

Regular Meeting
 South Orange-Maplewood
 Board of Education
 May 12, 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 May 12, 2016.

Board President Elizabeth Baker called the meeting to order at 7:50 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, Ms. Jones, Ms. Kambili, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin, Ms. Smith, Mrs. Wright

Absent: Mrs. Daugherty

8 MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

PLEDGE OF ALLEGIANCE

ITEMS FOR ACTION MOVED FORWARD

Dr. Ramos introduced Alyna Jacobs candidate for South Mountain Elementary School Principal.

MOTION made by Mrs. Lawson-Muhammad, seconded by Ms. Smith, to move up resolution 3411A-G.

ROLL CALL: Motion to move up resolutions 3411A-G passed; 8 yes, 0 no.

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

3411A. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE
Auerbach, Zipora	T SPED SM - 1.0 FTE	7/1/16
Gaines, William	T SS CHS - 1.0 FTE	7/1/16
Hamm-Miller, Paula	T Science SOM - 1.0 FTE	7/1/16
Quiles, Mark	Principal SB - 1.0 FTE	9/1/16

3411B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE
Cohen, Heidi	T 4 JEFF - 1.0 FTE	7/1/16
Cutrona, Richard	T Art CHS - .7 FTE	7/1/16

Power, John	T SPED CHS - 1.0 FTE	7/1/16
Schmidt, Robert	Supervisor of Special Services DIST - 1.0 FTE	7/1/16
Tomsey, Amy	T Science MM - 1.0 FTE	7/1/16

3411C. APPOINTMENTS FOR THE 2016-17 SCHOOL YEAR

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Jacobs, Alyna	Principal SM/SMA - 1.0 FTE	7/1/16 6/30/17	\$105,603
Panzone, Jeanine	Clerk DIST - 1.0 FTE	7/1/16 6/30/17	\$8.59 (per hour)

3411D. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Diegnan, Jennifer	School Librarian JEFF - 1.0 FTE	9/1/16-6/30/17 (Unpaid Personal Leave)
Levine, Danielle	T Language Arts SOM - 1.0 FTE	9/1/16-6/30/17 (Unpaid Personal Leave)
Lombardo, Ann	T SPED MONT - 1.0 FTE	9/1/16-6/30/17 (Unpaid Childcare Leave)
Ruggiero, Lisa	T 1 CLIN - 1.0 FTE	9/1/16-6/30/17 (Unpaid Personal Leave)
Yesowitz, Risa	T Music SB - 1.0 FTE	5/1/16-5/31/16 (Unpaid Medical Leave)

3411E. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Gaskins, Lena	School Bus Aide DIST - .5 FTE	4/1-29/16 (34 hours)	\$6.05 (per hour)	\$205.70
Goodman, Treena	Clerical Aide SM 1.0 FTE	2/1/16 5/6/16 (47 $\frac{3}{4}$ hours)	\$9.86 (per hour)	\$470.82
Robinson, Kathleen	Clerical Aide CLIN - 1.0 FTE	4/28/16 (4 $\frac{1}{2}$ hours)	\$8.94 (per hour)	\$40.23
Tyson, Angela	School Bus Aide DIST - .8 FTE	4/1-29/16 (45 hours)	\$8.13 (per hour)	\$365.85

3411F. SUMMER SCHOOL

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Milligan, Rebecca	Summer Program Leader Child Study Team	6/27/16 8/26/16	\$7,500
Stoessel, Marisa	Summer Program Leader Extended School Year	6/24/16 8/5/16	\$8,000
Stoudemire, Eric	Summer Program Leader Social Skills	6/24/16 7/22/16	\$5,300

3411G. APPROVE JOB DESCRIPTIONS

New: Supervisor of English, K-12	Stipend: CHS Diversity Rocks
Supervisor of Social Studies, K-12	Stipend: CHS POWER
Supervisor of STEM, 9-12	Stipend: CHS Robotics
Supervisor of STEM, K-8	Stipend: CHS Shakespeare Club
	Stipend: CHS Spectrum

ROLL CALL: Motion 3411A-G. passed. YES: Ms. Baker, 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>
Keysha Knight CHS Secretary	Spoke about the climate at Columbia High School. Feels staff is not respected by the administration and suggests a walkthrough of building to survey students and staff and hear first-hand how they feel.
Thomas Whitaker CHS Teacher	Spoke about the climate in the district including recent racial incidents and indicated this has happened in the past. The district cannot sell out black students by remaining silent.
Theresa Quick CHS Librarian	Feels the lack of diversity among Columbia High School staff is unacceptably low. Urges the Board to reconsider the reassignment and transfer of staff and what it would mean to the students of Columbia High School.
Aidan Reeves 9 th grade student	Spoke about the potential elimination of Accelerated Language Arts. Does not believe the material is too mature for 9 th grade students.
Carson Cummings CHS student	Spoke about the climate in the district. Believes that the district should address cultural competency with students beginning in kindergarten. The district should celebrate diversity.
Elisa Leone CHS Sophomore	Although growing up in a racially diverse environment have recently noticed a lack of education on racism. We should further our education against racism.
Selah Marley CHS Senior	SOMSD is deliberately choosing to deny racism. Why isn't anything being done about it? Why are black students disciplined while white students are not? Why aren't there more black students in AP courses? Why aren't there more black teachers?
Kendra Whitaker CHS student	Spoke about the blackface picture posted on social media. Would like a public apology and for the students involved to write a paper on the History of black face.

