

Regular Meeting
South Orange-Maplewood
Board of Education
August 21, 2017

A Regular Meeting of the Board of Education of South Orange-Maplewood was held in the District Meeting Room at the Administration Building, 525 Academy Street, Maplewood, New Jersey, on August 21, 2017.

Board President Elizabeth Baker called the meeting to order at 7:55 p.m.

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

PLEDGE OF ALLEGIANCE

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

Absent: Ms. Jones

8 VOTING MEMBERS PRESENT

A moment of silence was held to acknowledge the victims and the loss of life in Charlottesville, Virginia and to also acknowledge the courage of those who protested despite the danger they faced.

Ms. Baker spoke about the District's struggles with race and equality; and creating not only a diverse community but a community that is welcoming and inclusive where everyone feels respected.

Ms. Maini read a poem entitled "Let Them Not Say" by Jane Hirshfield.

APPROVAL OF MINUTES

Ms. Baker declared the minutes of the Executive and Public Sessions of July 17, 2017 and the Public Session from the Special Meeting (Board Retreat) of August 2, 2017 approved as presented.

BOARD PRESIDENT'S UPDATE - Ms. Baker

Board President, Elizabeth Baker, welcomed Dr. Ficarra as Interim Superintendent of the South Orange and Maplewood School District and introduced him to the community.

Ms. Baker made the following statement:

Our work is too urgent. We don't want to run in place or talk more about doing the work that needs to be done someday. We need to do the work. The work to improve the climate in all of our schools to ensure that we are truly integrated and just, the deep curricular work that has been underway and will continue and the significant facilities work. The urgency of this work is heightened by events that have happened nationally and locally in our community and are impacting our students as Mrs. Wright has pointed out.

It is with tremendous optimism and the sense of urgency that I and other Board members have been looking forward to a strong and productive working relationship with Dr. Ficarra and we look forward to receiving the Superintendent's report as well as the future reports on the work that we are going to do in the upcoming school year.

SUPERINTENDENT'S UPDATE - Dr. Ficarra

Dr. Ficarra addressed the Board and community:

I would like to take this time to share with you how I am going about transitioning into the District, as well as a few observations.

There are a number of gears shifting simultaneously. I will be doing some Community mapping and as part of those efforts I will be meeting with, listen to and learning from, a cross section of community, staff, students, and Board members. This is taking place while examining the work that needs to be considered and reviewed with the Strategic Leadership Team for opening the school district in September.

I will give you a snapshot in order to provide context. This exercise is the way in which I assess district readiness as well as the functionality of the organization as it is currently structured.

We have been reviewing emergency manuals for their efficacy, timeliness and thoroughness, for example: Are floor plans up to date, policies current, emergency drills easily accessible and clearly spelled out, are staff and student rosters current, have crisis management teams been identified.

Readiness and a structure for receiving children?

- Does every child have a student schedule (particularly at the High School where student schedules are individualized)?
- Also are middle and elementary schedules in place?
- Is there staff for every classroom?
- Does every child who rides a school bus have a scheduled stop along the route and a seat on the bus?
- Has this information been communicated to parents? What are the mailing dates?

Mandatory trainings

There is mandatory training for staff. Review mandatory training schedules to ensure each staff member is trained according to the latest code.

Professional Development

Is professional development mapped out for the opening of school, and does it carry through the school year?

Internal Processes for servicing special needs students and special events

- 504 policies and regulations are ready for implementation and it will be an ongoing process.

- Child Study Team and Intervention and Referral Services (I&RS) procedures in place and functioning.
- Examining the role of the Chief Medical Officer.
- The process for approval of student field trips - are all proposed field trips safe and connected to the community.

We are still exploring testing students for lead.

Technology Audit

A review will be conducted to identify all school technology in each building and will be examined with an eye toward equity and effectiveness.

Review of all communications

We will review all district communications including the district website and procedures for schools getting programs and events through to central office, as well as lead remediation notifications.

Physical plant readiness

- Cleaning schedules - rooms, floors, chairs
- Repair schedules
- Renovation schedules large and small
- Summer project schedules.
- Lead remediation schedules - No fountain will be open which was not remediated and tested by opening of school.

Quality Single Accountability Continuum (QSAC)

Preparation for QSAC State Monitoring.

This is simply a partial list of the foundational work which is necessary to support the most important work which focuses on the growth and development of our students. There are many things in place which we are continuing and in cases improving and refining as we go along. The work on the strategic plan will be continued.

Redesigning Curriculum

We will be redesigning curriculum to support learner-centered environments. Developing multiple supports for students to thrive within the context of curricular changes.

We will continue and enhance our commitment to:

- Access and Equity
- Restorative practices
- Cultural Competency
- Bias Awareness
- SEED work

All of this work must be supported by a Central Office that is designed and organized to service the schools and the children in them.

The digital world of fast paced regulations and high stakes compliance sometimes dominates central office organizational design. Our administrators are working at a feverish pace. Yet, I think we need to redesign the Central Office to not only fulfill our compliance responsibilities but to develop a laser focus on serving children and our schools. That includes the superintendent's office and will require a design that inserts me more deeply into the day to day needs of the schools.

Finally, as I worked through the day to day operations along with the strategic leadership team it is becoming clear that you have a beautiful vision for our children, you have planned well, you have trained, you have top notch consultants, you have committees and an engaged community.

All of the pieces are in play but it is clear you have overcrowded schools causing parents and children anxiety through uncertainty. You have outdated and inadequate facilities from portable classrooms 20 plus years beyond their life to decaying facilities at the Schools which have been neglected for decades and You have de facto segregation.

You have not achieved the level of Equity and Access you have been seeking. The Board made it clear in my interview that change needs to happen. Realizing I have only been here 21 days, I am trying to move as swiftly and knowledgeably as possible. But make no mistake about it... There will be serious proposals submitted to the Board in the coming months.

I have talked to many people and a common theme has emerged. I heard it first from the Board and I hear it everywhere I go. We need to act. And we will.

ITEM FOR ACTION MOVED FORWARD

Motion made by Ms. Pai, seconded by Mrs. Lawson-Muhammad to move up resolution 3599 in the agenda.

Motion to move up 3599 passed; 8 yes, 0 no.

Mr. Roth introduced Thomas Shea as candidate for the Director of Safety and Security position.

