

Special Meeting
South Orange-Maplewood
Board of Education
March 10, 2018

A Special 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 March 10, 2018.

President Elizabeth Baker called the meeting to order at 10:13 a.m. in the District Meeting Room.

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. E. Baker, Ms. Maini,
Mr. Mazzocchi, Ms. Pai, Mr. Sabin, Mrs. Wright

Absent: Ms. R. Baker, Mrs. Lawson-Muhammad

7 VOTING MEMBERS PRESENT

DISCUSSION

2018-19 Preliminary Budget - Mr. Roth

Mr. Roth presented a Powerpoint on the 2018-19 proposed budget including the following highlights:

- Projected Revenue
- Tax Levy Cap Adjustments & Banked Cap
- 2018-19 Appropriations to align with district goals
- Projected Appropriations
- Revenue vs. Appropriations
- Managing the \$4.8 million budget deficit
- 2018-2019 Preliminary Proposed Budget
- Estimated Tax Impact
- Next Steps
- Frequently Asked Questions

[Presentation on file in Board Secretary's office]

Discussion among Board members included but were not limited to the following comments and questions:

- Clarification of the \$3.3 million surplus and adjusted budget.
- What does the \$4.2 million gap encompass?
- How can we maximize professional development?
- Provide an analysis of legal fees.
- Have we budgeted for additional special education programming?
- Will elementary integration costs be included in bonding?

- Have we budgeted for additional staff that may be required for STEM re-alignment?
- Concerns about the cost of out of district placements.
- Request to begin the budget process sooner.

HEALTH BENEFITS REFORM

Ms. E. Baker introduced resolution 3700 Health Benefits Reform and provided background as to why this resolution is necessary.

Board members discussed alternatives to the current state health benefit plan and other ways to lower the cost of health benefits.

HEARING OF INDIVIDUALS AND DELEGATION

<u>NAME</u>	<u>TOPIC</u>
Andrew Martin South Orange	Feels the information provided is not sufficient to help the public understand the \$4 million gap. Copies of budget presentation should be provided to the public.
Anina Rossen	Asked how the spending freeze would impact the classrooms, libraries and STEM goals.
Janis Zaveri South Orange	Spoke about health benefits. Suggested the Board look into another health care model.

***Board Recessed at 12:30 pm
Board Reconvened at 12:17 pm***

POLICIES - Ms. Butler

Ms. Butler reviewed the following policies:

- Policy 0144 Board Member Orientation/Training - 1st reading
- Policy 2431 Prevention and Treatment of Sports Related Concussions and Head Injuries - 1st reading
- Policy 2422 Health & Physical Education - 1st reading
- Policy 3221 Evaluation of Teachers - 1st reading
- Policy 3223 Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals - 1st reading
- Policy 3224 Evaluation of Principals, Vice Principals, and Assistant Principals - 1st reading
- Policy 3282.1 Electronic Communication by School Staff (Teaching Staff) - 1st reading
- Policy 4283 Electronic Communication Between Support Staff Members and Students - 1st reading
- Policy 4322 Staff Member's Use of Personal Cellular Phones/Other Communication Devices - 1st reading
- Policy 6360 Political Contributions - 1st reading
- Policy 7434 Smoking on School Grounds - 1st reading
- Policy 0142.1 Nepotism - 2nd reading
- Policy 1240 Evaluation of Superintendent - 2nd reading

- Policy 2200 Curriculum Content - 2nd reading
- Policy 2210 Curriculum Development - 2nd reading
- Policy 2220 Adoption of Courses - 2nd reading
- Policy 2230 Curriculum Guides - 2nd reading
- Policy 3222 Evaluation of Teaching Staff Members, Excluding Teachers and Admins - 2nd reading
- Policy 5200 Attendance - 2nd reading
- Policy 5350 Pupil Suicide Prevention - 2nd reading
- Policy 5460 High School Graduation - 2nd reading
- Policy 5611 Removal of Students for Firearms Offenses - 2nd reading
- Policy 6471 School district Travel - 2nd reading
- Policy 8431 Preparedness for Toxic Hazard - 2nd reading
- Policy 8441 Care of Injured and Ill Persons - 2nd reading
- Policy 8461 Reporting Violence, Vandalism, Alcohol, etc. - 2nd reading
- Policy 8462 Reporting missing or abused students - 2nd reading
- Policy 8467 Weapons - 2nd reading

