

Regular Meeting  
South Orange-Maplewood  
Board of Education  
September 19, 2016

A Regular Meeting of the Board of Education of South Orange-Maplewood was held in the auditorium at Columbia High School, 17 Parker Avenue, Maplewood, New Jersey, on September 19, 2016.

Board President Elizabeth Baker called the meeting to order at 8:00 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, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Mr. Saulean, Mr. Sabin, Ms. Smith, Mrs. Wright

Absent: None

9 VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

MOTION made by Ms. Pai, seconded by Mrs. Daugherty to recess to Executive Session to discuss personnel matters. Motion unanimously approved at 8:05 p.m.

***Board recessed to executive session at 8:05 pm***

***Board reconvened in public session at 8:37 pm***

***9 voting members and one student representative present***

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

BOARD RECOGNITION - Mrs. Lawson-Muhammad

Clinton Elementary and Marshall Elementary are recipients of Michelle Obama's Lets Move Active Schools Campaign Award. Executive Director Charlene Burgeson will visit each school on Monday, September 19 and present the schools with an award at the Regular Board of Education meeting Monday night.

As the national solution to ensure that 60 minutes of physical activity a day is the norm in K-12 schools, *Let's Move!* Active Schools equips schools with the resources and tools to increase physical education and physical activity opportunities for students, and to cultivate an Active School environment. *Let's Move!* Active Schools is powered by a national collaborative of health,

education and private sector organizations that strives to bring these benefits to every child across the country.

Ms. Bonita Samuels, Principal, Ms. Marci Grosholz and Mr. Dillon White, Physical Education Teachers, will accept the award and recognition on behalf of Marshall Elementary. Ms. Ann Bodnar, Principal, Mr. Jeff Lehman and Ms. Jordyn Lachmund, Physical Education Teachers, will accept the award and recognition on behalf of Clinton Elementary.

Three schools, Seth Boyden, Tuscan and Jefferson have met the rigorous requirements to achieve Sustainable Jersey for Schools certification. These schools join a group of 83 schools that were awarded the Sustainable Jersey for Schools certification in 2016 with only five schools in Essex County that are certified.

Sustainable Jersey for Schools is a certification program for public schools in New Jersey, launched by Sustainable Jersey, a nonprofit, nonpartisan organization that provides tools, training and financial incentives to support and reward municipalities and schools as they pursue sustainability programs.

Congratulations to the school based green teams made up of parents, teachers, students, administrators and staff for all of their hard work! Read the complete story on the district's website.

#### APPROVAL OF MINUTES

Ms. Baker declared the minutes of the Executive and Public Sessions of August 22, 2016 and Public Special Session on August 24, 2016 approved as presented.

#### SUPERINTENDENT'S MONTHLY UPDATE

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

- The first day of school opened smoothly, thanks to the dedicated efforts of teachers and administrators, the incredible helpfulness of parent volunteers, and the great attitude of students. Students in grades K-5 also came back to new classroom libraries.
- Seth Boyden Principal Damion Frye and the kindergarten teachers piloted a new outreach initiative, with summer home visits to incoming kindergarten families. Each kindergartener was also provided with a new Seth Boyden Backpack, filled with school supplies. What a great welcome to school for the class of 2029!
- Teachers have begun benchmark assessments to determine individual strengths and set learning goals for all students in all grades.

- Staff at both middle schools have been revising schedules to create opportunities for students who want to take chorus and band or orchestra, instead of choosing just one music class.
- Update on enrollment and class sizes
  - Elementary school classes are currently within policy guidelines. The following grades are closed:
    - Tuscan: grades k-5 closed
    - Clinton: grades 1 & 3 closed
    - South Mountain: grade 3 closed
  - Some classes are currently above the average class size range. We are exploring ways to ameliorate these overages by possibly adding an additional team, and/or adding a 6<sup>th</sup> period to some teachers' schedules in order to reduce class sizes.
  - Columbia High School courses are within the average class size range. There are 54 individual classes which are above the upper limit of the range, but within the flexibility allowed by Board policy.
  - A detailed class size report will be provided at the October Board meeting.
- Clinton School hosted the Regional Achievement Center(RAC) Team for a walk-through to establish benchmark standards for the year. South Orange and Maplewood Middle Schools are scheduled for a walk-through, and to host the RAC Team.

Goal 2 Professional Staff:

- Second round interviews are scheduled this week for two administrative vacancies - Supervisor of English Language Arts for grades K-12 and Assistant Principal of Maplewood Middle School.
- The full District Administrative Team (DAT) met for two days in August to lay the foundation for the start of the school year. Maryanne Joseph from the New Jersey Department of Education conducted a workshop on universal design for learning and the least restrictive environment. We also discussed policy issues, communications protocols, and operations.
- New teachers engaged in four days of professional development including, cultural competency and bias awareness with Dr. Khyati Joshi and learning targets and individual student instructional goals. New teachers also took a bus tour of the two towns with the Community Coalition on Race. Many thanks to Carol Barry Austin and Sue Meredith from the Coalition for introducing our new teachers to our community.
- All staff had a full day of Professional Development before schools opened. Topics ranged from creating higher order thinking questions to next generation science standards to artist and gallery walk to individualized learning plans for English Language Learners, to

understanding and infusing culturally responsive teaching in the classroom.