Liana Runsie CHS Student	Not surprised by recent events at Columbia High School. Feels administration is satisfied by ignoring the issue. Educational needs of all students should be addressed.
Janel Anicette CHS Student	Spoke about recent racial incidents. Finds it it disturbing to see acts of ignorance especially in a district that says it celebrates diversity.
Coobee Darcelin CHS student	Became aware of racial slurs on social media and told a teacher. Announcements were made addressing the matter. Suggests educating students about the impact of their statements and actions.
Tristan Lengus CHS Senior	Spoke about racism in South Orange Maplewood School District. United we come to fight for what we believe in.
Salimah Latham Maplewood	Thanked Mr. Stern for follow-up after the April Board meeting and also to Mr. Walston and Ms. Patterson-Samuels, Marshall Principal. Concerned that teacher involved in an incident involving her son will be honored at the retirement ceremony in June. Requests recognition does not take place.
Schneidine Jean-Baptiste CHS Student	Transferred to Columbia from Irvington Public Schools. It appears diverse but this is a mask. Feels racial issues are being brushed aside and not addressed.
Sri Taylor CHS student	Outraged and hurt by blackface and racial slurs posted on social media. Feels administration is more concerned about how this incident made Columbia High School look than it is about how it made students feel. Now that the issue has been made public it should be addressed and the community needs to be educated about race.
Morgan Hillis Maplewood	Spoke about the accelerated English Language Arts (ELA) and echoed the sentiments of the earlier speaker that students should be allowed to take challenging courses. Disappointed that the decision to remove the program is based on generalities.
Mtume Findley CHS Student	President of Diversity Rocks and founder of the black student union. Asks what the Board intends on doing about the racism that exists. South Orange and Maplewood are diverse but racism needs to be tackled.

Mrs. Baker indicated appreciation for the candor, courage and frankness shared by the students who spoke tonight.

ORGANIZATIONAL RESOLUTIONS

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

1. Appoint Cheryl Schneider as Board Secretary and authorize her to sign checks, notes, drafts, bills of exchange, acceptance, undertakings or other orders for payment of money.
2. Appoint Cheryl Schneider as the Qualified Purchasing Agent and authorize her to negotiate and award contracts pursuant to NJSA 18A:18A-3.
3. Appoint Cheryl Schneider as Custodian of Records for the school district.
4. Appoint Andrea Del Guercio as Assistant Board Secretary and authorize her to sign checks, notes, drafts, bills of exchange, acceptance, undertakings or other orders for the payment of money in the absence of the Board Secretary.
5. Approve Andrea Del Guercio and William Kyle III as District Health and Safety Officers.
6. Approve Andrea Del Guercio as Public Agency Compliance Officer for the school district.
7. Approve William Kyle III as Integrated Pest Management Coordinator and AHERA Coordinator and Asbestos Management Officer.
8. Approve William Kyle III as Right To Know Officer.
9. Approve William Kyle III as Indoor Air Quality Officer.
10. Approve Kevin Walston as Affirmative Action Officer for the school district.
11. Approve Kevin Walston as District Liaison for the Education of Homeless Children (per N.J.A.C. 6A:17-2.5).
12. Approve Ella Rideau as Liaison to the Division of Children and Families.
13. Approve Philip Stern as ADA/504 Compliance Committee Coordinator for the school district.
14. Appoint Philip Stern as Anti-Bullying Coordinator for the school district.
15. Appoint Philip Stern as Truant Officer for the district.
16. Approve Elizabeth Aaron or Designee to implement the district's approved vocational and technical education safety and health programs (per N.J.A.C. 6A:19-10.2(b)).
17. Appoint Dana Sullivan as Treasurer for the school district.
18. Appoint the firm of Hodulik & Morrison as the independent statutory auditor for the school district at an annual fee of \$56,000.
19. Appoint the law firm of Schenck, Price, Smith & King as the school district's attorney at the rate of \$170 per hour for legal work performed by attorneys of the firm and \$125 per hour for paralegals to provide services on legal matters including work as special counsel related to Harassment, Intimidation, and Bullying.
20. Appoint the law firm of Chiesa, Shahinian & Giantomasi, PC as the Bond Counsel firm to provide specialized legal services necessary in connection with the authorization and the issuance of bonds or notes by the Board of Education; fees are determined per agreement on file in Board Secretary's Office.
21. Appoint the firm of Phoenix Advisors, Inc. as the Continuing Disclosure Agent, Municipal Advisor of Record and to provide annual Financial Advisory Services necessary by the Board of Education; fees are determined per agreement on file in Board Secretary's Office

