

Regular Meeting
South Orange-Maplewood
Board of Education
February 22, 2016

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 February 22, 2016.

Board President Elizabeth Baker called the meeting to order at 7:58 p.m.

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

PLEDGE OF ALLEGIANCE

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

Absent: none

9 MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

BOARD RECOGNITION - Mrs. Lawson-Muhammad

Columbia High School Senior Samantha C. Berek was selected as a candidate for the 2016 United States Presidential Scholars Program. The U.S. Presidential Scholars Program established in 1964, recognizes and honors some of the Nation's most distinguished graduating high school seniors. Students who are selected as Semifinalists and Scholars will be announced in April and May, respectively.

Columbia High School's Special Dance Company Senior Madelyn "Maddie" Cidlik, choreographer of MISCONCEPTIONS has been selected to perform in the National High School Dance Festival that will be held at Point Park University in Pittsburg this spring. The Special Dance Company performers of MISCONCEPTIONS are:

Hannah Baker	Michael Hoey
Maddie Cidlik	Tahjanae Johnson
Eleanor Cohen	Ava Milanese
Victoria Colon	Dondrea Taylor- Stewart

Ms. Kandice N. Point-Du-Jour is their dance teacher.

The Unaccompanied Minors, the Columbia High School a cappella group under the direction of Jamie Bunce, the CHS Choral Director, took first place in this past weekend's International High School Competition of A Cappella groups. They are the Mid-Atlantic Champions and advanced to the next round of competition!

Under the direction of Ms. Cindy Malhotra, Columbia High School Art Teacher, *The Guildscript (2015)* won a first place award from the American Scholastic Press Association.

The Columbia High School Girls' Varsity Swim Team finished the season 15-1, and was undefeated in the SEC Conference and finished as the Super Essex Conference Champions. They went on to win in the first round of the state tournament before eventually losing to Ridge HS. The Girls squad completed the season under the careful eye of coach Maggie Keenan. Members of the swim team are:

Ayzhah Arrington	Raina Hackett	Kalen Michals
Zaria Berry	Madeline Haines	Olivia Ojefua
Jamie Betheil	Gabriella Hayek	Oluwa-Yemisi Okunola
Esme Bikales	Chloe Holt-Reiss	Sarah Ortiz
Riley Brodie	Valerie Houghton	Elisabeth Ragone
Alexandra Byrne	Anna Jacques-Haerberle	Gianna Salituri
Caroline Cerny	Madeleine Jimenez	Sydney Smith-Cooper
Emma Chung	Poppy Jones	Julianah Songonuga
Amanda Colding	Elizabeth Ko	Alisa Stellini
Lillian Engelhard	Allison Kofsky	Monica Stemmermann
Marie Fagan	Jennifer Kret	Caroline Thomas
Tabatha Georget	Hannah Kushen	Hannah Tuohy
Jessie Gonon	Chloe Lawrence	Olivia Winters
Abeo Gora	Frances Lindsay	

Kevhan Bent won the Heavy Weight Title at the Essex County Tournament on January 22nd. Kevhan is a Maplewood resident who attends Essex County Vo-Tech and wrestles for CHS.

Columbia High School sophomore Josie Sandor conducted a nonpartisan voter registration drive on February 11, 2016. With the help of Student Council, 243 CHS students were registered to vote!

Liana Runcie, Columbia High School film student in Mr. Cutrona's Film Making class, was accepted to The Future Filmmakers Workshop, a free intensive twelve week high school program where all aspects of filmmaking are taught to develop a student's personal vision and voice to those that feel underrepresented in the film industry.

9 CHS students will be exhibiting their photography at the annual Pingry Photography Exhibition this month:

Margaux Temmerman	Jessie Stuppi
Emily Ives	Alexandra Massillon
Nicole Franowicz	Ally Krause
Matilda Mae McDougall	Jordan Kadish
Emily Glynn	

Three SOMS students successfully auditioned for the North Jersey Band or Orchestra: Joe Lintern (trumpet), Jason Meusel (string bass) and Imogen Pranger (viola). They will rehearse and play in a concert with the best young musicians in northern New Jersey.

Rich Cutrona's CHS Film Students' work will be shown in the YOUNG FILMMAKERS Presented by Cinema Ed™ The following films from submissions by high school students across New Jersey were selected as the SOMA Film Festival Best of 2016

Live Action Short

Yasmine Barboza

Sofia Donald

Animated Short

McKenzie Bowles Ketou Brigarde
Samantha Colon Liam Dillon
Sofia Donald Justin Dyer
Aidan Romanoux Maude Schmidt
Sam Skeete Edward Willshire
Rebecca Wolf

"Young Filmmakers Honorable Mention" Young Filmmakers Track at the 2016 SOMA Film Festival.

Zoe Crutcher Adam Krakower Juliet Vandusen Gross

Jefferson 4th grader Madelyn Cicenía and her teammates on the preliminary Synchroettes Synchronized Skating team won a gold medal in their division at the 2016 Eastern Sectional Synchronized Skating Championships in Richmond, VA.

Ms. Jasmine Bloch, 5th Grade Band Teacher, attended the Midwest Clinic and performed with The Eastern Wind Symphony, which was selected as a premier ensemble to present educational music.