- A Convocation was held for all district staff.
  - District administrators greeted staff wearing "Make It Happen!" shirts - which is our theme for the year.
  - Larry Leverett, Executive Director of the Panasonic Foundation and a past South Orange Maplewood School District Administrator, spoke to staff about creating a culture of achievement, where we all work together to ensure that adults are successful and children are successful.
  - Dr. Ramos spoke to staff about equity and excellence as our unconditional pathway and asked us all to commit to making good on the idea of preparing each child for the promises and challenges of tomorrow.

#### Goal 3 Engagement and Outreach:

- Interest areas were launched for each school on Let's Talk! and administrators at every school have been trained on the system. Information is going home to families to promote use of this tool to enhance communications between families and our schools and district.
- This year, we introduced a system to inform families of the "directory information" which the District can share with outside organizations, including PTAs and HSAs, and how to opt out.
- The District Administrative Team (DAT) reviewed communications protocols to establish more consistency across the district.
- Back to School Nights are taking place throughout September, to welcome parents as partners in their children's education this year.

#### Goal 4 Resource Management:

- Facilities issues have been taking up a lot of time, including:
  - The Columbia High School pool is closed due to structural instability and is not repairable. The Administration and the Board will discuss plans for the current pool space as part of the long-range facilities plan.
  - The swim team will meet at the Union YMCA for both practice and home meets for the 2016-2017 school year.
  - A ceiling partially collapsed in the Board of Education building, affecting the Information Technology (I.T.) Department and the District Meeting Room. There were no injuries. Engineers are scheduled to assess the building for other possible problem areas.

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

- Dr. Ramos will meet with the co-chairs of the action planning teams next week to review current status and ensure that all teams are on track to present their plans to the Strategic Direction Committee in October.
- The Board is planning a series of community engagement events around the strategic plan in November and December, including Education Summit 2 scheduled for December 6<sup>th</sup>.

Goal 6 Securing required external approvals:

- No Update

STUDENT REPRESENTATIVE REPORT - Mr. Saulean

Mr. Saulean spoke about the new student committee, newly named "Columbia Speaks" by Ms. Aaron Columbia High School Principal. Mr. Saulean provided a brief background on the committee and the committee's first meeting is scheduled to take place soon. The purpose of the committee is to articulate student needs and wants to the Board of Education. Mr. Saulean also spoke about early start-up of student clubs and schedule concerns at CHS.

BOARD PRESIDENT'S UPDATE - Ms. Baker

Ms. Baker provided an update on drafting of district goals for the current school year, the Board retreat and the committed pursuit of N.J. School Board Certification to put in place best practices as a Board for policy making and communication with administration and other members of the community. The Board also made a recommitment to cultural competency.

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Jenny Lindstrom SEPAC President	Spoke about electing new SEPAC leadership and challenges faced during the opening of school. Expressed thanks to Dr. Ramos for his openness and responsiveness with meeting with SEPAC leadership and learning the issues that are of importance to the SEPAC community. Ms. Lindstrom also thanked Ms. Maureen Jones who served as the SEPAC liaison and other Board members for their support.

*Ms. Baker asked Dr. Ramos to follow-up with Ms. Lindstrom regarding her concerns.*

Elissa Malespina South Orange	Thanked the Board for hiring a librarian at South Orange Middle School. Concerned supplies /equipment
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may have been reduced due to budget cuts.

Matt Kritzberg  
CHS Student

Presented a petition with 365 signatures of Columbia High School students who are in support of baseball coaches Joseph Fischetti and Matthew Becht.

Eliot Dix  
CHS Student

Spoke in support of Mr. Fischetti and Mr. Becht. Coaches have made a positive impact on and off the field.

Juani Tantillo  
Maplewood

Read a letter written to Dr. Ramos and the Board in support of Coaches Fischetti and Becht. Spoke on behalf of Columbia High School baseball players and parents and Essex County baseball coaches present during the meeting. Questioned the decision of Dr. Ramos and the Board not reappoint coaches Fischetti and Becht.

Joe Sorce  
Colonia NJ

Spoke in support of Coaches Joseph Fischetti and Matthew Becht. Stated the ascension of the Columbia High School baseball team to the top division of Essex County Baseball is due to the guidance, encouragement and professionalism of these coaches.

Reid Evans  
CHS Senior

Spoke in support of the Columbia High School Baseball Program and coaches. Coaches are dedicated and care about more than baseball.

Stephen Tamayo

Spoke in support of CHS Baseball program.

Dylan Joyce  
CHS Alumni

Spoke on behalf of Mr. Fischetti and Mr. Becht. Coaches created a culture of accountability and discipline and held players to a higher standard. Personally thanked both coaches for his continued progression and success in his baseball career.

Matt Mc Griff  
CHS Alumni

Spoke in support of the Columbia High School Baseball Program and coaches. Coaches are passionate and love the game of baseball.

Joe Meola  
CHS Alumni

Baseball is an extremely difficult sport and without the support and encouragement of Coaches Fischetti and Becht Mr. Meola feels he would not be where he is today as an athlete and a teacher.