22. Appoint the practice of Reginald O. Coleman, M.D., P.A as School Physician.
23. Appoint Willis of New Jersey, Inc. as insurance broker of record.
24. Appoint the firm of Brown & Brown Benefit Advisors as an insurance agent for the school district for employee benefits.
25. Appoint the firms of Element Architectural Group and EI Associates as the school district's architect(s); fees are determined per agreements on file in Board Secretary's Office.
26. Approve the following depositories for school monies:
 - Bank of America
 - PNC Bank
 - Chase Manhattan Bank
 - Wells Fargo Bank
27. Accept the By-Laws, Policies, Rules and Regulations.
28. Adopt the Public Meeting Calendar for 2016-2017 per attached.
29. Adopt the following approved District secondary school, middle school and elementary school curricular programs as presently written for the 2016-2017 school year, with new/revised curricula brought forward for adoption as they are completed and prior to their implementation: [curriculum on file in the office of the Assistant Superintendent for Curriculum and Instruction]:
 - Art K-12
 - Career & Technical Education 9-12
 - Counseling 6-12
 - Educational Media & Technology K-12
 - English as a Second Language K-12
 - English/Language Arts K-12
 - Health/Family Life K-12
 - Mathematics K-12
 - Music K-12
 - Physical Education K-12
 - Science K-12
 - Social Studies K-12
 - World Languages 4-12
30. Accept the existing master agreements with the following units:
 - a. South Orange-Maplewood Education Association (SOMEA); and
 - b. Association of Supervisors, Coordinators and Administrators (ASCA).
31. Adopt the following newspapers for legal advertisements for the 2016-2017 school year: The Star Ledger, the News Record and the New York Times.
32. Authorize the Board Secretary to purchase the following types of securities for the purpose of investment on a short-term basis:
 - a. Bonds or other obligations of the United States of America or obligations guaranteed by the United States of America; or
 - b. Bonds of any Federal Intermediate Credit Bank, Federal Home Loan Bank, Federal Land Bank, Federal national Mortgage Associates or of any United States Band for Cooperatives which have a maturity date not greater than twelve months from the date of purchase; or
 - c. Bonds or other obligations for other school districts.
(18A:20-37)
33. Authorize the Superintendent or designee, to approve such line item budget transfers as are necessary between Board of Education meetings, and that such transfers shall be reported to the Board of Education, ratified and duly recorded in the minutes of the next regular meeting.

34. Authorize the Board Secretary be authorized to establish the following imprest petty cash fund accounts for the period July 1st through June 30th during the next fiscal year in accordance with N.J.S.A.18A:19-13.
 - Business Administrator' office, amount of fund to be set at \$1,000.
 - Assistant Business Administrator's office, amount of fund to be set at \$50.
35. Authorize the Business Administrator to issue bids on behalf of the Board of Education, as necessary.
36. Approve continued membership in the New Jersey Interscholastic Athletic Association and agree to be governed by the Constitution, By-laws and Rules and Regulations of the Association, including all rules governing student athlete eligibility, for the 2016-2017 school year.
37. Approve continued membership in New Jersey School Boards Association, Minority Student Achievement Network and Garden State Coalition of Schools for the 2016-2017 school year.
38. Establish a photo copy fee of \$0.05 per letter size page or smaller and \$0.07 per legal size page or larger of official Board Minutes and other public documents. A special service fee may be added for irregular size copies or requests that require an extraordinary amount of time or effort to accommodate the request.
39. Approve procurement of goods and services through state agencies and Morris County Cooperative Pricing Council, Educational Services Commission of New Jersey Cooperative (Middlesex Regional), the Educational Services Commission of Morris County Cooperative, Educational Data Services, Inc., and the Hunterdon County Educational Services Commission Cooperative.
40. Approve the attendance and related travel expenses for regular district business as caused by or subject to contractual provisions, other statutory requirements or federal requirements and approve the reimbursement for such regular district travel expenses not to exceed \$1,500 per employee.
41. Adopt Code of Ethics
42. Adopt Code of Student Conduct
43. Approve the Emergency Management Plan and the Bio-security Plan as recommended by the Superintendent of Schools.
44. Approve the Business Office Purchasing Manual and Business Office Standard Operating Procedures Manual as recommended by the Superintendent of Schools.
45. R & L DataCenters, Inc. Payroll Company.
46. Approve 403B Tax Shelter Annuity Brokers
 - a. Ameriprise Financial Services
 - b. AXA Equitable
 - c. Great American Life
 - d. The Legend Group
 - e. MetLife
 - f. AIG Retirement-VALIC

ROLL CALL: Organizational Resolutions 1-46. YES: Ms. Baker, Ms. Jones, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin
Ms. Smith, Mrs. Wright NO: none

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

3410A. APPROVE REAPPOINTMENT OF STAFF FOR THE 2016-17 SCHOOL YEAR

LIST NO. 1 - Reappointment of Non-Tenured Staff

LIST NO. 2 - Reappointment of All Other Staff

[List on file in Board Secretary's Office]

ROLL CALL: Motion 3410A passed. YES: Ms. Baker, Ms. Jones, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin
Ms. Smith NO: none ABSTAIN: Mrs. Wright (in accordance with School Ethics Advisory Opinion A20-12)

3410B. BE IT RESOLVED THAT the Board of Education approves the contracts for the Assistant Superintendent for Administration, the Business Administrator/Board Secretary, and the Assistant Superintendent for Curriculum and Instruction for the 2016-2017 school year.

ROLL CALL: ROLL CALL: Motion 3410B passed. YES: Ms. Baker, Ms. Jones, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin
Ms. Smith NO: none ABSTAIN: Mrs. Wright (in accordance with School Ethics Advisory Opinion A20-12)

BOARD ACKNOWLEDGEMENT - Read by Ms. Pai

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

- Mr. Richard Ziss for a donation of one Steinway M grand piano valued at \$4,000.00 for Columbia High School.