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

3599A. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE
Alloway, Megan	T Social Studies SOM - 1.0 FTE	7/28/17
Baker-Sinha, Katherine	T Social Studies SOM - 1.0 FTE	7/19/17
Buckley, Amanda	T Biology CHS - 1.0 FTE	10/10/17
Hilaire Dana	T 4 TUS - 1.0 FTE	7/26/17
Jeron, Tom	Data Entry Manager CHS - 1.0 FTE	8/25/17

Dr. Kaiser, Jerome	T Physics CHS - 1.0 FTE	7/28/17
Mullen, William	T Health/Physical Education CHS - 1.0 FTE	10/16/17
Ramsay, Matthew	T STEM MM/SOM - 1.0 FTE	10/7/17
Rosenblatt, Carly	T Music DIST - .4 FTE	10/9/17
Struthwolf, Jacqueline	T Phys. Ed. SOM - 1.0 FTE	7/28/17

3599B. APPOINTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Araujo, Viviana	School Bus Aide DIST - .5 FTE	9/1/17 6/30/18	\$18,822.50*
Case, Joshua	T SPED CHS - 1.0 FTE	9/19/17 6/30/18	\$55,610*
Chance, RaeMona	T SPED SOM - 1.0 FTE	9/1/17 6/30/18	\$53,304*
Ciemniecki, Richard	T Chemistry CHS - 1.0 FTE	9/1/17 6/30/18	\$73,662*
Davis, Mary	T SPED MAR - 1.0 FTE	9/1/17 6/30/18	\$60,839*
De Los Angeles, Jennifer	S4/12, Secretary DIST - 1.0 FTE	9/1/17 6/30/18	\$56,644*
Dillon, Elizabeth Brady	BCBA DIST - 1.0 FTE	9/1/17 6/30/18	\$86,563*
Dunn, Julia	T SPED TUS - 1.0 FTE	9/1/17 6/30/18	\$59,984*
Grayson III, Burnett C.	T Art CHS - 1.0 FTE	11/1/17 6/30/18	\$60,839*
Hart-Ruderman, Sophie	T Health/Physical Education SOM - 1.0 FTE	9/1/17 6/30/18	\$51,820*
Iromuanya, Chitura	T SPED SOM - 1.0 FTE	9/1/17 6/30/18	\$65,904*
Johnson, LeShia	T SPED SOM - 1.0 FTE	9/1/17 6/30/18	\$65,451*
Kavanaugh, Tami	T SPED TUS - 1.0 FTE	9/1/17 6/30/18	\$61,773*
Leland, Melissa	T SPED CLIN - 1.0 FTE	9/1/17 6/30/18	\$63,662*
Lieberman, David	Consultant Dept. SPED DIST - 1.0 FTE	7/1/17 6/30/18	\$100/hr (up to 15 hrs/wk)
Marfo, Mikita	T Preschool MONT - 1.0 FTE	9/1/17 6/30/18	\$55,610*
Mitchell, Sydir	T SPED SOM - 1.0 FTE	9/1/17 6/30/18	\$73,662*
Mooney-Chavez, Danielle	Guidance Counselor CHS - 1.0 FTE	9/1/17 6/30/18	\$71,449*
Moran, Colleen	T SPED MM - 1.0 FTE	9/1/17 6/30/18	\$51,820*

Niziolek, Samantha	T SPED SOM - 1.0 FTE	9/1/17 6/30/18	\$49,409*
Quinn, Robin	T SPED SOM - 1.0 FTE	9/1/17 6/30/18	\$73,098*
Rakus, Jessica	T SPED JEFF - 1.0 FTE	9/1/17 6/30/18	\$55,610*
Reichenstein, Steven	T SPED CHS - 1.0 FTE	9/1/17 6/30/18	\$60,705*
Reuter, Melanie	T Science SOM - 1.0 FTE	9/1/17 6/30/18	\$56,903*
Rigg, Jayne	LDTC DIST - 1.0 FTE	9/1/17 6/30/18	\$84,489*
Rugbeer, Nafizia	School Bus Driver DIST - .5 FTE	9/1/17 6/30/18	\$26,168*
Selikoff, Samantha	T STEM SOM/MM - 1.0 FTE	9/1/17 6/30/18	\$53,304*
Shea, Thomas	Director of Safety & Security DIST - .5 FTE	8/22/17 6/30/18	\$52,000
Silvestri, Anthony	T Physics CHS - 1.0 FTE	9/1/17 6/30/18	\$91,646*
Stewart-Perkins, Diana	T Language Arts SOM - 1.0 FTE	10/13/17 6/30/18	\$63,662*
Stradford, Karen	T SPED CHS - 1.0 FTE	9/1/17 6/30/18	\$71,449*
Tedeschi, Chasity,	T Biology CHS - 1.0 FTE	9/1/17 6/30/18	\$63,426*
Tuttle, Gregory	T Social Studies SOM - 1.0 FTE	9/1/17 6/30/18	\$51,820*

3599C. APPOINTMENT OF LEAVE REPLACEMENT STAFF

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Brown, Tyese	T Music CLIN - 1.0 FTE	9/1/17 4/13/18	\$67,917*
Ciuba, Rebecca	T SPED SM - 1.0 FTE	9/1/17 6/30/18	\$55,610*
Gandhi, Zalak	T Biology CHS - 1.0 FTE	9/1/17 1/31/18	\$63,992*
Hawk, Katie	T SPED/INC MAR - 1.0 FTE	9/1/17 11/27/17	\$55,610*
Jurist, Julia	T SPED SOM - 1.0 FTE	9/1/17 12/15/17	\$55,610*
Knasel, Jessica	LDTC CLIN - 1.0 FTE	9/1/17 12/15/17	\$68,500*
Restaino, Samantha	T SPED TUS - 1.0 FTE	9/1/17 6/30/18	\$53,304*
Rodriguez, Antonio	T SPED MM - 1.0 FTE	9/1/17 12/13/17	\$49,409*
Soldiviero, Jessica	T 4 CLIN - 1.0 FTE	9/1/17 11/3/17	\$49,409*
Subbie, Katherine	T Art SB - 1.0 FTE	9/1/17 12/31/17	\$49,409*

3599D. REAPPOINTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Grierson, Susan	Assistant Superintendent for Curriculum & Instruction DIST - 1.0 FTE	7/1/17 6/30/18	\$164,228
Roth, Paul	School Business Administrator/Board Secretary DIST - 1.0 FTE	7/1/17 6/30/18	\$169,427
Walston, Kevin	Assistant Superintendent for Administration DIST - 1.0 FTE	7/1/17 6/30/18	\$162,700

3599E. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Beatty, Fiona	S4/12, Secretary MM - 1.0 FTE	8/21/17 6/30/18	8/1/17 6/30/18