Patrick Joyce

Feels it is very important not to back down due to

South Orange

pending litigation against the district. Send an important message that the just thing must be done and not the expedient thing.

DISCUSSION

Presentation 2015-2016 Standardized Test Results - Mr. Roth

Mr. Roth gave an update regarding Partnership for Assessment of Readiness for College and Careers (PARCC) providing background information, percentage of students who participated in the exam and Spring 2015 test results. Information regarding the number of students participating in Advanced Placement courses and exams was also presented.

Ms. Maini noticed an error on two demographic slides and asked Mr. Roth to check the data. Mr. Roth reviewed the data and two corrections were made.

[Presentation on file in Board Secretary's Office]

HARRASSMENT INTIMIDATION AND BULLYING SELF-ASSESSMENT REPORT - Mr. Sayovitz

Mr. Sayovitz presented a Powerpoint presentation and spoke about the Anti-Bullying Bill of Rights ACT (ABR) Self-Assessment requirements, the individual school scores and district scores for the 2015-16 School Year. The chart shows a steady increase in self-assessment scores over the past four years. Two schools scores declined. The cause of the declining scores will be addressed.

[Presentation on file in Board Secretary's Office]

POLICY 5750.1 Student Disabilities Pursuant To Section 504 of the Rehabilitation Act of 1973 - 2nd READING - Mr. Sayovitz

Mr. Sayovitz reviewed the policy on the agenda for approval tonight.

COMMITTEE REPORTS

COMMUNITY ENGAGEMENT AND OUTREACH - Ms. Maini

Ms. Maini gave an update on the following:

- Strategic action planning teams and how to communicate the strategic plan.
- Website development
- Let's Talk platform now available for parents to communicate with building administrators

- How to make better use of the reorganizational meeting in January, Board of Education Agenda and public speaks to be more effective.
- Transitioning to paperless Board Meetings.

POLICY AND MONITORING - Ms. Baker

The committee discussed implementing policies approved in the last year, beginning with the Access and Equity and Placement Policy. The committee also discussed the student representative election to take place before the October Board meeting, class size report and scheduling of Board of Education cultural competency training.

FINANCE, FACILITIES AND TECHNOLOGY - Mrs. Daugherty

The committee discussed staffing and capacity to support the implementation of Access and Equity and Placement policy, filling the Chief Information Officer position, Capital improvement projects, redistricting and the Beyond the Bell afterschool program.

EQUITY AND EXCELLENCE - Ms. Jones

Ms. Jones provided an update on 8<sup>th</sup> grade English Language Arts, K-5 Science and K-8 Social Studies curriculum revisions, implementing Win (Whatever I Need) period at both middle schools, search for Maplewood Middle School Librarian, Special Education staffing and training and bringing out of district special education students back in district.

Board member comments included making the WIN period more consistent between middle schools and improvements to the WIN period in the current school year.

MOTION made by Ms. Pai, seconded by Ms. Smith, to table resolution 3455.

ROLL CALL: Motion to table resolution 3455 passed 9 yes, 0 no.

ITEM FOR ACTION MOVED FORWARD

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

3452A. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE
Balman, Mariann	T Math CHS - 1.0 FTE	10/10/16
D'Addozio, Diana	LDTC JEFF - 1.0 FTE	10/24/16



Korte, Stirling	T SPED/INC SOM - 1.0 FTE	7/27/16
Minton, Charles	T Math SOM - 1.0 FTE	8/10/16

3452B. APPOINTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Brown, Kathleen	T SPED CHS - 1.0 FTE	10/30/16 6/30/17	\$73,662
Brown, Louis	Interim Principal MM - 1.0 FTE	7/20/16 8/23/16	\$157,601
Dynega, Nicole	T 1 SMA - 1.0 FTE	9/1/16 6/30/17	\$53,304
Frasier. Lydia	T SPED/MD CLIN - 1.0 FTE	10/10/16 6/30/17	\$59,984
Lawson, Kimberly	T Math SOM - 1.0 FTE	9/1/16 6/30/17	\$50,565
Lewis, Karyn	School Library Media Specialist SOM - 1.0 FTE	11/1/16 6/30/17	\$55,610
Mason, Colleen	T 3 TUS - 1.0 FTE	9/1/16 6/30/17	\$55,610
Nolan, Julie Ann	T 4 SB - 1.0 FTE	9/1/16 6/30/17	\$55,610
Pellegrino, Eve	T SPED CHS - 1.0 FTE	9/1/16 6/30/17	\$53,304
Rosenblatt, Carly	T Music DIST - .4 FTE	9/1/16 6/30/17	\$19,764
Wade, Kathleen	T Physics CHS - 1.0 FTE	9/1/16 6/30/17	\$71,449

3452C. LEAVE REPLACEMENT APPOINTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Mount-Campbell, Alexandra	T KDG MAR - 1.0 FTE	9/1/16 3/6/17	\$55,610
Vorona, Heather	T SPED MM - 1.0 FTE	9/1/16 6/30/17	\$55,610