Seth Boyden Physical Education Teacher Ria Favia will be presenting at the NJ State Physical Education Convention in Long Branch, NJ. Her session is entitled: "Lessons with a Tech Twist- Grades K-5"

CHS Art Teacher Bisa Butler has her first solo show in New York. The exhibit is called "The People Could Fly: Royalty Without The Riches" the quilts of Bisa Butler at the Richard Beavers Gallery.

CHS Choral Director Jamie Bunce was featured in The Voice, which is the nationally circulated magazine for Chorus America.

Judy LoBianco, Supervisor of Health Physical Education and Nursing Services has received the Honor Award from the New Jersey Association for health physical education recreation and dance. The award is their highest honor, and is given to an outstanding professional in the field of health and physical education for a career of dedicated service and volunteerism. The awards banquet was held last night, 2/21 at the Ocean Place resort in Long Branch

APPROVAL OF MINUTES

Ms. Baker declared the minutes of the Executive and Public Sessions of January 25, 2016, approved as presented.

SUPERINTENDENT'S MONTHLY UPDATE - Dr. Ramos

Goal 1 Student Learning and promoting the intellectual growth of all students:

- Columbia High School to encourage broader participation in Advanced Placement (AP) courses and other honors level courses, in keeping with the new Access and Equity Policy, has planned the following:

- After school sessions with supervisors are being held for students to learn more about AP courses
 - A Minority Student Committee (MAC) Level Up seminar
 - A MAC AP symposium.
 - Student2Student Conversations event for students and their families.
 - Class visits for students to sample up to three AP courses.
 - A list of AP courses teachers with contract information so that students can ask questions about the courses.
- Partnership for Assessment of Readiness for College and Careers (PARCC) cycle 2 results are in, and Mr. Roth will report on those later this evening.
- The Regional Achievement Center (RAC) team is continuing to meet with each of the focus school principals to update cycle 2 reports.

Goal 2 Professional Staff:

- Staff developer, Lynda Fote, has been working with a cohort of middle school staff on differentiated instruction.
- Dr. Joshi continues to work with a cohort of staff across all grades on issues of cultural competency in our schools.
- Two days of math workshops were held for K-2nd grade staff on differentiating instruction to meet the needs of all learners.
- Clinton School will have 3 days of Restorative Practice Training

Goal 3 Engagement and Outreach:

- Elementary Parent/Teacher conferences are being held. This is a very important opportunity to meet with your child's teacher to learn about all that they are learning and to receive their progress reports. Thank you to all of our elementary staff for their work in preparing for these days.
- The following parent/guardian engagement events took place:
 - Kindergarten Welcome including Parent 2 Parent event, hosted by the Seth Boyden PTA, to learn more about the opt-in program at Seth Boyden.
 - 5th grade families attended a discussion and viewing of the health film "Always Changing".
 - Community Forums on the Strategic Direction
- Upcoming family engagement events include:
 - AP Student2Student event at Columbia High School
 - Getting Ready for Middle School event
 - The Parenting Center and Elementary PTAs will host a screening of the documentary "Beyond Measure," by the makers of "Race to Nowhere." The film will be followed by a panel discussion.

Goal 4 Resource Management:

- The 2016-2017 Budget has been the focus of a tremendous amount of work, both in the Business Office and across administration.

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

- 180 people applied to participate in the action planning phase of the development of a strategic plan, along with additional nominations from key partner organizations.
- Action planning teams have been formed, consisting of at least 1 member of the Strategic Direction Committee, 1 teacher and 1 parent. The teams are each comprised of 12 members.
- Columbia High School Administrators are recruiting students, with a goal of having at least one student on each team.
- 2-days of training took place which gave the teams an opportunity to practice the action planning steps, and also an opportunity for some of the members to meet each other and start to develop a shared understanding of their assigned strategy.
- Teams were instructed that their work is to remain confidential, to preserve the integrity of the process. Once completed, the plans will be shared with the strategic direction committee, the Board of Education, and the community. There will be an opportunity to review and comment prior to any requests for approvals.

Goal Six concerns securing required external approvals

- We are waiting for the Office of Civil Rights to respond to our latest submissions.

Two matters not specifically related to District Goals:

The district has retained an independent professional to thoroughly pursue all open-ended HIB cases and to file a report to the Superintendent of Schools. Should HIB violations be found, the District will take appropriate action.

Recognition of the accomplishments of a recent Columbia High School graduate which merits a special mention. Ibtihaj Muhammad was recognized by The New York Times for her achievements in fencing. She is believed to be the first American Olympian in any sport to compete while wearing a hijab, which is the head scarf that covers the hair, as she is a practicing Muslim athlete. She is a Maplewood resident and Columbia High School graduate who fenced at Duke University and then came back and coached our fencing team to a number of state titles. She stepped away from coaching last year to focus on the Olympics and will fence in Rio de Janeiro. We are incredibly proud of Ms. Muhammad, and look forward to seeing her compete in the Olympics.

BOARD PRESIDENT'S UPDATE ON BOARD GOALS

The Board is working diligently on Board formation to improve transparency. Every committee will have a charge and a work plan. The annual agenda for the remainder of the year will be presented tonight. The annual agenda provides focus, allows the community to see the issues the board is working on and monitoring and allows the opportunity for community feedback of other issues to be raised.