3599F. TRANSFERS/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Hunt, Tivoli	T SPED TUS - 1.0 FTE	T 4 TUS - 1.0 FTE	9/1/17 6/30/18
Pate, Beth	T SPED TUS - 1.0 FTE	T 5 TUS - 1.0 FTE	9/1/17 6/30/18

3599G. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Fox, Mara	LDTC CLIN 1.0 FTE	9/1/17-11/23/17 (Unpaid FMLA) 11/24/17-12/15/17 (Unpaid Childcare Leave)
Kruglinski, Laura	T Art SB 1.0 FTE	6/5/17-6/30/17 (Unpaid FMLA) 9/1/17-10/26/17 (Unpaid FMLA) 10/27/17-12/31/17 (Unpaid Childcare Leave)
Roig, Meredith	T SPED SM - 1.0 FTE	9/22/17-6/30/18 (Unpaid Childcare Leave)
Vecchione, Jenna	T SPED CHS 1.0 FTE	6/9/17-6/30/17 (Paid Maternity Leave) 9/1/17-11/23/17 (Unpaid FMLA) 11/24/17-12/22/17 (Unpaid Childcare Leave)

3599H. 2016-2017 SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Femenella, Matthew	T SPED/SS CHS - .2 FTE	6/6-22/17 (13 days)	\$55.61 (per day)	\$722.93

Kaiser, Jerome	T Physics CHS - .16 FTE	6/1-22/17 (16 days)	\$72.16 (per day)	\$1,154.56
Morrill, Michael	T Physics CHS - .24 FTE	6/1-22/17 (16 days)	\$113.17 (per day)	\$1,810.72
McCormick, Phil	T Social Studies CHS - .2 FTE	6/6-22/17 (13 days)	\$59.98 (per day)	\$779.79
Novemsky, Michael	T Physics CHS - .2 FTE	6/1-22/17 (16 days)	\$88.52 (per day)	\$1,416.32
Regler, James	T SPED/SS CHS - .2 FTE	6/6-22/17 (13 days)	\$53.30 (per day)	\$692.95
Robinson, Justin	T Social Studies CHS - .2 FTE	6/6-22/17 (13 days)	\$64.96 (per day)	\$844.51
Thomas, Kristie	T Social Studies CHS - .2 FTE	6/6-22/17 (13 days)	\$58.30 (per day)	\$757.84
Tumolillo, Allan	T Physics CHS - .24 FTE	6/1-22/17 (16 days)	\$103.87 (per day)	\$1,661.92

3599I. 2017-2018 SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Hopkins, Christine	S4/12, Secretary CHS - 1.0 FTE	7/10/17 8/10/17 (113 hours)	\$7.11 (per hour)	\$803.43

3599J. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Ducharme, Michelle	Elementary Subject Leader: Math SM	9/1/17 6/30/18	\$3,335
Dynega, Nicole	Elementary Subject Leader: Math SM Bus Duty SMA	9/1/17 6/30/18 9/1/17 6/30/18	\$1,667.50 \$3,386
Jones, Kathy	Bus Duty SM	9/1/17 6/30/18	\$2031.60
Kaeshaeffer, Jeff	Bus Duty SM	9/1/17 6/30/18	\$2,200.90
Masters, Rebecca	Elementary Subject Leader: ELA SMA	9/1/17 6/30/18	\$3,335
Potts, Rachel	Elementary Subject Leader: ELA SMA	9/1/17 6/30/18	\$3,386
Salvas, Christine	Elementary Subject Leader: Math SMA Bus Duty SMA	9/1/17 6/30/18 9/1/17 6/30/18	\$1,667.50 \$3,386
Tait, Richard	Bus Duty SM	9/1/17 6/30/18	\$2,200.90

3599K. SUMMER SCHOOL

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Catalano, Janis	Summer School Employment	6/26/17 8/31/17	\$50/hour
Cutrufello, Marlene	Summer School Employment	6/26/17 8/31/17	\$50/hour
Stradford, Karen	Summer School Employment	6/26/17 8/31/17	\$50/hour

ROLL CALL: Motion 3599B-D, 3599F passed. YES: Ms. Adamson, Ms. Baker, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin, Ms. Smith, Mrs. Wright NO: none.

Motion 3599A, 3599E, 3599G-K passed; 8 yes, 0 no.

HEARING OF INDIVIDUALS AND DELEGATIONS

Name

Topic

Mike Donahue
SEPAC

Spoke on Behalf of SEPAC (Special Education Parent Advisory Committee). Welcomed Dr. Ficarra. Voiced concerns about the 504 Policy implementation. The policy has room for improvement but SEPAC supports the immediate implementation of the procedures that administration has set forth. SEPAC also supports retaining Mr. David Lieberman to provide assistance to the Department of Special Services for the remainder of the school year. Appreciates the Board funding designating funds to support the hiring of a Behavioral Specialist.

Shannon Cuttle
Maplewood

Feels there has been an oversight in the drafting of Policy 5842 Equal Access to Student Organizations. Administration neglected to include that participation cannot be denied on the basis of gender identity.

Mitch & Thandie Center
South Orange

Spoke about their son's experiences at South Orange Middle School. Mr. and Mrs. Center are disappointed that staff has failed to keep their child safe. Noted several occasions where their son was attacked by other students. Parents were not contacted by the school regarding these attacks. Asked if the District generates incident reports that can be provided to the parents.

Grechen Francher
Maplewood

Concerned that after an HIB investigation, that determined her child was bullied that there were no disciplinary recommendations for the person who bullied her and she does not feel safe. Feels this and other experiences have negatively effected her daughter's academic performance.

<p>Millwood Hobbs, Jr. South Orange</p>	<p>Spoke about the HIB process. Provided a list of issues he found when examining the HIB process including: inadequate training of staff on the HIB process, lack of communication with parents and keeping parents and students the focal point during the process. Mr. Hobbs also asked what we are trying to achieve with HIB? What is the teachable moment? What would we like the students to learn from the process.</p>
<p>Pat Hurley CHS Health Teacher</p>	<p>Asked the Board to delay passing the current 9th grade health curriculum. Has been a health and physical education teacher in the district for 23 years. Asked to see the curriculum and to be a part of curriculum development but was not invited to do so. Here to advocate for the addition of input from Columbia High School staff into the curriculum and to have the curriculum reviewed by high school staff before voting.</p>
<p>Theresa Desir Alumni</p>	<p>Concerned about what is taught in Columbia High School History courses about African American History.</p>
<p>Nia Spencer CHS Senior</p>	<p>Spoke about communication issues between students and staff. Disappointed to learn that she would not receive credit for work she completed during home instruction. Feels she was not supported by CHS staff with this matter nor with other issues and was unable to graduate on time.</p>

SOUTH ORANGE AGE FRIENDLY INITIATION

Two community volunteers made a short presentation to the Board about a new initiative to look for ways seniors can help in schools (e.g., library, art class, garden, etc.), and ways students can help seniors (e.g., teaching seniors how to use apps on their phones). One suggestion was for each school to develop a list of volunteer opportunities.