BOARD RECOGNITION - Read by Mrs. Lawson-Muhammad

Columbia High School students, Kayla Fleming, junior, and Sally Carnevale, sophomore, members of The Special Dance Company, received scholarships at the NJ High School Dance Festival.

A number of Columbia High School athletes are being received recognized as scholar athletes:

- Quinn Kraiss (baseball) and Jasmine Keegan (Girls Volleyball, Girls Basketball & Track) - SEC Conference Scholar Athlete
- Ava Milanese (Girls Volleyball) - NJSIAA Scholar Athlete
- Jasmine Keegan (Girls Volleyball, Girls Basketball & Track), Jordan Fields (Track), Cheyenne Trigg (Indoor & Outdoor Track) - Men of Essex
- Mike Nitti - Best Teammate Award

The Columbia High School spring track team led by new coach Chris Faraone, performed very well at the Penn Relays last week. The girls 4x100 relay team placed 2nd in their heat during the qualifying round on Penn Relays with a NJ #1 time of 48.55 seconds. That time advanced CHS to the Large School final and the Tri-State Final. The 4x100 team consisted of Senior Cheyenne Trigg, Sophomore Ciara French, Freshman

Lillian Williams and Junior Dahria Lewis. The 48.55 time by CHS was the 24th fastest time among the 628 4x100 teams that finished and is more than a second faster than its previous season best of 49.62.

Thirty-one members of the Maplewood Middle School Model UN Club participated in the largest middle school Model UN conference in New York City. MMS delegates took on the roles of actual ambassadors representing and took on the role of Ugandan diplomats - working in committees such as United Nations High Commission for Refugees, UNICEF, World Food Programme, and United Nations Development Programme. Two students, Zoe Ferguson and Josie Lally, 6th graders, won their committee's award for Outstanding Position paper - two of only thirteen such awards given.

The Wright Family was among the honorees at the Essex County Hoops Legend Dinner. Johanna Wright, her daughter Jazmine Wright, and Ms. Johanna Wright's late husband Lonnie Wright were honored. Ms. Johanna Wright is former girls' varsity basketball head coach, former SOMSD teacher and current board member. Ms. Jazmine Wright is a Columbia High School graduate, a former member of the girls' varsity basketball team and currently is the Columbia High School girls' varsity basketball head coach as well as a teacher at South Orange Middle School.

Ms. Johanna Wright also received the National Black Association, Inc. 2016 Women in Leadership Award for "Outstanding Example, Demonstrated Leadership & Model of Professionalism." In addition she received the Essex County Education Association's (ECEA) Human and Civil Rights Award.

APPROVAL OF MINUTES

Ms. Baker declared the minutes of the Executive and Public Sessions of April 18, 2016 and May 2, 2016 Board Meetings approved as presented.

SUPERINTENDENT'S MONTHLY UPDATE - Dr. Ramos

Dr. Ramos addressed recent incident of racism and Anti-Semitism and indicated plans for several initiatives to promote tolerance and acceptance in our schools, and to help students develop greater sensitivity to cultural differences. The district is also connecting with local community leaders to involve them in the process.

Dr. Ramos also gave an update on the HIB investigation. Dr. Seitz continues to review documentation and conduct interviews and anticipates completing his report before Memorial Day.

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

- Columbia High School students are taking Advanced Placement exams over the next two weeks. Over 450 students are taking 793 exams in our 21 courses and have the potential to gain college credit in addition to having spent this year doing college-level work in those courses.
- Students at CHS will be doing The Partnership for Assessment of Readiness for College and Careers (PARCC) make ups next week to

address the two-day server failure of Pearson during the first week of 9th grade testing.

- CHS students who had achieved honors status, National Merit commendation, AP scholar distinctions from the College Board were commended at the annual CHS Scholars' Night. The night also saw the induction of a group of 33 members of the CHS chapter of the National Honor Society, which has been re-chartered by Principal Aaron and Dr. Giordano after an absence of many years at CHS.
- From now through the end of the year, students will be showing off what they have learned in concerts, art shows, field days, and other end-of-year celebrations.

Goal 2 Professional Staff:

- Dr. Joshi conducted a full day training for a cohort of K-12 teachers who have been working all year on cultural competency and anti-bias education.
- Sixth and Seventh grade math teachers met to plan strategies to support students who have opted for more challenging coursework.
- 20 CHS teachers are in a reading group on Dr. Tatum's 20-year old book "Why are all the Black Kids Sitting Together in the Cafeteria?" SOMSD staff participated in a conversation with Dr. Tatum and some students and staff attended her evening talk hosted by the Community Coalition on Race.

Goal 3 Engagement and Outreach:

- Hundreds of 8th grade families participated in a 9th grade transition night with Principal Aaron and a panel of students, which was followed by a special program on athletics and activities on the high school level.
- Math Supervisors Kim Beane and Mani Arguelles held 2 math meetings last week to help middle school parents understand the math options available and make informed choices for their children's placement, in accordance with the Access and Equity Policy.
- Achieve hosted a "Maker Madness" event. Hundreds of children and their grownups came to CHS to explore science, technology, engineering, art and math with hands-on activities.
- A Community Forum on Security and School Climate, is being held in conjunction with the two towns. Among the topics, which will feature school culture broadly, will be a discussion of the possibility of adding a "School Resource Officer" (SRO) at CHS.