ITEMS FOR ACTION

Motion made by Ms. Pai, seconded by Ms. Adamson that the Board of Education approves the following:

3695A. RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE
Schwartz, Elisabeth	T Art CHS - 1.0 FTE	4/12/18
Schwartz, Lynn	School Nurse CHS - 1.0 FTE	7/1/18

3695B. RESIGNATION

NAME	ASSIGNMENT	EFFECTIVE DATE
Felder, Jamie	T Math MM - 1.0 FTE	4/22/18
Ruggiero, Lisa	T 1 CLIN - 1.0 FTE	7/1/18
Stornetta, Dr. W. Scott	T Math CHS - 1.0 FTE	4/27/18

3695C. APPOINTMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Goodwin, Ralph	Interim Asst. Business Administrator for Transportation & Facilities DIST - 1.0 FTE	3/8/18 6/30/18	\$500/day (up to 3 days/week)
Swindoll, Brittany	T Art CHS - 1.0 FTE	4/2/18 6/30/18	\$55,610*

3695D. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Jordan, Zakiyya	Social Worker (Non-CST) DIST - 1.0 FTE	2/26/18 6/30/18	3/5/18 6/30/18

3695E. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Grossfeld, Randi	T SPED CHS - 1.0 FTE	3/1/18-4/23/18 (Unpaid Medical Leave)
Jacobsen, Rebecca	T Music CLIN - 1.0 FTE	4/16/18-6/30/18 (Unpaid Childcare Leave)

3695F. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Ellis, Susan	T SPED SOM - 1.2 FTE	3/2/18 6/30/18	+\$17,705 (pro-rated)	106,230
Korte, Stirling	T SPED SOM - 1.2 FTE	3/2/18 6/30/18	+\$10,113 (pro-rated)	\$60,678
Lombardo, Joseph	T English CHS .2 FTE	2/26/18 4/6/18 (29 days)	\$94.31 (per day)	\$2,735.05
Niziolek, Samantha	T SPED SOM - 1.2 FTE	3/2/18 6/30/18	+9,881.80 (pro-rated)	\$59,291

3695G. STIPEND

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Grohman, Donna	Acting Assistant to the Principal JEFF - 1.0 FTE	3/1/18 6/30/18	\$8,189 (pro-rated)

3695H. APPROVE NEW POSITION

Assistant Business Administrator for Transportation and Facilities

3695 I. ABOLISH POSITION

Assistant Business Administrator for Transportation and Facilities -
effective July 1, 2018

*Salary based on 2016-17 contracts

3696. Adopt the following policies as presented:

- Policy 0142.1 Nepotism
- Policy 1240 Evaluation of Superintendent
- Policy 2200 Curriculum Content
- Policy 2210 Curriculum Development
- Policy 2220 Adoption of Courses
- Policy 2230 Curriculum Guides
- Policy 3222 Evaluation of Teaching Staff Members, Excluding Teachers and Admins

- Policy 5200 Attendance
- Policy 5350 Pupil Suicide Prevention
- Policy 5460 High School Graduation
- Policy 5611 Removal of Students for Firearms Offenses
- Policy 6471 School district Travel
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- Policy 8441 Care of Injured and Ill Persons
- Policy 8461 Reporting Violence, Vandalism, Alcohol, etc.
- Policy 8462 Reporting missing or abused students
- Policy 8467 Weapons

3697. BE IT RESOLVED THAT the South Orange-Maplewood Board of Education approves the Update to Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials for 2017-2018 pursuant to N.J.A.C. 6A:16-6.2 and be it

FURTHER RESOLVED, THAT the live streaming video referenced in P.L. 2017, c. 119 will not be accessed except for in emergent situations without a request from a District administrator.

3698. Approves the addition of the following class field trip destinations to the below-referenced schools' "Statements of Assurance".