**Board recessed at 9:12 p.m.
Board reconvened at 9:26 p.m.**

SOCIAL STUDIES CURRICULUM PRESENTATION - Mrs. Grierson

Mrs. Grierson, Assistant Superintendent for Curriculum and Instruction, shared an overview of the work done to revise the Social Studies Curriculum for Grades 6-8 and the plan for Professional Development for teachers to ensure fidelity of implementation this year. She also shared the plans for revising the Social Studies Curriculum for Grades K-5 this year, for implementation in 2018-2019. Dr. Gayle Griffin from the NAACP praised the revisions, and the way higher level thinking is woven into the curriculum.

COMMITTEE REPORTS

Community Engagement & Outreach - Ms. Pai

The committee discussed the following:

- Discontinuing Let's Talk
- Working with administration on the timeliness of communication
- Sending E-Newsletters after every Board meeting
- Website development and instituting
- Public speak tracker

Policy & Monitoring - Mrs. Lawson-Muhammad

The committee discussed policies on tonight's agenda for second reading and Board approval as well amendment to policy 3602 to include gender identity or expression.

Ms. Baker expressed the need to coordinate committee policy work when there are overlapping areas of discussion. Ms. Maini commented that committee structures could change. Dr. Ficarra gave examples of possible committee structures.

Finance, Facilities & Technology - Mr. Sabin

The committee discussed the following:

- Long Range Facilities Plan
- Update on lead remediation
- Additional state aid
- New Director of Safety and Security
- Lower than expected increase in health care
- Preschool grant
- Installation of air conditioners at South Mountain Annex to take

Labor Relations - Ms. Smith

Negotiations with SOMEA and ASCA continue.

Excellence & Equity - Ms. Maini

The committee met with the Director of Special Services, Dr. Lauren Reisenauer and received the following update:

- All child study team vacancies have been filled.
- A job posting has been advertised to hire a BCBA.
- Child study teams have completed all summer reviews
- 504 regulations were reviewed
- Approving the dance and drama curriculum in the middle schools.
- Option 2
- Staff completed seed training

- Related Arts teachers have been hired to reduce the number of classes taught by librarians.

ITEMS FOR ACTION

Motion made by Mrs. Lawson-Muhammad seconded by Ms. Pai to amend policy 5842 to include gender identity or expression.

Motion to amend policy 5842 passed; 8 yes, 0 no.

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

3600A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2017-2018 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Fernandez, Doris	Kean University	5/2012	BA
Fisher, Ted	New Mexico State University	8/1990	BA
Grayson, III Burnett	William Paterson University	1/1994 1/2014	BA BA

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Darius, Camille	Montclair State University	8/2017	BA
Graham, Ceela	Montclair State University	5/2017	BA
Moran, Colleen	Mount St. Mary University	5/2015	BS

3600B. APPOINTMENT OF SUBSTITUTE SCHOOL NURSES FOR THE 2017-2018 SCHOOL YEAR PAID AT A DAILY RATE OF \$215

Steffi Edelstein

Nella Weaver

3600C. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHER FOR THE 2017-2018 SCHOOL YEAR PAID AT A DAILY RATE OF \$160

Ronald Barkley Robert Ellis
Melanie Fazio Al Simmons
John Trieu

3600D. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHER FOR THE 2017-2018 SCHOOL YEAR PAID AT A DAILY RATE OF \$170

Burnett Grayson, III

3600E. APPOINTMENT OF SUBSTITUTE SUPERVISOR/TEACHER FOR THE 2017-2018 SCHOOL YEAR PAID AT A DAILY RATE OF \$170

James Memoli

3600F. APPOINTMENT OF HOME INSTRUCTORS FOR THE 2017-2018 SCHOOL YEAR PAID AT THE HOURLY RATE OF \$35.00

NAME	CERTIFICATION
Patricia Bergen	Teacher of Science Teacher of Agriculture Elementary School Teacher
Edwin Brown	Elementary School Teacher Elementary w/Math spec.
Marian Ezell	Teacher of English
Tami Grimes-Barnes	Teacher of the Handicapped
Anthony Ibida	Teacher of the Handicapped
Maryanne Ibida	Teacher of the Handicapped
Kerith Lewis	Teacher of Biological Science
Diane Lewis-Reimbas	Elementary School Teacher
Linda McConoughey	T Spanish
Karen Reckson	Teacher of the Handicapped Teacher of the Deaf or Hard of Hearing
Nigel Sangster	Teacher of the Handicapped

3600G. APPOINTMENT OF STIPEND POSITIONS FOR THE 2017-2018 SCHOOL YEAR

NAME	ASSIGNMENT	STIPEND
Patricia Benn	Musical Director (CHS)	\$3,266.50
Bethany Pettigrew	Musical Director (CHS)	\$3,266.50
Gary Mobley	Intramural (FT)	\$4,615

3600H. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2017-2018 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Dennis, Donte	Assistant Football Coach	9/2017 11/2017	\$6,566
ErDOS, David	Head Tennis Coach	9/2017 11/2017	\$5,614
Faraone, Christopher	Boys Head Cross Country Track Coach	9/2017 11/2017	\$5,614
Gonzalez, Javier	Assistant Football Coach	9/2017 11/2017	\$6,566
Mobley, Gary	Head Football Coach	9/2017 11/2017	\$10,029
Russotto, Peter	Boys Head Soccer Coach	9/2017 11/2017	\$6,566
Simmons, Crystal	Cheerleading Coach	9/2017 11/2017	\$3,811
TriEU, John	Freshman Boys Soccer	9/2017 11/2017	\$3,811
Yaniga,	Color Guard	9/2017	\$3,811

Deborah	Coach	11/2017	
Young, James	Assistant Football Coach	9/2017 11/2017	\$6,566

* All the aforementioned coaches hold the appropriate NJ certificates.