3452D. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE

Faherty, John	T Science MM - 1.0 FTE	10/10/16 6/30/17	9/1/16 6/30/17
Kwarta, Traci	T SPED/INC JEFF - 1.0 FTE	9/1/16 6/30/17	10/22/16 6/30/17
Manno, James	Supervisor of Fine Arts, K-12 DIST - 1.0 FTE	10/22/16 6/30/17	9/6/16 6/30/17
McArdle, Shauna	LR T English/Lang. Arts SOM - 1.0 FTE	9/28/16 6/30/17	9/1/16 6/30/17
Yar, Melisa	Speech/Language Specialist DIST - 1.0 FTE	9/1/16 6/30/17	10/11/16 6/30/17

3452E. TRANSFERS/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Grohman, Donna	Academic Intervention Teacher SB - 1.0 FTE	Teacher on Special Assignment DIST - 1.0 FTE	9/1/16 6/30/17
Layne, Christine	T 4 TUS - 1.0 FTE	Academic Intervention Teacher SB - 1.0 FTE	9/1/16 6/30/17
Leary, Karen	T SPED/INC JEFF - 1.0 FTE	T SPED/PreK MONT - 1.0 FTE	10/22/16 6/30/17
Padalino, Stacey	T 4 SB - 1.0 FTE	Academic Intervention Teacher SB - 1.0 FTE	9/1/16 6/30/17
Rynar, Craig	Teacher/Dean of Students CHS - 1.0 FTE	T 4 SM - 1.0 FTE	9/1/16 6/30/17
Sackett, Shayna	T 4 SB - 1.0 FTE	Academic Intervention Teacher SB - 1.0 FTE	9/1/16 6/30/17

3452F. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Hewitt, Cheryline	Assistant Principal CHS - 1.0 FTE	7/25/16-9/13/16 (Unpaid Personal Leave)
Koflowitch, Hellanna	T SPED CHS 1.0 FTE	9/1/16-11/23/16 (Unpaid FMLA) 11/24/16-11/30/16 (Unpaid Childcare Leave)
Mamrak, Emily	T KDG SB	9/1/16-9/13/16 (Paid Maternity Leave)

	1.0 FTE	9/14/16-10/18/16 (Unpaid FMLA) 10/19/16-12/31/16 (Unpaid Childcare Leave)
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3452G. 2015-16 SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Buckley, Amanda	T Science CHS - .125 FTE	2/22/16 6/13/16	+\$6,236	\$56,125

3452H. 2016-17 SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Amato, Lauren	T 2 TUS - 1.0 FTE	9/1/16 6/30/17	+\$7,092	\$63,662
Barreiro, Maria	T PE JEFF - 1.0 FTE	9/1/16 6/30/17	+\$7,661	\$68,500
Bunce, Jamie	T Music CHS - 1.0 FTE	9/1/16 6/30/17	+\$7,092	\$63,662
Buzar, Marissa	T SPED CHS - .2 FTE	9/6-15/16 (8 days)	\$49.41 (per day)	\$395.27
Cahill, Allison	T PE/Health SOM - 1.0 FTE	9/1/16 6/30/17	+\$9,646	\$88,525
Calandriello, Wayne	T PE/Health CHS .2 FTE	9/7/16 11/4/16 (40 days)	\$87.41 (per day)	\$3,496.40
D'Alessio, Tara	T SPED CHS - 1.2 FTE	9/12/16 6/30/17	+\$17,705	\$108,730
Degioia, Mia	T SPED CHS - 1.2 FTE	9/6/16 6/30/17	+\$11,659	\$69,954
DePaolo, Francine	T SPED MM - 1.0 FTE	9/1/16 6/30/17	+\$6,338	\$56,903
DeVomecourt, Courtney	T1 SMA - 1.0 FTE	9/1/16 6/30/17	+\$8,023	\$71,449
DiPietro, Julianne	T SPED SOM - 1.2 FTE	9/12/16 6/30/17	+\$11,380.60	\$68,284
Edelman, Hannah	T SPED/Art CHS - 1.2 FTE	9/6/16 6/30/17	+\$18,862.40	\$117,284
Ellis, Susan	T SPED SOM - 1.2 FTE	9/12/16 6/30/17	+\$17,705	\$106,230
Favia, Ria	T Phys. Ed. SB - 1.0 FTE	9/1/16 6/30/17	+\$6,680	\$59,984