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Robin Robinson	Concerned about an HIB incident involving her

Maplewood	son and a teacher. Was advised by CHS administration that matter would be taken care of but weeks later there has been no follow-up.
Jesse Evans CHS Alumni	Spoke in support of baseball coaches on for approval tonight. After suffering an injury coaches helped regain confidence and return to the team a better player and person.
Reid Evans CHS Student	Spoke in support of baseball coaches. Coaches are supportive and encouraging on and off the field and support every player.
Sam Berkley CHS Student	Spoke in support of the baseball coaches. Learned not only about being a good player, but accountability and respect.
Jerry Auriemma Westfield	States that Mr. Fischetti, Mr. Becht and Mr. Busichio protect our students and keep them going. Was a parent who felt his child should play more, but the coaches handled the situation appropriately.
Amy Singer Maplewood	Read a letter written to Dr. Ramos in support of Mr. Busichio. Ms. Singer works with and for Mr. Busichio and spoke about his integrity, strong work ethic and professionalism which extends to students and staff. Agrees with his support of the coaches and the Board should trust their employees and not yield to parental pressure.
Randy Nathan Parent CHS Alumni	Spoke against the rehiring of the baseball coaches. While many people spoke of positive experiences his son and other athletes were bullied by the same coaches. This is not a popularity contest.
Adam Altamore Maplewood	Feels the decision to hire coaches should have been made before tonight. Son is part of the baseball program now and his experiences with the coaches have been a good.
Melvin Latham Maplewood	Concerned about HIB incident involving a teacher. Asks administration to follow-up and do something to protect the children.
Stephen Finn baseball Maplewood	Encouraged the Board to appoint the coaches on for approval tonight.
Genine Babakian Maplewood	Spoke in favor of later start time of 8:30 a.m. for students attending Columbia High School.
Kim Huebner South Orange	Relayed research in support of later start times. Petition for later start time currently has 700 signatures.

Amy Goldberg
South Orange Professor at Montclair State University, spoke in support of later start time. Suggested at least having a later start time at the beginning of the week so students can have time to transition.

Adam Joseph
Maplewood Spoke against rehiring of baseball coaches. Many spoke of positive experiences but others have not come forward because of fear of retaliation.

Kristina Kohler
CHS Parent Spoke in support of later start time for Columbia High School. Later start times is a national trend.

Sabine Hack
South Orange Suggested that athletes receive credit for physical education classes.

Steve Latz
Maplewood Time for the Board to make hard decisions about which programs can sustain and which to cut. Disparity in testing results between different socioeconomic groups. Put the funding where it is needed.

Keri Lonieski
Maplewood Concerned about the handling of request for her child to attend South Orange Middle School.

ITEMS FOR ACTION MOVED FORWARD

MOTION made by Mrs. Wright, seconded by Ms. Daugherty to move up Resolutions 3379H, 3379G, 3380C, 3380B.

ROLL CALL: Motion to move up resolutions 3379H, 3379G, 3380C, 3380B passed; 9 yes, 0 no.

Dr. Ramos indicated that he is making a qualified recommendation for appointment since an investigation is still in process.

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

3379H. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Fischetti, Joseph	Varsity Head Coach, Baseball CHS - 1.0 FTE	3/1/16 6/30/16	\$6,566

Roll Call: Motion 3379H passed. YES: Mrs. Daugherty, Ms. Jones, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Ms. Smith NO: Ms. Baker, Mr. Sabin, Mrs. Wright

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

3380C. APPOINTMENT OF OUT-OF-DISTRICT COACH FOR THE 2015-2016 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND	BACKGROUND
Becht, Matthew	Assistant Baseball Coach	3/2016 6/2016	\$4,676	Mr. Becht is beginning his 8 th season as a baseball coach. He holds a NJ State Substitute Certificate.

Roll Call: Motion 3380C passed. YES: Mrs. Daugherty, Ms. Jones, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Ms. Smith, NO: Ms. Baker, Mr. Sabin, Mrs. Wright

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

3379G. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Maietta, Sam	JV/Asst. Coach, Baseball CHS - 1.0 FTE	3/1/16 6/30/16	\$4,676

Roll Call: Motion 3379G (Maietta) passed. YES: Ms. Baker, Mrs. Daugherty, Ms. Jones, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin, Ms. Smith, Mrs. Wright NO: None

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

3380B. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2015-2016 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND	BACKGROUND
Campos, Stephen	Baseball Assistant/Freshman Coach	3/2016 6/2016	\$3,811	Mr. Campos is beginning his 4 th season as a baseball coach. He is presently employed by Newark Public Schools.

Roll Call: Motion 3380B (Campos) passed. YES: Mrs. Daugherty, Mrs. Lawson-Muhammad, Mr. Sabin, Ms. Smith, Mrs. Wright NO: Ms. Baker, Ms. Jones, Ms. Maini, Ms. Pai

Board Recessed at 9:22 pm
Board Reconvened at 9:35 pm

DISCUSSION

PARCC UPDATE - Mr. Roth

Mr. Roth presented an update regard PARCC results outlining:

- District Baseline Data
- Comparison of District Results to the District Factor Group (DFG)
- District Results by Grade & Demographic Group
- 2016 PARCC EXAM

Board discussion following the presentation included the following comments:

- Can testing be done in 3 weeks?
- How did we compare to opt outs with our District Factor Group
- Are we focusing the gap on race or should we be focusing on economics?
- Resources should align with the economically disadvantaged

[Presentation is on file in Board Secretary's office and posted on the district website].