3600I. APPOINTMENT OF ATHLETIC EVENT TICKET SELLERS, TICKET TAKERS, SUPERVISORS AND OFFICIALS FOR THE 2017-2018 SCHOOLYEAR (fee schedule attached)

Jade Akinrolabu	Kristen Barber	Juan Bas
Matthew Becht	Matthew Borkowski	Cassandra Bragg
Michaia Brown	Beatrice Bunch	Larry Busichio
Jon Campbell	Vanessa Carney	Anthony Cicensia
Brian Clyburn	Ann Cupo	Maureen Davenport
Marguerite Dempsey	Dante Dennis	Monique Durant
Sam Maietta	Nicole Martelli	Gary Mobley
Ryan Muirhead	William Mullen	Joe Pilone
Stephanie Rivera	Suzanne Ryan	Craig Rynar
Amy Singer	Clifford Smith	Alan Tumolillo
Todd Van Beveran	Thomas Whitaker	Dorothy Wilsher

3600J. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2017-2018 SCHOOL YEAR

STATE CERTIFIED TEACHER

- Certified Substitute Teachers or Substitute Teachers with a county substitute certificate and a college degree at \$90.00 per day or \$100 per day after completing a district approved training program.
- Substitute Teachers with a county substitute certificate and without a college degree at \$70.00 per day.

LAST NAME	FIRST NAME	DEGREE	CERTIFICATION
Aguirre	Arlene	BS	Elementary T ESL
Anderson	Esther	BS/MS	CE-T General Business Studies
Blair	Carlene	BS	Elementary CE-Teacher of Students w/Disabilities
Brothers	Leslie	BA	Elementary
Buccellato	Elizabeth	MA/BFA	T Art
Chandross	Linda	BA	Educational Media Specialist
Crayne-Belcher	Janette	BA	T Music
Criscuolo	Sandra	BA	Elementary
Deeds	Shirley	BS	T Elementary T Home Economics

Fattah	Sally	BS	CEAS-Elementary K-5, Elem subj: Lang Arts & Literacy CEAS-Elem. w/subj: Science Gr 5-8 CEAS-Elem. w/subj: Social Studies Gr 5-8
Fazio	Melanie	BA	Elementary
Feinman	Joanna	BA	CE-T Psychology CE-T English
Freeman	Willie	BA	T Social Studies
Gnutti	Andrew	BA	CEAS-T Social Studies
Gordon	Marci	BS	Elementary
Griffin	Gayle	BA/MA	School Administrator
Hardrick	Gwendolyn	BA	CE-T Art
Harrington	Christie	BA	CE-T Music Elementary K-5
Hawkins	Robin	BA/MA	Elementary
Healy	Michael	BA/MA/M. Ed.	T Social Studies Principal Supervisor
Herbert	Marina	BA/MS	CEAS-Elementary, K-5
Horlacher	William	BA	CEAS-Elementary K-6 CEAS-TSD
Kelman	Julie	MA	T ESL
Kendal	Lisa	BA/MA	CE-T Music
Kling	Kathleen	BA	Elementary TOH
Lewis	Kerith	MS	T Biological Science/T Chemistry
Lewis-Reimbas	Diane	BA/MA	Elementary
Levin	Scott	BS	CEAS-T Health & Physical Education
Lilli	Maureen	BS	T Health & Physical Education
Lowery	Sylvia	BA	TOH
Maragni	Lucie	BA	CE-Art
McConoughey	Linda	BA	T Spanish
Meischenguiser	Laura	BA	T Spanish
Meyer	Kristen	BA/MA	T Music
Moore	Antonina	BA/MA	TOH T English Reading Specialist Substance Awareness Coordinator

Morton-Randall	Lynn	BS/MA	CE-Principal
Nickerson	Jamarious	BA	CE-Elementary, K-6
Nichols	Thomas	BA	CEAS-T Social Studies
Nolet	Elizabeth	BA/MS	School Social Worker
Nosa-Omorogiuwa	Steve	BS	CEAS-T Biological Science
Nuguid	Sherilyn	BA	CEAS-T Art CEAS-Teacher of Student w/Disabilities
Petronzi	JoEllen	BA/MA	T Art
Politi	Catherine	BA	T French/T Spanish/T ESL
Pomper	Rayna	BA	CEAS-Elementary
Popp	Bernice	BA	Elementary
Provost	Amanda	BS	CEAS-T Mathematics CEAS-Elementary, K-6 CEAS-Elementary w/subj. Spec: Science Gr 5-8
Ridley	Karla	BA/MA	Elementary T Social Studies Principal-Supervisor
Riemer-Schachtel	Beth	BS/MSW	School Social Worker CEAS-Elementary K-5
Sharo	Roseann	BA	T Latin/T Spanish
Shirazi-Whang	Mahnaz	BA/MA	CEAS-Elementary
Silverlieb	Belle	BA	Elementary TOH
Soden	Jillian	BA	CEAS-Elementary, K-5 CEAS-T Preschool - Grade 3
Strouse	Kelly	BA	Elementary, K-5
Sutro	Cristina	BA	CEAS-T Preschool through Grade 3
Trieu	John	BS	CEAS-T Health & Physical Education
Van Giesen	Nicole	BFA/MA	CEAS-T Preschool through Grade 3
Wade	Barbara	BA/MA	Elementary
Webb	Robina	BA	Early Childhood Education
Zarbetski	Maryanne	BA	T Music
Zelenka	Barbara	BA	Elementary

COLLEGE GRADUATE AND COUNTY SUBSTITUTE CERTIFICATE

LAST NAME	FIRST NAME	DEGREE
Abbas	Galila	BA
Adenihum	Adikat	BA
Adetule	Adenike	BA
Adjei-Twum	Stephanie	BS
Agbe-Lae	Agbesi	BA/MA
Akinnitire	Deborah	BS
Alexander	Katarina	BA
Amokomowo	Kafilat	BA
Aulestia	Ivan	BA/MA
Ayoola	Johnson	BS
Best	Rosalind	BS
Brooks	Noel	MS
Buchanan	Juanica	BA
Butler	Rhonda	BS
Cahn	Alice	BS
Caparruva	Geraldine	BA
Codrington	Shanike	BS
Collier	Erin	MS
Cox	Lateefa	BA
DeLarge	Hellana	BS
Delaney	Doyle	BA
Dorfeuille	Ronald	BA
Edwards-James	Pamela	BA
Ekedede	Uzoma	BS/MA
Ellis	Robert	BA
Faison	Theodore	BA/MA
Farrell	Yvonne	BA/MA
Fausel	Rebecca	BA
Fleurantin	Marcelle	BS
Forbes	Jacob	BS
Francois	Angelique	BA
Freeman	Andrea	BA/JD
Gensch	Heidi	BA
Gibson	Paul	BA
Giddings	Tamiqua	BA
Gomez	Charlene	BA
Greaves	Shirelle	BA
Greenberg	Mitchell	BA
Harris	Shadiki	BA
Herbert	Cynthia	BS
Hopkins	Hillary	BA
Nkeruka	Iferika	BA
Jackson	Tamzen	BA
Jones	Martha	BA
Jukes	Kim	BA
Karl-Agbee	Ekem	BA/MA
Kaur	Tavmeet	BA/MFA
Killian	Patricia	BA