Goal 4 Resource Management:

- A State Aid Forum is being planned in partnership with both towns and with the staff of Assemblywoman Mila Jasey.
- We have received the results from all of the schools of the lead level testing in the drinking water supplies, and will post the results on our website. We tested 145 locations in the district - all water fountains, nurse's offices, kitchen water supplies, and ice machines. All of the results were below the EPA recommended levels of less than .015 mg/liter. All but one of the results were at or below .004 mg/liter, with the majority having readings of less than .001 mg/liter. The one fountain at Clinton which had an inflated reading has been taken off line and is being replaced with a filtered fountain.

Goal Five concerns creating a framework for advancing the work of the district including the collaborative development of a comprehensive Strategic Plan:

- The Action Planning teams shared their early vision for operationalizing each strategy, and what they are doing to gather information as they narrow down possible goals and begin to develop concrete action steps.
- The communications action planning team is recommending outreach strategies to help the community stay engaged in the process, while the plans are still in formation.

Goal Six concerns securing required external approvals

- We are still awaiting a response from Office of Civil Rights (OCR) to our latest submissions.

BOARD PRESIDENT'S UPDATE - Ms. Baker

Ms. Baker discussed the Board's intent to address issues of equity and meaningful opportunity. Testimonies during the public speak represents challenges we all face and what is right for our children. We need to move beyond paper and pencil and have a community where every child knows what is right and has the courage to speak up.

STUDENT LIAISON REPORT - Ms. Kambili

Ms. Kambili commented that on recent cultural issues in the district and indicated the irony of having Ruby Bridges speak in the same building where racism takes place. Would like an acknowledgment from the Board and administrators that we are all responsible and want to take control of this issue.

REVISED DISTRICT STRATEGIC COMMUNICATION PLAN - Mrs. Turner

Mrs. Turner presented the revised District Communication Plan Outlining the following:

- Focus one: To respond promptly and reassuringly to safety crisis and challenges.
- Focus two: To foster understanding of and engagement in the major priorities undertaken by the Superintendent and the District to advance student achievement.
- Focus three: To engage families in their student' education by providing accessible and digestible information about the curriculum and student's progress so that they can make informed decisions about opportunities and help their students be successful.
- Focus four: To work strategically with other departments and buildings to assure consistency of tone and messaging and total quality.
- Focus five: To enhance SOMSD's positive profile, increasing the community's trust and confidence in the district, through consistent and effective communication initiatives and accomplishments.

[Presentation on file in the Board Secretary's Office]

Ms. Baker left at 9:20 p.m.

7 voting members and one student representative present

Board discussion following the presentation included the following comments:

- Ways to involve students more including through Let's Talk, Instagram and Twitter.
- Meeting goals so there are less crises to respond to.
- Make sure that we reach those without the internet with the Introduction of a paperless district calendar
- Incorporating key dates from school calendars into the district calendar.

POLICIES - Mr. Stern

Mr. Stern reviewed policies up for consideration.

COMMITTEE REPORTS

POLICY AND MONITORING - Ms. Pai

The committee reviewed the access and equity policy implementation and placement, shared information about the math community forum for rising 5th graders, concerns about dissemination of information and standard protocols on communication and an update or lack thereof on the Office of Civil Rights and pending ACLU complaint. The committee received an update on 8th grade English Language and the potential elimination of accelerated language arts. Procedures regarding opening of Board member mail will be communicated to the full Board.

COMMUNICATIONS AND OUTREACH - Ms. Smith

The committee discussed the strategic plan, math placement and actions being taken on items brought up in Let's Talk.

EXCELLENCE AND EQUITY - Ms. Jones

The committee discussed a presentation by Karen Weiland for pre and post custodial care, looking to create an enterprise fund that would be part of the district budget. Also discussed the realignment of career curriculum.

FINANCE FACILITIES AND TECHNOLOGY - Mr. Sabin

The committee discussed an update on strategic plan, the climate and security meeting, outsourced services, the state aid forum and zero based budgeting for the district.

ITEMS FOR ACTION

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

3412A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2015-2016 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Beeksma,	Northern Michigan University	5/2011	BA

Zachary	Rider University-Westminster College of the Arts	5/2015	MA
Garbarini-Akheraz, Kathleen	New Jersey City University	8/2001	BA
	New Jersey City University	1/2004	MA
	New Jersey City University	1/2006	MA

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Giddings, Tamiqua	Georgia Southern University	12/2001	BA
Kurek, Sandra	University of Delaware	12/1989	MBA
	Franklin & Marshall College	5/1983	BA
Scarpitto, Jessica	Montclair State University	5/2015	BA

COUNTY SUBSTITUTE CERTIFICATES - NON-DEGREE

Barkley, Ronald

3412B. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHERS FOR THE 2015-2016 SCHOOL YEAR PAID AT THE DAILY RATE OF \$160

Zachary Beeksma Karen Stradford Cristina Sutro John Trieu

3413. Approves class field trips to the following destination(s):

All Monuments, Museums, Historical Sites	NY, NY
Bally's Resort/SHAPE AMERICA Eastern Conference/Special Dance Company	Atlantic City, NJ
Arirang Hibachi Steakhouse	Mountainside, NJ

3414. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2015-2016 school year.

3415. Hereby affirms HIB investigations for the South Orange/Maplewood School District for the month of April 2016.

3416. Approves a settlement agreement for special education Student ID #20024 and authorizes the Board President to execute the settlement agreement.