2016-17 Budget - Mrs. Schneider

Dr. Ramos introduced the budget discussion indicating that efficiencies are hard to come by and substantial reductions need to be considered.

Mrs. Schneider presented the preliminary 2016-17 school budget development with focus on:

- Budget Resource Assumptions
- Estimated tax impact at 2% Operating Budget increase
- Budget Development Process
- Resource Management
- Budget Considerations
- Adjusted Budget 2015-16
- Spending Reductions 2016-17
- Expenses Proposed 2016-17 Budget
- Strategic Planning
- Tax Cap Adjustments

The presentation was followed by a brief discussion among Board members with comments and questions that include:

- What would be the impact of eliminating the healthcare opt out waivers?
- Adequately funding every school
- Paraprofessional and Teacher cuts mostly at secondary level
- What happens if we go above 2%?
- More targeted and focused Professional Development, concerned about reductions.
- Where is there room for redistricting?
- Are administrators being cut or just teachers?

[Presentation is on file in Board Secretary's office and posted on the district website].

***Ms. Kambili left at 10:30 p.m.
9 voting members present***

Policies - Mr. Stern

Mr. Stern discussed the following policies on for 2nd reading and adjustments to the language from the 1st reading:

- Policy 2431.1 Athletic Department and Coaches
- Policy 3281 Inappropriate Staff Conduct
- Policy 5570 Sportsmanship
- Policy 9162 Athletic Code of Conduct
- Policy 9181 Volunteer Athletic Coaches
- Policy 9191 Booster Clubs

Committee Reports

Excellence & Equity - Ms. Jones

The committee discussed the charge and work plan, Seth Boyden School, hiring a consultant for redistricting, and the Strategic Direction.

Finance, Facilities & Technology - Mrs. Daugherty

The committee discussed the charge and work plan, the budget presentation and calendar, shared fields maintenance with the towns, the need for a review of safety and security recommendations, the district enrollment plan and the Columbia High School capital plan and the potential closing of the pool.

Policy & Monitoring - Ms. Baker

The committee received an update from administration on the resolution agreement sent to the Office of Civil Rights (OCR). The next step with OCR work is to implement the access and equity policy. The committee also discussed athletic policy, the committee charge and work plan.

Community Engagement & Outreach - Ms. Smith

The Committee discussed Strategic Direction and the action planning process, how to continue communication and if Board members should be on the action committees. The committee also discussed the current implementation of the access and equity policy, a second advanced placement forum and how to engage students who wouldn't otherwise think about it, including outreach to parents who are still not clued into the system. The committee also talked about the district website.

The Board discussed the need to be transparent and that all Board members should have been involved in decisions about participation in the strategic action plan development.

ITEMS FOR ACTION

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

3379A. APPOINTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Bernard, Pascale	T Math MM - 1.0 FTE	2/22/16 6/30/16	\$60,163
Santa Cruz,	S4/11, Secretary	2/17/16	\$53,584

Iona	SM - 1.0 FTE	6/30/16	
Smalls, II, Donovan	T Health/Physical Education SOM - 1.0 FTE	2/29/16 6/30/16	\$56,227
Williams, Rhoshonda	T 4 JEFF - 1.0 FTE	4/5/16 6/30/16	\$75,098

3379B. APPOINTMENT OF LEAVE REPLACEMENT STAFF

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Rosenburg, Elissa	T 5 JEFF - 1.0 FTE	2/24/16 6/30/16	\$54,934

3379C. CHANGE OF START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Kieff-Koch, Robin	T Latin CHS - 1.0 FTE	2/8/16 6/30/16	2/4/16 6/30/16

3379D. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Dudley, Andrea	S4/11, Secretary SM - 1.0 FTE	S4/11, Secretary SMA - 1.0 FTE	2/1/16 6/30/16

3379E. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Baker-Sinha, Katherine	T SS SOM 1.0 FTE	12/10/15-2/9/16 (Paid Maternity Leave) 2/10/16-5/10/16 (Unpaid FMLA) 5/11/16-6/30/16 (Unpaid Childcare Leave)
Sackett, Maura	T 5 TUS - 1.0 FTE	9/1/16-6/30/17 (Unpaid Personal Leave)

3379F. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Betcher, Susan	School Social Worker SOM - .2 FTE	2/16- 2/29/16 (10 days)	\$87.53 (per day)	\$875.30
Cohen, Judith	SAC CHS - .2 FTE	1/7-28/16 (3 days)	\$98.29 (per day)	\$294.87
Gaskins, Lena	School Bus Aide DIST - .5 FTE	1/4-29/16 (23 hours)	\$6.05 (per hour)	\$139.15
Irby, Lynn	Principal SOM - 1.0 FTE	9/17- 12/18/15	\$75.00 (per day)	\$2,400

		(32 days)		
Jennings, James	Assistant Principal SOM - 1.0 FTE	9/17- 12/18/15 (32 days)	\$75.00 (per day)	\$2,400
Kieff-Koch, Robin	T Latin CHS - 1.2 FTE	2/4/16 6/30/16	+\$14,176.80	\$85,061
Petchers, Penny	Behaviorist DIST - .2 FTE	2/1-29/16 (19 days)	\$89.51 (per day)	\$1,700.69
Stornetta, Dr. W. Scott	T Math CHS - 1.28 FTE	9/1/15 1/15/16	+\$17,904	\$114,585
Tyson, Angela	School Bus Aide DIST - .8 FTE	1/4-29/16 (56 hours)	\$8.13 (per hour)	\$455.28