Kurek	Sandra	BA/MBA
Landauer	Ida	BA
Larkins	Melody	BA/MA
Lax	Samantha	BA
Loesch	Dennis	BA
Maebert	Stacey	BA
McCarthy	Conor	BA
McClune	Lindsay	BA
Miller	Vernon	BA
Miller	Thomas	BS
Mompoint	Jacqueline	BS/MS
Murray	Paula	BA
Nelson	Rosemary	BS/JD
Noel	Brittany	BA
Olinsky	Benjamin	BA
Omoruyi	Henry	BA
Osborne	Bruce	BS
Oshodi	Olubunmi	BA
Otalora-Sugaste	Anthony	BS
Parisi-Tamayo	Marisa	BA
Patrick	Kiesha	BS
Ramsburg	Jamie	BA/MA
Rexford	Susan	BA
Riley	Sabrina	BS/MPA
Rosenburg	Jill	BA
Royster	Jermaine	BA
Sarcone	Johns	BA
Simmons	Al	BS
Simon	Deborah	BA
Simon	Julienette	BS
Singleton	Kirk	BA
Spencer	J. Lloyd	BS/MS
Steele	Malcolm	BA
Thompson	Alex	BFA
Tugentman	Madeline	BA
Turner	Ingrid	BA
Van Tine	Eric	MA
Webb	Samantha	BA
Wegescheide	Joseph	BFA
West	Debra	BS
Wheeler	Laura	BA
Williams	Denise	BA
Woolridge	Lori	BS
Wright	Eilleen	BS

COUNTY SUBSTITUTE CERTIFICATES - NON-DEGREES

Ajeigbe, Nafisat	McNeil, Marcell
Artiles, Sergio	Munford, Sherry
Baker, Angel	Noel, Patricia
Barkley, Ronald	Ocasio, Aaron
Busichio, Luke	Oliveira, Tatiana

Denize, Genie	Peters, Ashley
DeSarme, Marie	Truncali, Gabrielle
Dickson, Carey	Weems, Tevin
Ehizele, Precious	Wilson, Sabrina
Fiore, Felicia	

3600K. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2017-2018 SCHOOL YEAR PAID AT A DAILY RATE OF \$100

Ivan Aulestia
Shirley Deeds
Robert Ellis
Theodore Faison
Gwendolyn Hardrick
Robin Hawkins
Kathleen Kling
Dennis Loesch
JoEllen Petronzi
Rayna Pomper
Barbara Wade

3600L. REAPPOINTMENT OF SUBSTITUTE NURSES FOR THE 2017-2018 SCHOOL YEAR AT A DAILY RATE OF \$215

Stephanie Adjei-Twum
Marie DeSarme
Contance Guida
Jenace Hyman
Ilena Kasdan
Gretchen Shook
Myrna Scott
Keith Turpin

3600M. REAPPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2017-2018 SCHOOL YEAR AT A HOURLY RATE OF \$10.00

Sandra Criscuolo

3601A. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2017-2018 extended school year.

3601B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2017-2018 school year.

3602. Adopts the following board policies:

- 2430 Co-Curricular Activities
- 5842 Equal Access of Student Organizations
- 8550 Outstanding Food Charges

3603. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of July 2017.

3604A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated July 31, 2017
2. Expense Account Adjustment Analysis dated June 30, 2017
3. Revenue Account Adjustment Analysis dated June 30, 2017
4. Expense Account Adjustment Analysis dated July 31, 2017
5. Revenue Account Adjustment Analysis dated July 31, 2017
6. Check Register#395420-395612 in the amount of \$2,661,276.18
7. Check Register#200611-200612 in the amount of \$1,597,259.14
8. Check Register#200613 for July 2017 payroll in the amount of \$1,867,212.86
9. Treasurer's Report of June 2017

3604B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3604C. Approves the attendance and related travel expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE	Location	Estimated Cost \$'s)
Timothy Beaumont Clinton	2017 ASCD Conference on Educational Leadership Pending County Approval	10/26/17 - 10/29/17	Kissimmee, FL	1932.00
Kevin Walston Central Office	2017 ASCD Conference on Educational Leadership Pending County Approval	10/25/17 - 10/29/17	Kissimmee, FL	2104.00
Paul Roth Central Office	NJASBO Workshops	9/14/17 10/5/17 11/16/17 12/7/17 1/23/18 2/13/18 3/20/18 4/12/18 5/10/18	Rockaway, NJ	1055.31
Andrea Del Guercio Central Office	NJASBO Workshops	9/14/17 10/5/17 11/16/17 12/7/17 1/23/18 2/13/18 3/20/18 4/12/18 5/10/18	Rockaway, NJ	1055.31
Kevin Mason Tuscan School	2017 ASCD Conference on Educational Leadership Pending County Approval	10/26/17 - 10/29/17	Kissimmee, FL	2425.00
Bonita Samuels Marshall School	2017 ASCD Conference on Educational	10/26/17 - 10/29/17	Kissimmee, FL	2375.00

	Leadership Pending County Approval			
Kalisha Morgan C.O.	NJSBA Fall Workshop & Law Forum	10/23/17- 10/26/17	Atlantic City, NJ	550.00

3604D. Approves the following providers for 2017-18 school year for the service indicated:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Maxim Healthcare Services, Inc West Orange, NJ	Nursing - LPN Nursing - RN	\$47.75/hour \$51.50/hour
Deborah Singer South Orange, NJ	Home Instruction	\$80.00/hour
Summit Speech School New Providence, NJ	<u>Audiology Services</u> Acoustic Evaluation K-5 Acoustic Evaluation 6-12 Staff In-Service (care and use of Has, CIs, Bahas, DM/FM systems) Staff In-Service - (Educational regarding auditory disorders) Record Review	\$500.00/hr \$600.00/hr \$200.00/hr \$200.00/hr \$75.00/hr
	<u>IEP</u> Planning meeting w/staff: Conference call On-Site Meeting w/staff & parents: Conference call On-Site Equipment Trouble shooting (onsite) Other Consultative Services	\$150.00 \$200.00 \$150.00 \$200.00 \$200.00/hr \$200.00/hr
KDH Enterprises Highstown, NJ Bergen County Special Services School District Rochelle Park, NJ	Assistive Technology & Augmentative Communication Evaluation Training OT/PT/Speech Therapy Evaluations Social, Psychological, Educational Evaluations Functional Behavioral Assessment	\$850.00/eval \$155.00/hr \$790.00 \$790.00 \$790.00