3417A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated April 30, 2016
2. Expense Account Adjustment Analysis dated April 30, 2016
3. Revenue Account Adjustment Analysis dated April 30, 2016
4. Check Register #389715-390018 in the amount of \$4,713.443.17
5. Check Register #200578 in the amount of \$6,246,578.87
6. Treasurer's Report of March 2016

3417B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3417C. Education approves the attendance and related travel expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE	Location	Estimated Cost (\$'s)
Jacqueline Gronek SOMS	2016 Shape America Eastern District Conference	5/22/16-5/24/16	Atlantic City, NJ	654.45
Lucrezia Holmes MMS	2016 Shape America Eastern District Conference	5/22/16-5/24/16	Atlantic City, NJ	708.80
Jeff Lehman Clinton	2016 Shape America Eastern District Conference	5/22/16-5/24/16	Atlantic City, NJ	755.66
Janice Ortiz Transportation	NJ STS General Meeting	6/10/16	Monroe, NJ	29.00
Dr. John Ramos Central Office	GSCS Silver Anniversary 25 th Annual Meeting	5/25/16	Jamesburg, NJ	100.00
Karen Weiland Central Office	Coalition of Schools Educating Boys of Color 10 th Annual Gathering of Leaders	5/20/16	New York, NY	319.00

3417D. Approves the following change orders to the Roof Replacement at Marshall School project:

Contractor	Change Order #	Amount	Time Extension
Integrity Roofing, Inc.	1	(\$15,000)	0

3417E. Renews the contract for electrical repairs for the 2016-17 school year to Sal Electric of Jersey City, New Jersey, at the rate of \$65.23 per hour for mechanic and \$25.14 per hour for mechanic's helper, plus the cost of parts and materials.

3417F. Renews the contract for refuse removal at all district facilities for the 2016-2017 school year with South Orange Disposal Co. of South Orange, New Jersey, at the rate of \$78,705.

3417G. Renews the contract for monthly elevator maintenance for the 2016-17 school year to Elevator Maintenance Company (EMCO) of Kearny, New Jersey, at the rates of:

Annually:	\$ 13,572.00
Monthly:	\$ 1,131.00
Hourly:	\$ 140.80
Time and Half:	\$ 211.20
Double time	\$ 211.20

Plus the cost of parts and materials

3417H. Renews the contract for integrated pest management services for the 2016-17 school year to Alliance Commercial Pest Control of Tinton Falls, New Jersey, at a rate of \$24,412.00 and \$95.54 per hour for services outside of scope.

3417I. Renews the contract for fire alarm monitoring, inspection services and repairs of the fire alarm systems for the 2016-17 school year to Fire and Security Technologies of Lebanon, NJ for monthly monitoring and annual inspections at a rate of \$11,967 and for services outside the scope at the following rates:

\$110.63 per hour weekdays
\$165.94 per hour weekends

3417J. Awards a contract for Vehicle Maintenance services for the 2016-17 and 2017-18 to Astone Fleet Services of Roselle Park, New Jersey for the lowest responsible bid of:

2016-17 school year \$79 per hour
2017-18 school year \$79 per hour
Plus the cost of parts and materials.

3417K. Awards the bid for Plumbing Repair services for the 2016-17 and 2017-18 school years to United Welding and Plumbing of Caldwell, NJ for the lowest responsible bid of:

2016-17 School Year

Mechanic: \$74 per hour
Mechanic Helper: \$44 per hour

2017-18 School Year

Mechanic: \$74 per hour
Mechanic Helper \$44 per hour

3417L. Awards the environmental testing for the 2016-17 and 2017-18 school years to Ahera Consultants, of Oceanville, NJ for the lowest responsible bid of:

2016-17 school year \$60 per hour
2017-18 school year \$63 per hour
Plus the cost of parts and materials

3417M. Approves application to North Jersey Educational Insurance Fund for a grant in the amount of \$23,620.10 to be used for plant safety, building security, safety equipment and training.

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.

3417N. BE IT RESOLVED THAT the Board of Education approves the submission of a joint grant application with the South Mountain YMCA to the Carol M. White Physical Education Program (PEP).

BE IT FURTHER RESOLVED THAT the Board of Education acknowledges that the program would require an in-kind match to be provided by the school.

BE IT FURTHER RESOLVED THAT the Board of Education approves a partner agreement with the South Mountain YMCA for the purpose of this grant application.

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

3417O. Enters into an agreement with Essex Regional Educational Services Commission for Occupational and Physical Therapy Services for the 2016-17 school year at a rate of \$97 per hour.

These rates include provision of assessment, treatment, and consulting services.

3417P. Approves an agreement with Family Connection, Inc. to provide in-kind contributions to the provision of a School-Based Youth Services Program at Columbia High School for the 2016-17 school year as follows:

- 1,630 square feet of dedicated space
- year-round security services during regular hours of operation
- telephone and fax service and high-speed internet access for space
- ongoing janitorial and maintenance services for space
- additional classroom space as needed occasionally for larger group/family activities during after school or evening hours

3417Q. Approves an agreement with Family Connection, Inc. to provide in-kind contributions to the provision of a School-Based Youth Services Program at Maplewood Middle School for the 2016-17 school year as follows:

- 300 square feet of dedicated space
- dedicated office space to provide privacy to students utilizing counseling services, including year-round utilities for the space
- telephone and fax service and high-speed internet access for the above space
- ongoing janitorial and maintenance services for space
- additional classroom space as needed occasionally for larger group/family activities during after school or evening hours