3379G. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Borkowski, Matthew	JV/Asst. Coach, Boys Tennis CHS - 1.0 FTE	3/1/16 6/30/16	\$3,811
Buzar, Marissa	Freshman/Asst. Coach, Girls Lacrosse CHS - 1.0 FTE	3/1/16 6/30/16	\$3,749
Keegan, Bill	Varsity Head Coach, Boys Outdoor Track CHS - 1.0 FTE	3/1/16 6/30/16	\$6,566

3380A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2015-2016 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Buccellato, Elizabeth	Brooklyn College University of Georgia	9/2011 12/2004	MA BFA
Zarbetski, Maryanne	Glassboro State College	5/1977	BA

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Butler, Matthew	William Paterson University	1/2016	BS
Vorona, Heather	Montclair State University	5/2014	BA

COUNTY SUBSTITUTE CERTIFICATES - NON-DEGREE

Weems, Tevin

3380B. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2015-2016 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND	BACKGROUND
DeFalco, Tina	Softball Assistant/JV Coach	3/2016 6/2016	\$4,594	Ms. DeFalco is beginning her 2 nd season as softball coach. She holds a NJ State Substitute

				Certificate.
DeFrancesco, Paul	Boys Outdoor Track Asst. Varsity/JV Coach	3/2016 6/2016	\$4,676	Mr. DeFrancesco is beginning his 1 st season as track coach. He holds a NJ Standard Elementary School Teacher Certificate. He presently employed by the Union Township Board of Education.
Delfini, Cora	Girls Lacrosse Varsity Head Coach	3/2016 6/2016	\$6,498	Ms. Delfini is beginning her 2 nd season as a lacrosse coach. She holds a NJ State Substitute Certificate.
Ellis, Robert	Softball Assistant/Freshman Coach	3/2016 6/2016	\$4,676	Mr. Ellis is beginning his 2 nd season as a tennis Coach. He holds a NJ State Substitute Certificate.

Faraone, Christopher	Girls Outdoor Track Head Coach	3/2016 6/2016	\$6,566	Mr. Faraone is beginning his 1 st season as a track coach. He holds a NJ Standard Teacher of Social Studies Certificate. He presently employed by the Union Township Board of Education.
Fitzgerald, Sean	Boys Lacrosse Varsity Head Coach	3/2016 6/2016	\$6,566	Mr. Fitzgerald is beginning his 2 nd season as a lacrosse coach. He holds a NJ Standard Teacher of Mathematic certificate.
Hill, Nathan	Boys Lacrosse Assistant/Freshman Coach	3/2016 6/2016	\$3,811	Mr. Hill is beginning his 3 rd season as a lacrosse coach. He holds a NJ State Substitute Certificate.
Pezzuto, Anthony	Girls Lacrosse Asst. Varsity/JV Coach	3/2016 6/2016	\$4,539	Mr. Pezzuto is beginning his 1 st season as a lacrosse coach. He holds a NJ Standard Teacher of Students w/Disabilities Certificate. He is also presently employed as a substitute for the SOMSD.
Richman, Duke	Girls Outdoor Track Asst. Varsity/JV Coach	3/2016 6/2016	\$4,676	Mr. Richman is beginning his 5 th season as an outdoor track coach. He holds a NJ State Substitute Certificate.
Smith, Clifford	Softball Varsity Head Coach	3/2016 6/2016	\$6,566	Mr. Smith is beginning his 4 th season as a softball coach. He holds a NJ State Substitute Certificate.
Trieu, John	Boys Lacrosse Assistant/JV Coach	3/2016 6/2016	\$4,594	Mr. Trieu is beginning his 2 nd season as a lacrosse Coach. He holds a NJ State Substitute Certificate.
Wavra, Kelcie	Girls Lacrosse Asst Varsity Coach	3/2016 6/2016	\$4,594	Ms. Wavra is beginning her 1 st season as lacrosse coach. She holds a NJ State Substitute Certificate.

3380D. APPOINTMENT OF ATHLETIC EVENT TICKET SELLERS, TICKET TAKERS, SUPERVISORS AND OFFICIALS FOR THE 2015-2016 SCHOOLYEAR

Sam Maietta

3381. 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>
54501	CHS	11 th
54463	ODP	4 th
57866	TUSC	5 th
53341	TUSC	4 th

3382. 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].

3383. Approves class field trips to the following destination(s):

All Monuments, Museums, Historical Sites	Philadelphia, PA
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3384. Hereby affirms HIB investigations for the South Orange/Maplewood School District for the month of January 2016.

3385. Approve the Nursing Services Plan for the 2015-2016 school year in accordance with N.J.A.C. 6A:16-2.1

3386. Approves a settlement agreement for special education Student ID #21086, and authorizes the Board President to execute the settlement agreement.