	Transitional Services - Functional Assessment	\$850.00
Educational Specialized Associates, LLC Caldwell, NJ	Functional Behavior Assessment	\$700.00
	Behavior Intervention Plans	\$400.00
	Counseling	\$90.00/hr
	Counseling-Group	\$125.00/hr
	Home Instruction	\$75.00/hr
	Educational, Psychological, Speech/Language Evaluations	\$500.00/eval
	Social Assessment	\$375.00
	IEP Development - Producing	\$250.00
	Revision of IEP	\$150.00
Mindful Assessments & Psychological Services, LLC. Pequannock, NJ	CST Initial and re-eval	\$200/hr
	Neuropsychological Assessment & diagnostic assessment	\$200/hr

3604E. Accepts school year 2017-2018 New Jersey Nonpublic Textbook Aid Entitlement Funds in the amount of \$8,327.00 to be allocated as follows:

<u>SCHOOL</u>	<u>PUPILS</u>	<u>STATE AID</u>
Our Lady of Sorrows	152	\$ 8,327

3604F. Accepts school year 2017-2018 New Jersey Nonpublic Nursing Aid Entitlement Funds in the amount of \$14,744.00 to be allocated as follows:

<u>SCHOOL</u>	<u>PUPILS</u>	<u>STATE AID</u>
Our Lady of Sorrows	152	\$14,744

3604G. Accepts school year 2017-2018 New Jersey Nonpublic Technology Aid Entitlement Funds in the amount of \$5,624.00 to be allocated as follows:

<u>SCHOOL</u>	<u>PUPILS</u>	<u>STATE AID</u>
Our Lady of Sorrows	152	\$5,624

3604H. Accepts school year 2017-2018 New Jersey Nonpublic Security Aid Entitlement Funds in the amount of \$11,400.00 to be allocated as follows:

<u>SCHOOL</u>	<u>PUPILS</u>	<u>STATE AID</u>
Our Lady of Sorrows	152	\$11,400

3604I. Enters into an agreement with Essex Regional Educational Services Commission to provide Technology Services to nonpublic school students for the period of July 1, 2017 to June 30, 2018.

3604J. Enters into an agreement with Essex Regional Educational Services Commission to provide Nursing Services for Nonpublic School students for the period of July 1, 2017 to June 30, 2018.

3604K. accepts a donation for the Parenting Center in the amount of \$7,200.00

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	\$6,550.00
20-019-200-890	Parenting Center	\$ 650.00

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

3604L. Accepts a donation for the Parenting Center in the amount of \$7,200.00

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	\$6,550.00
20-019-200-890	Parenting Center	\$ 650.00

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.

3604M. Approve the services of Apex Development, in the amount of \$14,200 to remove and dispose of asbestos ceiling plaster and pipe insulation at Columbia High School to prevent a ceiling collapse and asbestos release.

3604N. Approves an agreement with Frontline Education of Malvern, Pennsylvania, for the 2017-18 school year for the following:

Focus for Observers- Annual Subscription	\$199x40	\$ 7,960.00
Employee Evaluation Management Annual Subscription Danielson 2011/2013	\$34.98x641	\$22,422.18
Learn - Annual Subscription (per school)	\$1,500 x 9	\$13,500.00
Applicant Tracking		\$ 3,567.97
Post Hire Training - ETC on Demand Courses	\$1,500x9	\$13,500.00
Professional Learning Management Instructional Users	\$16.00x655	\$10,480.00
TOTAL		\$71,430.15
IEP Direct - 504 Direct One-Time Initial Fee		\$ 500.00

504 Direct Training - Day(s)	\$1,400 x 5	\$ 7,000.00
504 Direct (Per 504 Student) Annual Subscription	\$1.75 x 400	\$ 700.00
Centris Sync - Setup		\$ 750.00
Centris Sync - per student support/maintenance		\$ 1959.60
IEP DIRECT TOTAL		\$10,909.60

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.

3604O. Enters into an agreement with Essex Regional Educational Services Commission to provide Management Services for the Beyond the Bell Afterschool Program at the followings rates:

- \$45.83 per hour for each instructor, plus a flat rate of \$30 per student over a class size of 16 students
- \$45.83 per hour for each Nurse
- \$20.83 per hour for each Coordinator
- \$20.83 per hour for each Clerk
- Plus all payroll taxes
- Plus a service fee of 6% of total payroll

3604P. Approves the following rates to be used for Beyond the Bell Afterschool Program:

- \$95 per student [full price lunch]
- \$25 per student [if approved for reduced price lunch]
- FREE [if approved for free lunch]

3604Q. Awards a bid for 9-12 Science Supplies to Fisher Science Education, Parco Scientific, Wards Science and Edvotec for the items on the attached list.

3604R. Approves the following change order to A-Wing Mechanical Upgrades for Columbia High School:

Contractor	Change Order #	Amount	Time Extension
GDS Mechanical	1	\$0	0

3604S. Approves the use of the following vendors in excess of the \$40,000 for the 2017-2018 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
Bio-Shine	Custodial Supplies and equipment	Co-Op
Houghton Mifflin/Harcourt	Textbooks	Other
Apex Learning	Virtual Learning Service Provider	Other
Follett School Solutions, Inc.	Library books and subscriptions	Other

3604T. Approves an agreement with Our P-Game Matters to lead a series of parenting workshops for Title-I families of Maplewood Middle School at a rate of \$3,300.

- Nine one-hour conference calls \$250 per call, September 2017-May 2018 \$2,250
- Tasks and activities for parent engagement work \$150.00/hr with 7 hours to span September 2017 - May 2018

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.

3604U. Approves an agreement with Metamorphosis Teaching Learning Communities Inc., of New York, NY to provide professional development services at a rate of \$14,990.00.

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.