3417R. Awards the bid for photocopier paper supplies to Paterson Card and Paper of Paterson, New Jersey for the lowest responsible bid as follows:

<u>Type of Paper</u>	<u>Cost Per Ream</u>
8 ½ x 11 white	\$2.25
8 ½ x 11 colors	\$3.85
8 ½ x 14 white	\$3.40
11 x 17 white	\$5.40
110 lb. white card stock	\$5.88
110 lb. color card stock	\$6.13

3417S. awards the bid of Miscellaneous Printed Forms for the 2016-17 school year to Ridgewood Press Company of Ridgewood, NJ for the following items:

Ridgewood Press

<u>Item</u>	<u>Unit</u>	<u>Price</u>
BOE Return Address Envelope #10 Hand Carry to Parent	Bx/500	14.00
BOE Return Address #10 w/Return Service Requested	Bx/500	13.40
BOE Return Address Window Envelope #10-RSR Dept. Special Services Return Address Envelope #10	Bx/500	13.70
Human Resources Return Address Window Envelope #10	Bx/500	13.20
Permanent Record of Certified Personnel (card)	Each	.29
Application for School Use of Property (NCR-4)	Each	.181
Equipment Use Fee Schedule	Each	.32
Employee Directory Card	Each	.103
Application for Substitute Employee Teachers Application for Approval of Courses (Support Staff)	Each	.32
Tuition Reimbursement Request (NCR-3)	Box	108.30
Receipt of Health Coverage Information (NCR-2)	Each	.32
S26 Report Card Envelopes (gold)	Each	.50
Guidance Folders (card stock)	Each	.09
#10 White Envelopes with School Return Address	Each	.23
• Columbia High School	Box	13.20
• Maplewood Middle School	Box	13.20
• South Orange Middle	Box	13.20
• Jefferson Elementary	Box	13.20
• Marshall Elementary	Box	13.60
• Seth Boyden Demonstration	Box	13.20
• South Mountain Elementary	Box	13.35
• South Mountain Annex	Box	13.65
• Tuscan Elementary	Box	13.35
• In-House Counsel	Box	13.75
• Superintendent	Box	13.60
#10 White Window Envelopes with School Return Address		
• Columbia High School	Box	13.50
• Maplewood Middle School	Box	13.50
• South Orange Middle School	Box	13.50
• In-House Counsel	Box	15.00
Record of Material Loaned Card	Each	.18
Excuse from Physical Education	Pad	3.00

Receipt for Payment of Fines (NCR-3)	Each	.07
SHS-18 Driver Education Theory Certificate(Blue)	Each	.055
SHS-53 CHS Book Card (sheets 8 ½ x 5 ½)	Each	.075
SHS-70 CHS Student Participation in Educational Excursion (NCR2)	Each	.04
CHS Discipline Referral Form (NCR-4)	Each	.54
CHS Request for Support From Dean (NCR-4)	Each	.54
White Hall Pass Pads (NCR-2)	Pad	2.87
Deposit Slips (NCR-2)	Each	.05
Withdrawal Slips (NCR-2)	Each	.05
Purchase Orders	Box	115.50
Bus Conduct Report	Box	124.00
Application for Approval of Courses (support staff)	Box	37.40
Personnel File for Certified Positions	Each	.32
Temporary Excuse from Physical Education	Pad	2.25
Health Excuse	Pad	3.50
Appointment with Doctor	Pad	3.50
Pass to Nurse Card	Each	.083
Monthly Attendance Report	Each	.50
Yellow Class Admittance Slip	Pad	2.40

3417T. Awards the bid for HVAC and refrigeration Repair services for the 2016-17 and 2017-18 school years to Kelin Heating and Air Conditioning, of Colonia, New Jersey at following rates plus the cost of materials:

2016-17 School Year

Mechanic: \$55 per hour
Mechanic Helper: \$28 per hour

2017-18 School Year

Mechanic: \$55 per hour
Mechanic Helper \$28 per hour

3417U. Awards the bid for General Contracting Repair Services for the 2016-17 and 2017-18 school years to Beeline Mechanical, Inc. of Spotswood, NJ at the following rates plus the cost of parts and materials:

2016-17 School Year

Mechanic: \$79.00 per hour
Mechanic Helper: \$10.50 per hour

2017-18 School Year

Mechanic: \$80.00 per hour
Mechanic Helper \$10.50 per hour

3417V. Renews the contract for the Monthly Chairlift Maintenance for the 2016-17 school year to Kencor, Inc. of Westchester, Pennsylvania, at the rate of \$1,005 per month for a total of \$12,060 and the following rates for services outside the scope:

Hourly: \$186.05
 Time and a Half: \$279.58/hour
 Double Time: \$278.00/hour

3417W. Accepts a donation for the Parenting Center in the amount of \$960.00

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 \$960.00

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.

3417X. Accepts a donation from Achieve, Inc. in the amount of \$4,050 for the purchase of nine Dell Venue Android Tablets.

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 \$4,050.00

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.

3417Y. Approves the following providers for 2015-16 school year for the service indicated:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Virtue Learning Consultants, LLC Caldwell, NJ	CST Initial/Re-evaluation	\$425

3417Z. Approves an agreement with Effective School Solutions, LLC, of Summit, New Jersey, to provide wrap-around therapeutic services to district students through licensed mental health professionals at Columbia High School as outlined in the agreement at a rate of \$365,000.00 for the 2016-17 school year.

