/2016	\$4,594	Ms. Ginlock is beginning her 2 nd year as a fencing coach. She holds a NJ State Substitute Certificate.
Grace, Jameel	Assistant/JV Boys Basketball	12/2015 2/2016	\$5,531	Mr. Grace is beginning his 2 nd season as a basketball coach. He holds a NJ State Substitute Certificate.

Keenan, Margaret	Swimming Boys Head Coach	12/2015 2/2016	\$5,614	Ms. Keenan is beginning her 4 th season as a swim coach. She is employed by the Rahway Public School District.
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Kline, Eugene	Wrestling Asst Varsity	12/2015 2/2016	\$5,614	Mr. Kline is beginning his 10 th season as a wrestling coach. He is presently employed by Newark Public Schools.
LaPierre, Edward	Swimming Girls Head Coach	12/2015 2/2016	\$5,614	Mr. LaPierre is beginning his 1 st season as a swimming coach. He is presently employed by the Irvington Public School District.
Mobley, Gary	Asst Football Coach	9/2015 11/2015	\$6,566	Mr. Mobley is beginning his 1 st season as a football coach. He is presently employed by the Rahway Public School District.
Morgan, Lisa	Indoor Girls Track Head Coach	12/2015 2/2016	\$5,614	Ms. Morgan is beginning her 10 th season as a track coach. She holds a NJ State Substitute Certificate.
Richman, Duke	Indoor Boys Track Head Coach	12/2015 2/2016	\$5,614	Mr. Richman is beginning his 4 th season as a track coach. He holds a NJ State Substitute Certificate.
Robinson, Eugene	Boys Basketball Head Coach	12/2015 2/2016	\$7,891	Mr. Robinson is beginning his 2 nd season as a basketball coach. He presently employed by the Irvington School District.
Simmons, Crystal	Cheerleading Coach	12/2015 2/2016	\$3,811	Ms. Simmons is beginning her 4 th season as a cheerleading coach. She holds a NJ Substitute Certificate.
White, Robert	Boys Fencing Head Coach	12/2015 2/2016	\$4,676	Mr. White is beginning his 11 th season as a fencing coach. He is presently employed by the Newark Public School District.

3345. 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>
20564	CHS	12 th
53566	CHS	12 th
57979	MMS	6 th
58834	SOMS	8 th

3346. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2015-2016 extended school year.

3347. Approves class field trips to the following destination(s):

Renaissance Woodbridge Hotel	Woodbridge, NJ
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3348. Adopts the following books:

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
Language Arts	6	Walking To The Bus-Rider Blues Harriet Gillem Robinet	Aladdin Paperbacks 2002
Background: This book could be incorporated in the "Resistance and Resilience Unit which coincides the Civil Rights Unit taught in Social Studies.			
Language Arts	7	Steelheart Brandon Sanderson	Ember 2013
Background: This book fits in the 7 th grade science fiction/dystopian unit. This book is very high interest, especially for reluctant readers.			

3349. Adopt the following revisions for 2015 - 2016:

- 3349A Art 1
- 3349B AP Studio Art: 2D Design
- 3349C Grades 6-8 Choir

3350A. WHEREAS, Student ID No. 50743 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 October 15, 2015 and that said behavior constitutes good cause for further discipline.

NOW, THEREFORE, BE IT RESOLVED THAT Student ID No. 50743 will be suspended from October 15, 2015 through October 28, 2015. Student ID No. 50743 will be placed on home instruction from October 29, 2015 for the remainder of the semester ending January 29, 2016.

BE IT FURTHER RESOLVED THAT Student ID No. 50743 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.

- 3350B. WHEREAS, Student ID No. 17850 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 October 19, 2015 and that said behavior constitutes good cause for further discipline.

NOW, THEREFORE, BE IT RESOLVED THAT Student ID No. 17850 will be suspended from October 19, 2015 through October 30, 2015. Student ID No. 17850 will continue to receive home instruction until placed in an out of district placement.

BE IT FURTHER RESOLVED THAT Student ID No. 17850 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.

3351. Affirms HIB investigations for the South Orange/Maplewood School District for the month of October 2015

3352. WHEREAS, 18A:7a-10 establishes the New Jersey Quality Single Accountability Continuum (NJQSAC) for evaluating performance of each school district, and

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

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

NOW THEREFORE BE IT RESOLVED THAT the South Orange Maplewood Board of Education does hereby authorize the Superintendent of Schools to submit to the New Jersey Department of Education the Statement of Assurance to

the Commissioner of Education in compliance with the provisions of N.J.A.C. 6A:30-3.2(f).