3387. Adopt the following Policies as presented:

- 2431.1 Athletic Department & Coaches
- 3281 Inappropriate Staff Conduct
- 5570 Sportsmanship
- 9162 Athletic Code of Conduct
- 9181 Volunteer Athletic Coaches
- 9191 Booster Clubs

3388A. Receives and Accepts the following financial reports:

1. Board Secretary's Report dated January 31, 2016
2. Expense Account Adjustment Analysis dated January 31, 2016
3. Revenue Account Adjustment Analysis dated January 31, 2016
4. Check Register #388750-389085 in the amount of 5,769,098.52
5. Check Register #200569-200570 in the amount of \$649,100.78

6. Check Register #200571 for January 2015 payroll in the amount of \$6,853,736.64
7. Treasurer's Report of December 2015

3388B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3388C. Approves the attendance and related travel expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE	Location	Estimated Cost (\$'s)
Malikah Majeed Tuscan	2016 FEA/NJPSA/NJASCD Fall Conference	10/26/16	Long Branch, NJ	407.00
Chris Makasakit Tuscan	How to use the Best Strategies from Singapore Mathematics	3/7/2016	Parsippany, NJ	239.00
Kim Kao Tuscan	How to use the Best Strategies from Singapore Mathematics	3/7/2016	Parsippany, NJ	239.00
Tivoli Hunt Tuscan	How to use the Best Strategies from Singapore Mathematics	3/7/2016	Parsippany, NJ	239.00
Katerina Karis SOMS	NJAMLE Annual Conference	3/11/2016	Union, NJ	99.00
Dana Hilaire Tuscan	How to use the Best Strategies from Singapore Mathematics	3/7/2016	Parsippany, NJ	239.00
Mark Richman Columbia HS	Making the Best Use of Apps, Digital Tools & Cutting Edge Strategies to strengthen Math Instruction	2/26/16	Parsippany, NJ	239.00
Janice Ortiz Transportation	How to Help the Ride to and from School	2/26/16	Wayne, NJ	30.00
Larry Busichio Columbia HS	Legal Issues II: Title IX Athletic Administration	2/25/16	Parsippany, NJ	167.00
Mara Rubin Columbia HS	Moving from Standards to Practice in Arts Education	3/10/16	Monroe, NJ	149.00
Mara Rubin Columbia HS	Building Creative Assessments through the Arts	3/14/16	Monroe, NJ	149.00
Larry Busichio Columbia HS	DAANJ State Athletic Director's Conference	3/22/22/1 6-3/26/16	Atlantic City, NJ	442.00
Michael Zarabi MMS	Taking Good Care of Your Anger: Ending the Suffering	3/18/16	West Orange, NJ	151.00
Nataly Granaturova- Riera MMS	Making the Best Use of Apps, Digital Tools & Cutting Edge Strategies to strengthen Math Instruction	2/26/16	Parsippany, NJ	249.00
William Kyle Maintenance	A.L.I.C.E.	3/29/16- 3/30/16	Roxbury, NJ	595.00
Diego Diaz	NJSEGA	3/14/16-	Atlantic	531.00

Maintenance		3/16/16	City, NJ	
Diane Leick Seth Boyden	Practical Therapy Techniques for the Challenging	3/8/16	Piscataway, NJ	239.00
Craig Rynar Columbia HS	How to Communicate with Tact & Professionalism	3/3/16- 3/4/16	Morristown, NJ	239.00
Robert Cohen MMS	Broadway Teachers Workshop	7/14-16- 7/16/16	New York, NY	699.00
Dallas Duffey MMS	Broadway Teachers Workshop	7/14-16- 7/16/16	New York, NY	699.00
Regina Bradshaw MMS	Broadway Teachers Workshop	7/14-16- 7/16/16	New York, NY	699.00
Richard Palmgren MMS	Broadway Teachers Workshop	7/14-16- 7/16/16	New York, NY	699.00
Maureen O'Sullivan MMS	Broadway Teachers Workshop	7/14-16- 7/16/16	New York, NY	699.00
Andrea DelGuercio Central Office	Annual NJASBO Conference	6/8/16- 6/10/16	Atlantic City, NJ	693.00
Cheryl Schneider Central Office	Annual NJASBO Conference	6/8/16- 6/10/16	Atlantic City, NJ	693.00

3388D. Approves the following attendance and related travel expenses:

BOARD MEMBER	EVENT	DATE	Location	Estimated Cost (\$'s)
Annemarie Maini	Legal Training Bootcamp	4/2/2016	Jackson, NJ	138.00

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

3388E. Approves the following providers for 2015-16 school year for the service indicated:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Rehability Physical Therapy, LLC Carlstadt, NJ	PT Evaluations	\$1000/eval
Brookfield Schools/ Summit Oaks Program Summit NJ	Home Instruction	\$35/hr

3388F. Accepts a donation for the Parenting Center in the amount of \$733.75

BE IT FURTHER RESOLVED THAT the following budget is increased

and the Superintendent or his designee is authorized to administer it:

20-002-100-101 Municipal Alliance \$733.75

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.

3388G. Accepts a donation from Achieve, Inc. in the amount of \$5,600 for the purchase of Chromebooks.

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

20-006-100-610 Achieve \$5,600.00

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

3388H. Accepts a donation from the Tuscan PTA in the amount of \$8,915 to purchase a subscription to Math Buddies.

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

20-074-200-600 Tuscan PTA \$8,915.00

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

3388I. Approves the 2016 Agreement and DOT Testing Fee Schedule with Prevention Specialists, Inc. of Ocean, NJ. Cost of services is as follows:

DOT Drug Testing	\$ 68.00 per test
DOT Alcohol Testing	\$ 39.00 per test
DOT Support Services	\$515.00 per annum
Substance Abuse Professional Services	\$525.00 per case
DOT Policy	\$175.00 per hour
Training & Education	\$475.00 per session
Emergency Response Services	\$135.00 first hour, \$55.00 per half hour
Litigation Support to portal	\$175.00 per hour portal
Background Verification	Price list on file

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.