3417AA. Approves an agreement with Public Consulting Group, Inc. of Boston, Massachusetts, to provide an internet-based special education tool to assist with reporting requirements pursuant to the IDEA Act, for the period of July 1, 2016 through June 30, 2017 at a rate of \$26,500.

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

3417AB. Approves a contract with McKay Consulting, LLC of Durham, North Carolina, to provide professional services related to the

Danielson Framework for Teaching and the Learning Walk at a rate not to exceed \$31,500 during the 2016-17 school year.

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

- 3417AC. Authorizes the submittal of a request along with written documentation to the County Superintendent to transfer funds to Capital Outlay for window replacement projects at Columbia High School and Tuscan School for emergent circumstances pursuant to 6A:23A-13.3(h).

BE IT FURTHER RESOLVED THAT should the County Superintendent authorize the transfer that the Board of Education authorizes the transfer of \$2,300,000 from the General Fund to Capital Outlay.

- 3417AD. WHEREAS, the South Orange and Maplewood Board of Education in the County of Essex has determined to undertake the Columbia Senior High School Window Replacement project for the total sum of \$2,256,035; and

WHEREAS, the total project costs would be aided by grant funds pursuant to Section 15 of the Educational Facilities Construction and Financing Act through the New Jersey Schools Development Authority in the amount of \$902,414; and

WHEREAS, the district has received a grant agreement from the New Jersey Schools Development Authority in support of the aforementioned project in the amount of \$902,414; and

NOW THEREFORE, BE IT RESOLVED THAT the Board of Education does hereby acknowledge receipt of this grant agreement for School Facilities Project No. 4900-030-14-1006; and

BE IT FURTHER RESOLVED THAT the Board of Education hereby authorizes the execution and delivery of the grant agreement and further approves the delegation of authority to the School Business Administrator for the supervision of the School Facilities Project.

- 3417AE. WHEREAS, the South Orange and Maplewood Board of Education in the County of Essex has determined to undertake the Tuscan Elementary School Window Replacement project for the total sum of \$1,565,162; and

WHEREAS, the total project costs would be aided by grant funds pursuant to Section 15 of the Educational Facilities Construction and Financing Act through the New Jersey Schools Development Authority in the amount of \$626,065; and

WHEREAS, the district has received a grant agreement from the New Jersey Schools Development Authority in support of the aforementioned project in the amount of \$626,065; and

NOW THEREFORE, BE IT RESOLVED THAT the Board of Education does hereby acknowledge receipt of this grant agreement for School Facilities Project No. 4900-150-14-1021; and

BE IT FURTHER RESOLVED THAT the Board of Education hereby authorizes the execution and delivery of the grant agreement and further approves the delegation of authority to the School Business Administrator for the supervision of the School Facilities Project.

3417AF. Education approve the submission of an application for federal fiscal year 2017 Carl D. Perkins Vocational and Technical Program Entitlement Funds in the amount of \$33,505 to provide supplementary services to vocational students during the 2016-2017 school year.

3418. Adopt the following policies as presented:

- Policy 3351.1 Teaching Staff Member Disabilities Pursuant to Section 504 of the Rehabilitation Act of 1973
- Policy 4351.1 Support Staff Member Disabilities Pursuant to Section 504 of the Rehabilitation Act of 1973

3419. Approves a confidential general release for employee #3540.

ROLL CALL: Motion 3412A-B, 3413, 3414, 3415, 3416, 3417A-AF, 3419 passed; 6 yes 1, no (Mrs. Wright)

Motion 3418 passed; 6 yes, 0 no. YES: Ms. Jones, Mrs. Lawson-Muhammad, Ms. Maini, Mrs. Pai, Mr. Sabin, Ms. Smith
NO: Mrs. Wright

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Paula Bethea SOMEA President	Commended Ms. Irby on handling a situation that took place at South Orange Middle by reaching out to parents and students. Reminded the Board to consider the SOMEA affirmative action stipend. SOMEA is ready to start negotiations for 17-18 school year.

NEW BUSINESS

Ms. Smith will be attending the NJSBA delegate assembly. The Board discussed the questions to be discussed at the assembly.

The Board also discussed the upcoming Climate and Security Forum and the focus on a School Resource Officer (SRO).

Future Meetings - Read by Ms. Baker

The Board of Education will hold a Public Session on Monday, June 6, 2016 at 7:30 p.m. in the District Meeting Room at 525 Academy Street, Maplewood, NJ to honor retirees and celebrate accomplishments. No action will be taken.

The Board of Education will meet in Closed Session on Monday, June 20, 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

MOTION made by Mrs. Wright, seconded by Ms. Smith that the Board of Education will meet in Closed session on Monday, May 23, 2016 to discuss the Superintendent's Evaluation.

MOTION made by Mrs. Wright, seconded by Ms. Pai, that the Board of Education meet in Executive Session prior to the June 20, 2016 Public Meeting to discuss personnel, legal and Special Education matters, and negotiations, the nature of which will be made public at a future date. Motion unanimously approved.

MOTION made by Mrs. Wright, seconded by Jones, that the Board of Education adjourn. Motion unanimously approved at 10:43 p.m.

Cheryl Schneider, Board Secretary