3353A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated October 31, 2015
2. Expense Account Adjustment Analysis dated October 31, 2015
3. Revenue Account Adjustment Analysis dated October 31, 2015
4. Check Register #387708-388044 in the amount of \$4,854,638.89
5. Check Register #200563-200564 in the amount of \$1,689,644.44
6. Check Register #200565 for October 2015 payroll in the amount of \$6,010,636.58
7. Treasurer's Report of September 2015

3353B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3353C. Approves the attendance and related travel expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE	Location	Estimated Cost (\$'s)
Paula Bethea SOMS	Anxiety Disorders in Children & Adolescents	11/8/15	Edison, NJ	212.00
James Jennings SOMS	Powerful, Practical Strategies for Reaching Underperforming	12/10/15	Newark, NJ	239.00
Nancy Ettinger CHS	Spinning Instructor Training	12/13/15	New York, NY	337.00
Viola Deluca CHS	Spinning Instructor Training	12/13/15	New York, NY	337.00
Toni Martinez CHS	Spinning Instructor Training	12/13/15	New York, NY	429.00
Pat Hurley CHS	2015 National Sex Ed Conference	12/11/15	New Brunswick, NJ	397.00
Jennifer Strong MMS	NJASL 2015 Fall Conference	11/16/15	Long Branch, NJ	155.00
Eugene Pollioni CHS	Powerful, Practical Strategies for Reaching Underperforming	12/10/15	Newark, NJ	239.00
Jeff Boni CHS	NJCHE Annual History Conference	12/4/15	Princeton, NJ	75.00
William Gaines CHS	NJCHE Annual History Conference	12/4/15	Princeton, NJ	75.00
David	NJCHE Annual History	12/4/15	Princeton,	75.00

Mastrodonato CHS	Conference		NJ	
Wole Ogunkoya CHS	NJCHE Annual History Conference	12/4/15	Princeton, NJ	75.00
Jon Campbell CHS	NJCHE Annual History Conference	12/4/15	Princeton, NJ	75.00
Lynn Irby SOMS	Notice & Note: Strategies for Close Reading	12/1/15	West Orange, NJ	239.00
Kristie Thomas CHS	Lincoln and the Civil War	12/11/15	New Brunswick, NJ	35.00
Dr. John Ramos CO	Headmaster Association Annual Meeting	2/3/16-2/5/16	Durham, NC	1295.00
BeBe Greenberg Clinton	PS 158 Visitation	11/17/15	New York, NY	24.00
Raana Khan CHS	Project Based Learning Workshop	12/14/15	West Orange, NJ	239.00

3353D. Approves the following providers for 2015-16 school year for the service indicated:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Natalia Szmackinski Weehawken, NJ	Home Instruction	\$50/hr
Arthur Pressley Morristown, NJ	Counseling	\$140 per Session
Kathleen Demarco Dba Minding Miracles Inc. Matawan, NJ	Behavior Therapy/ABA	\$198 per session

3353E. Approves the carry-over of Fiscal Year 2015 Federal Individuals with Disabilities Education Improvement Act, (IDEIA) Part B Basic and Preschool funds in the amount of \$237,170 as listed below:

<u>Program</u>	<u>Carryover</u>
IDEIA Basic (public)	\$ 220,338
IDEIA Basic (non-public)	\$ 12,129
Total Basic	\$ 232,467
IDEIA Preschool (public)	\$ 37,884
IDEIA Preschool (nonpublic)	\$ 0
Total Preschool	\$ 37,884
Total Carryover	\$ 270,351

3353F. Approves the carry-over of Fiscal Year 2015 No Child Left Behind (NCLB) Consolidated Entitlement Funds in the amount of \$125,487 as listed below:

<u>Program</u>	<u>Carryover</u>
Title I, Part A Improving Basic Programs	\$ 22,183
Title II-A, Part A: Teacher / Principal/ Training/Recruiting	\$ 59,483
Title III: English Language Acquisition/ Language Enhancement	\$ 17,803
Title III: English Language Immigrant	<u>\$ 26,018</u>
Total Carryover	\$ 125,487

3353G. Approves the submission of an amendment application for Federal FY2016 No Child Left Behind (NCLB) Consolidated Entitlement Funds (Grant NCLB490015) in the amount of \$667,567 as follows: Title I \$443,560; Title II, Part A - \$161,133; Title III - \$36,856; and Title III-Immigrant \$26,018, for program activities from July 1, 2015 to June 30, 2016.