3388J. Approves an agreement with Atlantic Tomorrow's Office of Bloomfield, New Jersey for a 60-month lease for the following Digital Imaging System copy machines:

- (6) - Savin 4054
- (2) - Savin 3554
- (2) - Savin 7502

The total combined monthly lease cost of \$1,905.00 for an annual combined cost of \$22,860.00 plus the cost of \$.0053 per page for maintenance and supplies (excludes paper and staples).

3388K. Accepts donations from the South Mountain School PTA in the amount of \$6,893.00 to be used to purchase an addition for the rock wall at South Mountain School.

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

20-070-200-600	South Mountain PTA	\$6,893.00
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BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary are authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

3388L. Approves the submission of an application for a Braitmayer Foundation Grant in an amount up to \$35,000 by the Department of Physical Education/Health. The grant will be used to increase physical activity during the school day in all elementary schools.

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

3388M. Approves the sliding scale to be used for preschool at the Montrose Early Childhood Center (MECC) for the 2016-2017SY

Financial Aid is available for qualified South Orange or Maplewood residents or SOMSD staff for the Montrose Early Childhood Center.

Financial aid for tuition is provided through a sliding scale based on documented household income. Each family situation is considered on an individual basis and a tuition schedule is offered that matches the economic circumstance of the family.

<i>Gross Taxable Income</i>	<i>Full Day Monthly Tuition (10 Months)</i>
up to - \$19,999	\$50
\$20,000 - \$29,999	\$150
\$30,000 - \$39,999	\$300
\$40,000 - \$49,999	\$450
\$50,000 - \$59,999	\$550
\$60,000 - \$79,999	\$700

\$80,000 - \$99,999	\$750
\$100,000 and above	\$800*

* The district will offer a discount to families who are paying the full \$800 per month tuition and have more than one child enrolled at MECC for the 2016-17 school year. The discount is 10% off the second child's tuition rate and 5% for any children after.

3388N. Awards the bid of Multi Media Equipment for the 2015-16 school year to Apple Inc. of Austin, Texas for the following items:

13" MacBook Pro	\$1,399.00
21.5 iMac	\$1,249.00
Mac Mini	\$ 679.00
iPad Air 2 16GB	\$ 479.00
iPad Air 2 64GB	\$ 579.00

3388O. Awards the bid for Seth Boyden Elementary School Outdoor Classroom to Evergreen Landscaping of Butler, NJ for the lowest responsible base bid of \$61,499.

3388P. Awards the bid for Seth Boyden Elementary School Outdoor Classroom to Evergreen Landscaping of Butler, NJ for the lowest responsible base bid of \$61,499.

3389A. BE IT RESOLVED THAT, Pursuant to Policy 0155, for the 2015-2016 school year, the Board of Education charges the Policy & Monitoring Committee of the South Orange-Maplewood Board of Education to:

- Develop, review and evaluate district policies for recommendation to the full Board to i) ensure consistency with District goals, State and Federal law and regulations, and ii) guide the formulation and implementation of educational programs and management operations;
- Support the development of Strategic Action Plan Items and related monitoring requirements to i) ensure consistency with State and Federal law and regulations, and ii) guide the formulation and implementation of educational programs and management operations;

Further, the charge of the Committee is to:

- Support the development of Strategic Action Plan Items and related monitoring requirements pertaining to professional staff for recommendation to the full Board.
- Draft annual Board goals that articulate the priority work for this governing body, to be considered by the full Board.
- Ensure that all Board members receive training in the Carver model of Policy Governance, and that Board committees are operating in accordance with the Carver model of Policy Governance.

3389B. BE IT RESOLVED THAT, pursuant to Policy 0155, for the Academic Year 2015-2016, the Board of Education charges the Excellence and Equity Committee of the South Orange-Maplewood Board of Education to facilitate the monitoring of the district's efforts to achieve equity and excellence by providing students with engaging and innovative academic opportunities that prepare them for college and career readiness; prepare for full board review of relevant information related to curriculum, assessment, professional development, student achievement, and academic placement.

Monitoring of excellence and equity shall include, but not be limited to:

- Work with the superintendent to prepare for a Review by the full Board information about curriculum, instructional programs and assessment;
- Work with the superintendent and administration to maintain oversight in the implementation and development of Access and Equity Policy;
- Support and monitor Strategic Plan development and implementation;
- Review the District's curriculum revision plan and schedule plan for long and short term issues coupled with a schedule of review;
- Monitor Strategic Plan redevelopment in line with Middle States Accreditation and implementation at CHS;
- Review development of Common Core Curriculum Standards (CCCS) implementation, preparation of Performance Assessment for College and Career Readiness (PARCC), Gifted and Talented programming, and other related initiatives;
- Accept and address other business referred to the Committee by the Board.

3389C. BE IT RESOLVED THAT, pursuant to Policy 0155, for the Academic Year 2015-2016, the Board of Education charges the Community Engagement And Outreach Committee of the South Orange-Maplewood Board of Education to facilitate the review, revision, and monitoring of the District goals related to communications; formulate and present to the full Board strategies for Board engagement of the South Orange-Maplewood community; ensure that objective information is presented to the Board and public in effective ways.