Felder, Jamie	T Math MM - 1.0 FTE	9/1/16 6/30/17	+\$3,721	\$59,331
Fischetti, Joseph	T PE/Health CHS .2 FTE	9/7/16 11/4/16 (40 days)	\$78.88 (per day)	\$3,155.16
Forero, Angela	T Lang. Arts SOM - 1.0 FTE	9/1/16 6/30/17	+\$5,219	\$78,881
Grasso, Linda	T SPED CHS - 1.2 FTE	9/16/16 6/30/17	+\$15,775.80	\$94,655
Gronau, Dara	Principal MM - 1.0 FTR	8/24/16 6/30/17	+\$6,235	\$129,206
Grossfeld, Randi	T SPED CHS - 1.2 FTE	9/17/16 6/30/17	+\$12,685.20	\$76,111
Hurley, Padraig	T PE/Health CHS .2 FTE	9/7/16 11/4/16 (40 days)	\$88.53 (per day)	\$3,541.20
Karl, Gwen	T SPED CHS - 1.2 FTE	9/6/16 6/30/17	+\$17,705	\$106,230
Lawrence, Stacey	T English CHS - 1.2 FTE	9/14/16 6/30/17	+\$18,862.40	\$115,174
Leider, Julia	T SPED CHS - 1.2 FTE	9/17/16 6/30/17	+\$14,619.60	\$87,718
Levin, Scott	T PE/Health JEFF - .4 FTE	9/1/16 6/30/17	+\$4,941	\$19,764
McMahon, Bridget	T 5 JEFF - 1.0 FTE	9/1/16 6/30/17	+\$6,680	\$59,984
Meade, Meghin	T SPED SOM - 1.2 FTE	9/12/16 6/30/17	+\$16,897.80	\$101,387
Parke, Cameron	T SPED SOM - 1.2 FTE	9/12/16 6/30/17	+\$14,619.60	\$87,718
Paradiso, Gerald	T SPED SOM - 1.2 FTE	9/12/16 6/30/17	+\$18,862.40	\$116,204
Phillips, Kelly	T SPED SOM - 1.2 FTE	9/12/16 6/30/17	+\$11,380.60	\$68,284
Riddick, Crystal	Supervisor of SPED DIST - 1.0 FTE	8/1-31/16 (15 days)	\$150/day	\$2,250
Roncaglio, Paul	T Spanish MM - 1.0 FTE	9/1/16 6/30/17	+\$6,338	\$56,903
Rosen, Hillary	T SPED SOM - 1.2 FTE	9/12/16 6/30/17	+\$9,881.80	\$59,291
Scasso, Kate	T 4 JEFF - 1.0 FTE	9/1/16 6/30/17	+\$7,661	\$68,500
Skrivanic, Julie	T Math CHS - 1.0 FTE	9/1/16 6/30/17	+\$6,475	\$58,295
Steindler, T	T SPED	9/6/16	+\$6,672.30	\$62,283

Philip	CHS 1.12 FTE	6/30/17		
Stoessel, Marisa	T SPED JEFF - 1.0 FTE	9/1/16 6/30/17	+\$6,680	\$59,984
Stornetta, W. Scott	T Math CHS - 1.24 FTE	9/1/16 6/30/17	+\$21,995	\$113,641
Stoudemire, Eric	School Social Worker DIST - 1.0 FTE	9/1/16 6/30/17	+\$5,706	\$90,195
Stradford, Lynn	T SPED CHS - 1.2 FTE	9/6/16 6/30/17	+\$18,862.40	\$115,174
Thompson, Angela	School Nurse TUS - 1.0 FTE	9/1/16 6/30/17	+\$5,219	\$78,881
Walcott, Rashamella	T 5 CLIN - 1.0 FTE	9/1/16 6/30/17	+\$3,802	\$60,705
Weiland, Elaine	T Math CHS - 1.0 FTE	9/1/16 6/30/17	+\$4,598	\$73,098
Williams, Rhoshonda	T 4 JEFF - 1.0 FTE	9/1/16 6/30/17	+\$5,625	\$83,981
Woolard, Terry	Assistant Principal CHS - 1.0 FTE	8/15-24/16 (7 days)	\$50/day	\$350

3452I. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Barr, Tonya	Bus Duty MAR - .33 FTE	9/1/16 6/30/17	\$1,015.80
Brown, Brenda	Dean of Students CHS - 1.0 FTE	9/1/16 6/30/17	\$8,189
Cook, Christopher	Astronomy CHS - 1.0 FTE	9/1/16 6/30/17	\$3,223
Dean, Andrew	Safety Patrol TUS - .25 FTE	9/1/16 12/31/16	\$2,539.50
Ducharme, Michelle	Bus Duty SM - .10 FTE	9/1/16 6/30/17	\$338.60
Feinberg, Jennifer	Elementary Subject Leader: ELA SM - 1.0 FTE	9/1/16 6/30/17	\$3,335
Fischetti, Christine	Safety Patrol TUS - .25 FTE	9/1/16 12/31/16	\$2,539.50
Grosholz, Marci	Bus Duty MAR - .33 FTE	9/1/16 6/30/17	\$1,015.80
Guida Poutre, Janine	Bus Duty MAR - .33 FTE	9/1/16 6/30/17	-\$1,015.80
Hicks, Marcia	MLKA CHS - .5 FTE	9/1/16 6/30/17	\$1,661.50