3605. Adopt the following new and revised curriculum for the 2017-2018 school year.

- 3605 A NEW Middle School Drama Curriculum Grades 6-8
- 3605 B NEW Middle School Dance Curriculum Grades 6-8
- 3605 C REVISED Social Studies Curriculum Grades 6-8
- 3605 D REVISED Math Curriculum Kdg.-8
- 3605 E REVISED CHS Algebra 1 Curriculum
- 3605 F REVISED Algebra 2 Curriculum
- 3605 G REVISED Geometry Curriculum
- 3605 H REVISED iBOT21 Curriculum
- 3605 I REVISED Business Management and Entrepreneurship Curriculum
- 3605 J REVISED AP Environmental Science Curriculum
- 3605 K REVISED General& Vocal Music Curriculum Grades Kdg.-5
- 3605 L REVISED Instrumental Music Middle School Band Curriculum
- 3605 M REVISED Instrumental Music Elementary Band Curriculum
- 3605 N REVISED Instrumental Music Elementary Orchestra Curriculum
- 3605 O WITHDRAWN
- 3605 P WITHDRAWN

ROLL CALL: Motion 3600A-M, 3601A-B, 3602,3603,3604B-U, 3605A-N passed; 7 yes, 1 no.

Motion 3604A passed. YES: Ms. Adamson, Mrs. Lawson Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin, Ms. Smith, Mrs. Wright NO: None
ABSTAIN: Ms. Baker (payments to Pomptonian Food Service, Temco Service Industries, Inc. and U.S. Security Associates, Inc.)

3606. WHEREAS, the Executive County Superintendent has reviewed the documentation regarding attainment by the Superintendent of the Merit Goals for the 2016-2017 and

WHEREAS, the Executive County Superintendent has confirmed that the Superintendent has met these goals;

NOW, THEREFORE BE IT RESOLVED that the Board of Education has determined and hereby certifies that the Superintendent has satisfied the merit criteria and approves payment in the amount of \$22,773.25.

ROLL CALL: Motion 3606 passed; 7 yes, 0 no, 1 abstain (Mrs. Wright - due to personal conflict/in accordance with School Ethics Advising Opinion A20-12).

Motion made by Ms. Pai, seconded by Mr. Sabin to adjourn to Executive Session to discuss HIB matters Motion unanimously approved.

Board adjourned at 10:51 p.m.
Board reconvened at 11:51 p.m.

3607. WHEREAS, on June 12, 2017, an HIB appeal hearing was held by a Committee of the Board in closed session involving a Harassment/Intimidation/Bullying matter #2017-SOMS-12;

WHEREAS, at the hearing, the Board heard from the Anti-Bullying Specialist and the parent of the involved student; and

WHEREAS, the Committee carefully considered the information offered at the hearing; and

WHEREAS, the Committee has discussed the matter with the full Board during the executive portion of its August 21, 2017 Board meeting and the Board has carefully considered the matter and the information brought forth by the Committee;

NOW, THEREFORE BE IT RESOLVED, THAT the Board finds that the complained of incident constitutes HIB within the meaning of New Jersey's statute and the Board's policy on Harassment, Intimidation, Bullying; and

BE IT FURTHER RESOLVED, that the Board Secretary is directed to notify all individuals affected by this decision of the Board's determination.

ROLL CALL: Motion 3607 passed; 7 yes, 0 no, 1 abstain (Ms. Adamson)

3608. WHEREAS, on June 12, 2017, an HIB appeal hearing was held by a Committee of the Board in closed session involving a Harassment/Intimidation/Bullying matter #2017-SOMS-11;

WHEREAS, at the hearing, the Board heard from the Anti-Bullying Specialist and the parent of the involved student; and

WHEREAS, the Committee carefully considered the information offered at the hearing; and

WHEREAS, the Committee has discussed the matter with the full Board during the executive portion of its August 21, 2017 Board meeting and the Board has carefully considered the matter and the information brought forth by the Committee;

NOW, THEREFORE BE IT RESOLVED, THAT the Board finds that the complained of incident constitutes HIB within the meaning of New Jersey's statute and the Board's policy on Harassment, Intimidation, Bullying; and

BE IT FURTHER RESOLVED, that the Board Secretary is directed to notify all individuals affected by this decision of the Board's determination.

ROLL CALL: Motion 3608 passed; 7 yes, 0 no, 1 abstain (Ms. Adamson)

3609. WHEREAS, on July 19, 2017, an HIB appeal hearing was held by a Committee of the Board in closed session involving a Harassment/Intimidation/Bullying matter #2017-SOMS-14;

WHEREAS, at the hearing, the Board heard from the Anti-Bullying Specialist and the parent of the involved student; and

WHEREAS, the Committee carefully considered the information offered at the hearing; and

WHEREAS, the Committee has discussed the matter with the full Board during the executive portion of its August 21, 2017 Board meeting and the Board has carefully considered the matter and the information brought forth by the Committee;

NOW, THEREFORE BE IT RESOLVED, THAT the Board hereby finds that the complained of incident constituted HIB within the meaning of New Jersey's statute and the Board's policy on Harassment/Intimidation/Bullying; and

BE IT FURTHER RESOLVED, that the Board Secretary is directed to notify all individuals affected by this decision of the Board's determination.

ROLL CALL: Motion 3609 passed; 7 yes, 0 no, 1 abstain (Ms. Adamson)

3610. Approve the amended school calendar for the 2017-2018 school year as presented.

ROLL CALL: Motion 3610; 8 yes 0 no.

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>NAME</u>	<u>TOPIC</u>
Mitch Center South Orange	Asked to speak with legal counsel for clarity on the outcome of the HIB appeals.

Mr. Center met with Attorney Katherine Gilfillan of Schenck, Price, Smith & King.

Mitch Center South Orange	Mr. Center expressed his disappointment with the results of the HIB appeals.
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Ms. Pai asked the Board to acknowledge the HIB law is flawed and does not live up to what we know as harassment, intimidation and bullying in terms of the definition of these words. The Board should review District policy with

regard to HIB and consider making changes that are more befitting of how the district would like to approach HIB. The district needs to examine what the legal recourse would be when considering these policy changes.

Ms. Smith stated we need educate everyone on the difference between HIB and code of conduct. Make it clear to parents that although the Board may not find an incident to be HIB, this does not mean there were no consequences for students involved.

NEW BUSINESS

None.

Future Meetings

The Board of Education will meet in Closed Session on Monday, September 18, 2017, 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, October 16, 2017, 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 Mr. Sabin, that the Board of Education meet in Executive Session prior to the September 19, 2017 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 Ms. Pai, seconded by Ms. Smith that the Board of Education adjourn. Motion unanimously approved at 12:10 p.m.

Paul Roth, Board Secretary