School	New Destination
Seth Boyden	Newark Museum, Newark, NJ
Seth Boyden	Liberty Science Center, Jersey City, NJ
CHS	Union City High School (NJHSDF), Union City, NJ
CHS	Drew University, Madison, NJ

3699A. Appoints EI Associates Architects & Engineers, PA of Cedar Knolls, New Jersey to manage Seth Boyden Electrical Upgrades Project and Columbia High School A-Wing Mechanical Upgrades Project. Fees are determined per agreement on file in the Board Secretary's Office.

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.

3699B. Authorize the Business Administrator/Board Secretary to purchase one Cargo Van from state contract approved vendor, Beyer Ford, LLC of Morristown, New Jersey in the amount of \$29,063.00.

3699C. Accepts a donation from the Achieve Foundation in the amount of \$15,552.28.

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	Education Foundation	\$15,552.28
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BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary are authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

3700. WHEREAS, healthcare costs in New Jersey are among the highest in the nation;

WHEREAS, the cost of employee health benefits are a major cost driver in local school district budgets in New Jersey;

WHEREAS, the South Orange Maplewood School District will pay in excess of \$12.5 million on health insurance premiums in 2017-2018, approximately 9% of the District's operating budget;

WHEREAS, more than 70% of New Jersey school districts previously purchased health insurance through the New Jersey School Employees Health Benefits Program ("SEHBP");

WHEREAS, from 2010 through 2018, premiums in the SEHBP have increased dramatically, with increases ranging from 5.4 percent to 23 percent each year, during a period when the State has failed to provide funding to local school districts in accordance with the School Funding Reform Act of 2008, and state aid to local school districts, including the South Orange Maplewood School District has remained flat;

WHEREAS, health insurance costs have far outpaced and exceeded the 2% property tax cap on school districts, impeding the ability of school districts, including the South Orange Maplewood School District, to meet the needs of students;

WHEREAS, Chapter 78 (P.L. 2011, c. 78) which was adopted in June 2011, required school district employees to share in the cost of their health insurance and contribute towards the premium costs, but Chapter 78 did not control health care costs or the cost of health insurance premiums;

WHEREAS, over the past decade, there have been significant innovations in health care delivery and health plan design that have been adopted in both the public and private sectors to manage costs and promote wellness;

WHEREAS, the New Jersey State Health Benefits Program ("SHBP"), which provides health insurance to most state, county and municipal employees has adopted new health care plan offerings to provide lower cost options, to the benefit of both public employers and public employees, and the SHBP permits incentives to encourage employees to enroll in new lower cost health care plans;

WHEREAS, the SEHBP's Plan Design Committee has, in effect, been deadlocked, meeting only infrequently for the past three years, and it has neither adopted lower cost health plans offered by the SHBP, nor permitted the offering of any incentives for school district employees to elect lower cost health care plans;

WHEREAS, the SEHBP's Plan Design Committee does not include any local school district representatives;

WHEREAS, premium costs in the SEHBP have soared, taking school district funds from student programs and causing many school districts to attempt to withdraw from the SEHBP to pursue health insurance either privately or through other models such as self-insurance;

WHEREAS, a school district's ability to successfully withdraw from the SEHBP depends on factors such as experience ratings and the costs of the surrounding healthcare market, and numerous districts, including the South Orange Maplewood District, which left the SEHBP, have been forced to return to the SEHBP;

WHEREAS, in 2018, the SEHBP provides health insurance to only 41% of New Jersey School Districts, making the SEHBP the insurer of last resort for school districts for districts with high experience ratings or in higher cost health care markets; and

WHEREAS, in 2018, premiums in the SEHBP increased by 13% while, in contrast, premiums in the SHBP did not increase at all;

WHEREAS, due to the withdrawal of many school districts and resulting destabilization of the SEHBP, it is predicted that SEHBP premiums will increase by as much as 15% in 2019 absent immediate action to reform the SEHBP, expand plan offerings, and make it possible for local school districts to remain in or return to the SEHBP;

WHEREAS, absent immediate action to reform the SEHBP and to contain the costs of health care and health insurance premiums paid by local school districts, increases in state aid to local school districts may not reach the classroom or benefit students;

WHEREAS, the South Orange Maplewood School District is a member of the New Jersey School Boards Association ("NJSBA") and the Delegate Assembly is the official policymaking body of the NJSBA;