- 1) Review and revision of District goals related to District communications
- 2) Monitoring of the District's achievement of the District Goal 3
- 3) Review and revision of the Committee's goals related to communications, and
- 4) Achievement of the Board's own communication goals.

To this end, the Committee will, with the support of the Superintendent:

- Present to the Board for consideration potential revisions to District and Board goals related to District and Board communications with parents, students, staff and community members
- Present to the Board for consideration potential strategies for the Board to achieve its communication goals
- Provide leadership on the Board to ensure that the Board's own communications goals are achieved
- Ensure that objective information is presented to the Board to enable the Board to monitor the District's achievement of District's communications goals

3389D. BE IT RESOLVED THAT, pursuant to Policy 0155, for the 2015-2016 school year, the Board of Education charges the Finance, Facilities and Technology Committee to work with the superintendent as follows:

- Engage the full Board in establishing budget priorities for the 2016-17 school year that are in line with appropriate revenue estimates;
- Identify the Strategies within the Strategic Direction that are related to the District's facilities, finances, and technology infrastructure;
- Develop a list of current issues & challenges related to the District's facilities, finances and technology infrastructure that should be addressed by the Strategic Action Plans;
- Support the development of the District's Strategic Action Plans that encompass the District's facilities, finances, and technology infrastructure.
- (For 2016-2017 school year, engage the full Board in identifying the Strategic Action Plans for which monitoring should be defined by the FFT committee);
- (For 2016-2017 school year, define the scope and metrics for monitoring reports for Strategic Action Plans assigned to the FFT committee);
- Request on the Board's behalf, analyses, presentations and monitoring reports focusing on the budget priorities or other topics related to the budget, including, but not limited to, a five-year financial projection to guide both the 2016-17 and long-range budget planning processes;
- Ensure that the analyses to project revenues, expenditures, savings and other data that will influence the budget are understandably and accurately presented to the public in a timely manner to maximize public engagement in the budget process;
- Manage the budget approval process with the full Board;
- Ensure budget-related line items and bonding levels are appropriate to address the district's facility's needs, are fiscally responsible and are aligned to District Goals and policies; (add for 2016-17: and Strategic Action Plans)

- Update the Board of School Estimate on the budgeting process and priorities for the 2016-2017 school year and the progress of district facility projects;
- Recommend to the Board those priorities, actions and budgets necessary for the proper care, maintenance, and security of district properties to ensure an environment that supports educational excellence and equity (add for 2016-17: the Strategic Direction and Strategic Action Plans,) both in the near and long term, and preserve the community investment.
- Recommend standards to the full board by which to monitor and communicate the status of all district real properties, their cleanliness, maintenance, facility improvements safety, and security and hold the superintendent responsible for meeting the standards.
- (For years where additional bonding for capital improvements is anticipated: Prepare for approval by the full Board a long range capital improvement plan that identifies priorities and projects, supports public engagement , and gains the approval of the BSE.)
- Recommend to the Board those priorities, actions and budgets necessary to provide a technology infrastructure that effectively supports instruction and administration; (add for 2016-17: as outlined by the Strategic Action Plans)
- Accept and address other business referred to the Committee by the Board.

ROLL CALL: Motion 3379 C-E, 3380 A-D, 3381, 3382, 3383, 3384, 3385, 3386, 3387, 3388A-C, 3388E-L, 3388N-P Passed; Yes: 9 NO: 0

ROLL CALL: MOTION 3388D, 3388M passed; 8 yes, 0 no, 1 abstain (Ms. Maini)

ROLL CALL: Motion 3379A-B, 3379F, 3389A-D passed. YES: Ms. Baker, Mrs. Daugherty, Ms. Jones, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin, Ms. Smith, Mrs. Wright NO: none.

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Mike Donoghue Vice President SEPAC	Would like to have budget materials available before the Board meeting. Requests that funds are placed where needed based on PARCC results, including support to special education. Would like to see more information on out of district placements. Also noted that funding for paraprofessionals this year was inadequate. SEPAC would like the Board to follow-up on the Finance, Facilities and Technology Committee's request for more information on out of district placements.
Steve Latz Maplewood	Superintendent indicated intentions to hire a redistricting consultant but the elementary Schools are full and more residential housing is being built. Need to review capital and debt services.

NEW BUSINESS

The Affirmative Action Officer position was discussed in policy and will be reviewed next month.

Future Meetings - *Read by Ms. Baker*

The Board of Education will meet in Closed Session on Monday, March 21, 2016 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.

The Board of Education will meet in Closed Session on Monday, April 18 at 6:30 pm in the Superintendent's Office to discuss personnel and legal issues, negotiations and other matters to be announced at a later date. Immediately following the Closed Session, the Board of Education will meet in Public Session at 7:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Action will be taken.

Motion made by Ms. Pai, seconded by Mrs. Daugherty, that the Board of Education will meet in Executive Session prior to the March 21, 2016 Public Meeting to discuss personnel matters, legal matters, Special Education matters, negotiations, security and other matters, the nature of which will be made public at a future date. No action will be taken. Motion unanimously approved.

MOTION made by Ms. Smith, seconded by Mrs. Lawson-Muhammad, that the Board of Education adjourn Motion unanimously approved at 11:38 p.m.

Cheryl Schneider, Board Secretary