Intile, April	Bus Duty MAR - .33 FTE	9/1/16 6/30/17	\$1,015.80
Kaplan, Deborah	Bus Duty MAR - .33 FTE	9/1/16 6/30/17	\$1,015.80
Lopez, Rocio	Assembly CHS - 1.0 FTE	9/1/16 6/30/17	\$2,834
Manikad, Marites	Elementary Subject Leader: Math SM - 1.0 FTE	9/1/16 6/30/17	\$3,335
Martelli, Nicole	MLKA CHS - .5 FTE	9/1/16 6/30/17	\$1,661.50
Martin, Shira	Bus Duty MAR - .33 FTE	9/1/16 6/30/17	\$1,015.80
Martinez, Josue	Bus Duty MAR - .33 FTE	9/1/16 6/30/17	\$1,015.80
McCormick Philip	Freshman Class Advisor CHS - 1.0 FTE	9/1/16 6/30/17	\$3,223
Murphy, Theresa	Safety Patrol TUS - .25 FTE Elementary Subject Leader: ELA TUS - .5 FTE	9/1/16 12/31/16 9/1/16 6/30/17	\$2,539.50 \$1,667.50
Mungiello, Lucille	Safety Patrol TUS - .25 FTE	9/1/16 12/31/16	\$2,539.50
O'Dell, Ryan	Intramural MM - 1.0 FTE	9/1/16 6/30/17	\$4,797
Paradiso, Gerald	Intramural SOM - 1.0 FTE	9/1/16 6/30/17	\$4,797
Raviola, Jaclyn	Bus Duty MAR - .33 FTE	9/1/16 6/30/17	\$1,015.80
Reyes, Ana	Elementary Subject Leader: Math TUS - 1.0 FTE	9/1/16 6/30/17	\$3,335
Rynar, Craig	Dean of Students CHS - 1.0 FTE	9/1/16 10/31/16	\$8,189
Salguero, Carlos	Intramural SOM - 1.0 FTE	9/1/16 6/30/17	\$4,665
Salvas, Christine	Bus Monitor SM/SMA - .25 FTE	9/1/16 6/30/17	-\$846.50
Scates, Jennifer	Bus Duty MAR - .33 FTE	9/1/16 6/30/17	\$1,015.80
Sebastian, Lindsay	Team Leader, Gr. 7 MM - 1.0 FTE	9/1/16 6/30/17	-\$5,944
Skawinski, Christy	Elementary Subject Leader: ELA	9/1/16 6/30/17	\$1,667.50

	TUS - .5 FTE		
Thomas, Kristie	Quiz Bowl CHS - 1.0 FTE	9/1/16 6/30/17	\$3,323
Wegbreit, Arielle	Intramural MM - 1.0 FTE	9/1/16 6/30/17	\$4,627.50
Wiggins, Ebon	Bus Duty SM .10 FTE	9/1/16 6/30/17	-\$338.60
Wojcio, Michael	Bus Duty MAR - .33 FTE	9/1/16 6/30/17	\$1,015.80

3453A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2016-2017 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE	DAILY RATE
Ridley, Karla	Montclair State University Montclair State University	1/1975 5/2000	BA MA	\$400

NAME	INSTITUTION	DATE	DEGREE
Aquirre, Arlene	California State University	5/1970	BS
Blair, Carlene	Franklin University	4/1998	BS
Silverlieb, Belle	Hunter College	2/1990	BA

3453B. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2016-2017 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Cox, Lateefa	Kean University	5/2016	BA
Greaves, Shirelle	Drew University	5/2012	BA
Iferika, Nkeruka	Montclair State University	5/2004	BA

3453C. APPOINTMENT OF HOME INSTRUCTOR FOR THE 2016-2017 SCHOOL YEAR PAID AT THE HOURLY RATE OF \$35.00

NAME	CERTIFICATION
Ezra Stewart	CE-Teacher of Biological Science

3453D. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2016-2017 SCHOOL YEAR PAID AT THE DAILY RATE OF \$160

Kathleen Kling

Al Simmons

3453E. APPOINTMENT OF STIPEND POSITION FOR THE 2016-2017 SCHOOL YEAR

NAME	ASSIGNMENT	STIPEND
John Trieu	Intram F/T	\$4,527

3453F. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2016-2017 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND	BACKGROUND
Butler, Darnell	Assistant Football	9/2016 11/2016	\$6,566	Mr. Butler is beginning his 1 <sup>st</sup> season as a football coach.
Faraone, Christopher	Boys Head Cross Country Track Coach	9/2016 11/2016	\$5,614	Mr. Faraone is beginning his 2 <sup>nd</sup> season as a track coach. He holds a NJ Standard Teacher of Social Studies Certificate.
Mangan, Darnell	Asst Football Coach	9/2016 11/2016	\$6,566	Mr. Mangan is beginning his 2 <sup>nd</sup> season as a football coach. He holds a NJ State Substitute Certificate.

3453G. APPOINTMENT OF ATHLETIC EVENT TICKET SELLERS, TICKET TAKERS, SUPERVISORS AND OFFICIALS FOR THE 2016-2017 SCHOOL YEAR

Pat Hurley

3453H. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2016-2017 SCHOOL YEAR TEACHER

STATE CERTIFIED TEACHER

LAST NAME	FIRST NAME	DEGREE	CERTIFICATION
MacWalters	Patrick	BA	Secondary School Teacher of Social Studies
Meola	Joseph	BA	CEAS-T Social Studies

COLLEGE GRADUATE AND COUNTY SUBSTITUTE CERTIFICATE

LAST NAME

FIRST NAME

DEGREE

Fredas	Elizabeth	BA
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3454A. Approves a settlement agreement for special education Student ID



#20789 and authorizes the Board President to execute the settlement agreement.