Public School

Title I, Part A: Improving Basic Programs	\$443,560
Title II, Part A: Teacher/Principal Training/Recruiting	158,439
Title III, English Language Acquisition/Language Enhancement	36,856
Title III, Immigrant	<u>26,018</u>
Total Public School Allocation	\$664,873

<u>Non-Public School</u>	<u>Title I</u>	<u>Title II-A</u>	<u>Title II-D</u>	<u>Title III</u>	<u>Title IV</u>	<u>Title V</u>
Our Lady of Sorrows	<u>2,694</u>					
Total Non-Public Allocation	2,694	0	0	0	0	<u>2,694</u>

TOTAL NCLB ALLOCATION \$667,567

3353H. Awards the bid for Professional Services-Professional Development Elementary Language Arts to Teachers College, Columbia University of New York, New York.

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

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

3353I. Accepts the district's Comprehensive Maintenance Plan for the 2016-17 school year and the Annual Maintenance Reserve Deposit Worksheet per N.J.A.C. 6:24 (form M-1) as submitted.

BE IT FURTHER RESOLVED THAT the Board of Education states that the district's required maintenance activities are reasonable to keep the schools' facilities open and safe for use or in its original condition and maintain the validity of their warranties.

3353J. Authorize the Business Administrator/Board Secretary to negotiate the purchase of the following items:

- (2) Equal Logic Servers
- (2) Dell Networking Tranceivers

3353K. Approves the following change orders to Montrose School Alteration:

Contractor	Change Order #	Amount	Time Extension
GPC, Inc.	9	(\$1,604.26)	0
	10	\$45,947.00	24 days

3353L. Enters into an agreement with Edison Township Board of Education to provide transportation services for one student placed by the Department of Children and Families at Laurie Haven Group Home in Edison, New Jersey.

3353M. Approves the 2015-2016 New Jersey Nonpublic Security Aid expenditures determined in consultation between the South Orange Maplewood School District and the Non-Public School Administration as follows:

SCHOOL	EXPENDITURE	NOT TO EXCEED ALLOCATION
Our Lady of Sorrows	Replacement of Front Entry Doors by Outside Contractor	\$ 4,350.00
South Orange Country Day School	Declined Funding	\$ 275.00

3353N. Approves an agreement with K12 Insight of Herndon, Virginia, to provide an annual subscription to *Let's Talk* platform and training and support for the 2015-16 school year at a rate of \$11,083 (\$19,000 Prorated for 7 months).

3353O. Amends resolution 3282V to approve 2015-2016 Special Education Tuition Agreement with Union County Education Services Commission to increase the following annual tuition rates:

Personal Aides - All (3) Schools:

Westlake School, Crossroads School or Lamberts Mill Academy
\$39,500

3353P. Approves the submission of an amendment to the Fiscal Year 2016 Federal Individuals with Disabilities Education Improvement Act (IDEIA), Part B-Basic and Preschool funds application in the amount of \$1,796,936 as listed below.

<u>Program</u>	<u>Amount</u>
IDEIA-Basic Public	\$1,690,344
IDEIA-Basic Nonpublic	<u>\$ 28,886</u>
Total Basic	\$1,719,230
IDEIA-Preschool Public	\$ 77,706
IDEIA-Preschool Nonpublic	<u>0</u>
Total Preschool	\$ 77,706
Total IDEIA Application	\$1,796,936

3354. WHEREAS, the School Funding Reform Act ("SFRA") uses a student need-based formula to determine financial state aid for school districts; and WHEREAS, the State of New Jersey produced "For Information Only" State Aid Notices for the 2015-2016 school year (FY16) that included Total "Aid Before Cap", or uncapped aid; and WHEREAS New Jersey's aid distribution is severely uneven, with 220 districts receiving 100% or more of their SFRA FY16 uncapped aid and 118 receiving 50% or less; and

WHEREAS, in per student terms, 112 districts receive aid surpluses greater than \$1,000 a student and 25 receive surpluses over \$3,000 a student while 73 districts have deficits greater than \$3,000 a student and 154 have deficits greater than \$1,000 a student, with the most extreme surpluses and deficits reaching \$10,000 a student; and

WHEREAS, the inequity of the distribution is becoming more odious, as districts become poorer or richer, smaller or larger, and yet districts gaining wealth and/or losing student population do not lose aid nor do districts becoming poorer and/or gaining student population gain aid; and

WHEREAS, the excess aid given to over-aided districts based on actual aid compared to uncapped SFRA aid for FY16 is almost \$600 million; and