WHEREAS, education-related policies resulting from prior Delegate Assemblies and Board of Directors actions are codified in the NJSBA's Manual of Positions and Policies on Education;

NOW, THEREFORE, BE IT RESOLVED that the South Orange and Maplewood Board of Education urges the Governor and the State Legislature to ensure that all necessary reforms are made in the structure of the SEHBP to end and prevent deadlock and ensure voting representation for school districts on the SEHBP Plan Design Committee; and be it further

RESOLVED, that the South Orange Maplewood Board of Education urges the SEHBP, and all appointees to the SEHBP Plan Design Committee, to meet monthly and to adopt the lower cost plan options available on the SHBP for the 2019 plan year and permit school districts to offer incentives to encourage employees' participation in lower cost plan options; and be it further

RESOLVED, that the South Orange Maplewood Board of Education, urges the Governor, through the Department of Banking and Insurance and other agencies, and the Legislature, to enact reforms necessary to reduce health care costs and health insurance premium costs in the State; and be it further

RESOLVED, that this resolution be delivered to Governor Phil Murphy, State Senate President Stephen M. Sweeney, Assembly Speaker Craig Coughlin; the 27th Legislative District's representatives in the State Senate and General Assembly; and the Education and Budget Committees in the State Senate and General Assembly ; and be it further

RESOLVED, the South Orange Maplewood Board of Education proposes the following revised and additional policy language regarding the SEHBP and health benefits for adoption by the NJSBA Delegate Assembly and inclusion in NJSBA's Manual of Positions and Policies on Education:

The NJSBA believes that the School Employees' Health Benefits Program (SEHBP) should provide local school districts with i) an efficient, economical and flexible health insurance options, and should provide those participating school districts with ii) input into decision-making, as well as iii) timely notification of rates and changes in coverage, and that local school districts should have no fewer than two (2) voting representatives on the SEHBP Plan Design Committee;

The NJSBA believes that the SEHBP should offer participating school districts at least the same health insurance options that are offered to state, county and municipal employees, through the State Employees Health Benefits Plan;

The NJSBA believes that the SEHBP should be required to permit local school districts to offer incentives to employees to participate in lower cost health care plans;

The NJSBA believes that in order for the SEHBP to be restored to financial and programmatic stability and to fulfill its mandate of providing local school districts with efficient, economical, and flexible health insurance options, the SEHBP Plan Design Committee should be required to meet on a monthly basis and there should be mechanisms for preventing or resolving deadlock, the cancellation meetings, and for the removal of Plan Design Committee members who fail to attend Committee meetings and thereby impede the Committee's functioning;

The NJSBA believes that the Governor, through the Department of Banking and Insurance and other agencies, and the Legislature, should enact reforms necessary to reduce health care costs and health insurance premium costs in the State of New Jersey, and ensure that health care and health insurance costs in New Jersey are aligned with the costs in surrounding states;

AND BE IT FURTHER RESOLVED, that this Resolution shall be delivered to the NJSBA and placed on the agenda for consideration at the NJSBA May 2018 Delegate Assembly.

Motion made by Ms. Pai, seconded by Ms. Adamson to amend policy 5350.

Motion to amend resolution 5350 passed; 7 yes 0 no

ROLL CALL: Motion 3695C Passed; YES: Ms. Adamson, Ms. E. Baker, Ms. Maini, Mr. Mazzocchi, Ms. Pai, Mr. Sabin NO: Mrs. Wright

Motion 3696C Passed; YES: Ms. Adamson, Ms. E. Baker, Ms. Maini, Mr. Mazzocchi, Ms. Pai, Mr. Sabin NO: Mrs. Wright

Motion 3695A-B, 3695D-I, 3697, 3698, 3699, 3700 Passed; 6 yes, 1 no

FUTURE MEETINGS

The Board of Education will meet in Closed Session on Monday, March 19, 2018, 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 Mr. Sabin, that the Board of Education will meet in Executive Session prior to the March 19, 2018 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 Mr. Sabin, seconded by Ms. Pai, that the Board of Education adjourn. Motion unanimously approved at 1:03 p.m.

Paul Roth, Board Secretary