3454B. Approves a settlement agreement for special education Student ID #19868 and authorizes the Board President to execute the settlement agreement.

3455. Approves a confidential settlement agreement and release concerning Student ID# 17445.

3456. WHEREAS, each school, through its School Safety Team, is required to evaluate its implementation of the *Anti-Bullying Bill of Rights Act* (ABR) from July 1 through June 30 each year by using the NJDOE Self-Assessment, in accordance with N.J.S.A. 18A:17-46, and

WHEREAS the South Orange Maplewood Board of Education has completed its self-assessment for the period of July 1, 2015 through June 30, 2016;

NOW THEREFORE BE IT RESOLVED THAT the South Orange Maplewood Board of Education does hereby approve the submission of the NJDOE Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights for the 2015-2016 school year.

3457A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated August 31, 2016
2. Expense Account Adjustment Analysis dated August 31, 2016
3. Revenue Account Adjustment Analysis dated August 31, 2016
4. Check Register #391271-391620 in the amount of \$6,188,855.63
5. Check Register#200584 in the amount of \$1,034,667.50
6. Check Register #200585 for August 2016 payroll in the amount of \$1,256,130.48
7. Treasurer's Report of July 2016

3457B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3457C. Approves the attendance and related travel expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE	Location	Estimated Cost (\$'s)
Stacey Bachenheimer Columbia HS	NJ Science Teachers' Convention	10/25/16	Princeton, NJ	207.00
Donna Friedrich	IDA Fall Conference	10/14/16	Somerset,	230.00

Seth Boyden			NJ	
Donna Grohman Central Office	Rutgers Reading and Writing Conference	10/28/16	New Brunswick, NJ	0.00
Kimberly Hutchinson Jefferson School	National Alliance of Black School Educators	11/17/16- 11/20/16	Tampa, Fl	1507.00
Joanna Leach Clinton	Reading Connections: Deepen Comprehension	9/27/16	Livingston , NJ	239.00
Liz Mehl Clinton School	Identifying Struggling Readers	10/14/16	Somerset, NJ	230.00
Ramon Robles- Fernandez Columbia HS	WIDA 2016 National Conference (revised approval 6/20/16)	10/13/16- 10/15/16	Philadelph ia, PA	1,174.00
Ramon Robles- Fernandez Columbia HS	2016 Chinese Bridge Delegation (Pending County Approval)	11/9/16- 11/18/16	China	900.00

3457D. Approves the following providers for 2016-17 school year for the service indicated:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Mark Faber, M.D. Upper Montclair, NJ	Psychiatric Evaluations	\$550/Eval
Darcie Malkin Watchung, NJ	Speech/Language Services	\$150/hr
Cheryl Corpuz Union, NJ	Occupational Therapy	\$80/hr
Advocare Morristown, NJ	Neurology, Pediatric Consultation	\$762 Session
P.G. Chambers School Cedar Knolls, NJ	OT, PT & Speech Therapy	\$75/ half-hour
	OT, PT & Speech Evaluations	\$445/eval
	Assistive Technology/ Alternative Augmentative Evaluations	\$795/eval
Anna Matthews South Orange, NJ	Behavior Therapy	\$50/hr

3457E. Enters into an agreement with Morris-Union Jointure Commission to provide transportation services as per the attached list for the 2016-

17 school year [list on file in Board Secretary's office].

- 3457F. Approves a tuition agreement with Monmouth County Vocational School for each district resident student attending Monmouth County Vocational School for the 2016-17 school year at the following annual tuition rate:

Regular Education Program                      \$13,240 per 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.

- 3457G. Elects to use the alternate method of compliance in accordance with N.J.A.C. 6A:26-6.3(h)4(3)ii, by providing toilet rooms adjacent to or outside the classroom in lieu of individual toilet rooms for use by preschool and kindergarten classrooms at Clinton, Marshall and Seth Boyden Elementary Schools. The school children shall be supervised in the following manner:

The classroom teacher will monitor student use of the lavatory facilities, which are immediately adjacent to and within the line of sight of the kindergarten classroom

- 3457H. Accepts a donation for the Parenting Center in the amount of \$7,000.00

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

20-019-200-890      Parenting Center                      \$    7,000.00

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.

- 3457I. Accepts a donation for the Beyond the Bell Afterschool Program in the amount of \$8,000.00

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

- 3457J. BE IT RESOLVED THAT the Board of Education approves participation in an Artist-in-Residence program which includes the hiring of Kathleen Clayton of Matawan, New Jersey, a knitter/fiber artist who will lead Seth Boyden's Recess Knitting Program at a rate not to exceed \$9,000 for the 2016-17 school year.

BE IT FURTHER RESOLVED THAT the Board of Education acknowledges that the program requires a \$6,000 match provided by the school district in addition to the \$3,000 donation made by the Seth Boyden PTA.

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.

3457K. Approves an Interlocal agreement with the Township of Maplewood for furnishing of vehicle maintenance services by the Township to the Board of Education for its vehicles pursuant to N.J.S.A. 26:3A(e)-1, et. Seq. and N.J.S.A.40:8A-1, et.seq.