WHEREAS, the South Orange and Maplewood School District ("SOMSD") is an under-aided school district, receiving less than 50% of the FY16 SFRA uncapped aid amount which is based on student need; and

WHEREAS, historically, state aid for SOMSD was reduced significantly in 2010-11 and has not yet been restored despite an increase in enrollment; and

WHEREAS, the municipalities of South Orange and Maplewood have some of the highest tax rates in the state, with local property taxes funding over 94% of the school budget;

NOW BE IT THEREFORE RESOLVED that:

The Board of Education of South Orange-Maplewood supports a redistribution of state aid with the primary determinant being aid relative to SFRA uncapped aid, where aid should be transferred from districts receiving more than 100% of their uncapped aid to districts that receive less than 100% of their uncapped aid, with the largest increases going to districts that have the largest per student aid deficits relative to uncapped aid; and

BE IT FURTHER RESOLVED that:

The Board of Education of South Orange-Maplewood requests that Total Aid Before Cap, or uncapped aid, be included in the annual District level State Aid Summaries to illustrate by district, actual total aid received compared to uncapped aid as determined by SFRA.

WHEREAS a district may spend Above Adequacy due to the acceptance of a high tax burden while it is under-aided;

NOW BE IT THEREFORE RESOLVED THAT:

The Board of Education of South Orange-Maplewood believes that no district that is spending Above Adequacy but receives less than 100% of its uncapped aid should lose aid; and

BE IT FURTHER RESOLVED THAT:

A copy of this resolution shall be forwarded to Senator Richard Codey, Assemblywoman Mila Jasey and Assemblyman John McKeon, Senate President Stephen Sweeney, Assembly Speaker Vincent Prieto, the members of the governing bodies of South Orange and Maplewood, Essex County Freeholders, the Governor of the State of New Jersey, and to the New Jersey School Boards Association.

ROLL CALL: 3343A-B, 3343E-G, 3344A-C, 3345, 3346A-B, 3347, 3350A-B, 3351, 3352, 3353A-P, 3354. Passed; YES: 8 NO: 0

3343C-D, 3348, 3349A-C Passed. YES: Ms. Baker, Mr. Bennett, Mrs. Daugherty, Mr. Eastman, Ms. Jones, Ms. Pai, Ms. Smith. Mrs. Wright. NO: none

3343H Passed; 7 yes, 0 no, 1 abstain [Mrs. Wright, in accordance with School Ethics Advisory Opinion A20-12 due to conflict of interest].

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Walter Fields Maplewood	Congratulated the Board on the Education Summit. Believes the placement policy is giving access but no

equity and just gives access to the same stratified system. Should create a district with high levels with no distinctions. Also indicated need for more guidance counselors.

Morgan Hills Feels that rigor needs to be kept in the classroom
Maplewood and that we should not embrace mediocrity.

BOARD PRESIDENT'S UPDATE - Mr. Eastman

Mr. Eastman gave his final update as Board President and as a member of the Board and congratulated the three winners of the Board election. He has served as a member of the Board for eight years and as Board President for one year. Mr. Eastman reflected on his time on the Board and his thoughts on where the District is heading. Mr. Eastman is glad to see that the Access and Equity Policy is the culmination of his time on the Board.

Mrs. Daugherty thanked Mr. Eastman for his 8 years of service on the Board. Mr. Eastman's commitment to the schools and towns is sincere, using data to drive student outcomes, and Mr. Eastman was always committed to hearing all viewpoints. Mrs. Daugherty also thanked Mr. Eastman for his ability to focus on bigger issues like tenure reform, adding more governance to the faculty and partnering with them.

NEW BUSINESS

NONE.

FUTURE MEETINGS - Read by Mr. Eastman

The Board of Education will meet in Closed Session on Monday, December 21, 2015 at 6:30pm 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 7:30pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Action will be taken.

The Board of Education will meet in Closed Session on Monday, January 4, 2015 at 6:30pm in the Superintendent's Office to discuss personnel and legal issues, negotiations and other matters to be announced at a later time. Immediately following the Closed Session, the Board of Education will meet for its annual Reorganization Meeting 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. Smith that the Board of Education will meet in Executive Session prior to the December 21, 2015 Public Meeting to discuss personnel and legal issues, negotiations and other matters to be announced at a later time. Immediately following the Closed Session, the Board of Education will meet in Public Session at 7:30pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Action will be taken.

MOTION made by Mrs. Daugherty, seconded by Mrs. Wright, that the Board of Education adjourn. Motion unanimously approved at 11:19 a.m.

Cheryl Schneider, Board Secretary