3457L. BE IT RESOLVED THAT the South Orange Maplewood Board of Education renew the Interlocal agreement with the Township of Maplewood for furnishing of diesel fuel by the Township to the Board of Education for its vehicles pursuant to N.J.S.A. 26:3A(e)-1,et. seq. and N.J.S.A. 40:8A-1, et. seq.

3457M. BE IT RESOLVED THAT the Board of Education does not require the following out-of-district school to charge the families of our district students attending this school during the 2016-17 school year for a reduced and/or paid meal, nor to apply for reimbursement from the Child Nutrition Program:

New Road Schools of  
Parlin, Somerset and Ocean County NJ

BE IT FURTHER RESOLVED THAT the cost of meals be included in the annual tuition rate charged for students attending the above school.

3457N. Awards a contract for District-wide Painting to RIS Construction Corp. of Montclair, New Jersey in the amount of \$199,990.40.

3457O. Approves the purchase of Smartnet Renewals from Dyntek Technologies of Mount Laurel, New Jersey in the amount of \$63,573.33.

3457P. Renews the contract for telecommunication services with Data Network Solutions of Tinton Falls, New Jersey, for 1 gig Wide Area Network (WAN) service at the rate of \$25,000 per month.

3457Q. Authorize Sidney Sayovitz of Schenck, Price, Smith and King of Florham Park, New Jersey to provide In-House Counsel services for the 2016-2017 school year at a rate of \$160 per hour with a schedule to be determined by the Superintendent.

3457R. Approves Philip Stern of DiFrancesco, Bateman, Kunzman, Davis Lehrer & Flaum, PC of Warren, New Jersey to provide legal services for the 2016-2017 school year at a rate of \$160 per hour.

3457S. Accepts a donation in the amount of \$75.00 from Benevity Community Impact Fund to be used for the Seth Boyden Outdoor Learning Center.

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

20-054-200-890                      Seth Boyden School                      \$75.00

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.

3457T. Accepts a donation from the Tuscan PTA in the amount of \$10,575.00 to purchase air conditioning units for classrooms at Tuscan School.

3457U. Accepts a grant from New Jersey School Boards Association Insurance Group 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 following budget is increased and the Superintendent or his designee is authorized to administer it:

20-035-200-890                      NJSBAIG                      \$23,620.10

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.

3457V. Approves the Architectural and Engineering Services for Phases II (Contract Documents) and III (Construction Phase Services including bidding) for the Window Replacement at Tuscan School by EI Associates, Cedar Knolls, NJ, in accordance with the following fee schedule:

Phase II (Contract Documents)                      \$ 86,600  
Phase III (Construction Phase Services)                      \$ 29,600

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.

3457W. Approves the following change orders to Electrical Upgrades at Jefferson Elementary:

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>	<u>Time Extension</u>
Manor II Electric Inc.	1	\$2,119.84	0

3457X. Approves the following Virtual Learning Service providers for 2016-17 school year:

Apex Learning Inc.                      \$51,250.00

Seattle, WA

Educere, LLC  
Ambler, PA

\$27,924.00

3457Y. BE IT RESOLVED THAT, subject to approval by the Division of Local Governmental Services pursuant to N.J.S.A. 18A:18A-4.1(k), the Board of Education authorizes the use of competitive contracting as the term is defined by law to procure the services for Afterschool Program Management Services. The competitive contracting process will be administered by the School Business Administrator.

3457Z. BE IT RESOLVED THAT the Board of Education accepts a donation from the Achieve Foundation to fund the Beyond the Bell Afterschool Program in the amount of \$15,000.

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

3458A. 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].

3458B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2016-2017 extended school year [list on file in Board Secretary's office].

3458C. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2016-2017 school year.

3459. Affirms HIB investigations for the South Orange/Maplewood School District for the month of August 2016.

3460. Adopt the following policy as presented:

- 5750 Student Disabilities Pursuant to Section 504 of the Rehabilitation Act of 1973

3461. Approves class field trips to the following destination(s):

Carnegie Hall	New York, NY
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ROLL CALL: Motion 3452A, 3452D, 3452F-I, 3453A-H, 3454A-B, 3456, 3457A-Z, 3458A-C, 3459, 3461 passed; 8 yes, 1 no.

Motion 3452B-C, 3452E, 3460 passed. YES: Ms. Baker, Mr. Bennett, Mrs. Daugherty, Mr. Eastman, Ms. Jones, Mrs. Lawson-Muhammad, Ms. Pai, Ms. Smith, NO: Mrs. Wright

HEARING OF INDIVIDUALS AND DELEGATIONS

NONE.

NEW BUSINESS

NONE.

FUTURE MEETINGS

The Board of Education will meet in Closed Session on Monday, October 17, 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, November 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.

MOTION made by Mrs. Lawson-Muhammad, seconded by Ms. Jones, that the Board of Education meet in Executive Session prior to the October 19, 2015 Public Meeting to discuss personnel, legal and Special Education matters, negotiations, and security, the nature of which will be made public at a future date. Motion unanimously approved.

MOTION made by Mrs. Lawson-Muhammad, seconded by Mrs. Wright, that the Board of Education adjourn. Motion unanimously approved at 10.55 p.m.

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Paul Roth, Board Secretary