

Regular Meeting  
South Orange-Maplewood  
Board of Education  
March 18, 2019

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 March 18, 2019.

Board President Annemarie Maini called the meeting to order at 7:47 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.

*Board President Maini read a statement in support of the Muslim Community and asked everyone to stand after the pledge of allegiance for a moment of reflection in recognition of the tragic loss of life and hateful acts of violence against the Muslim community in New Zealand.*

PLEDGE OF ALLEGIANCE

ROLL CALL: Present: Board Member Adamson, Board Member E. Baker,  
Board Member R. Baker, Board Member Cuttle,  
Board Member Farfan, Board Member Maini,

Absent: Board Member Lawson-Muhammad, Board Member Mazzocchi,  
Board Member Wright, Student Representative Silver

6 VOTING MEMBERS PRESENT

*Maplewood Middle School Choir performs.*

BOARD RECOGNITION - *Board Member Lawson-Muhammad*

Columbia High School Girls Fencing Team won the Bronze medal in the State Championship.

- Sabre Girls: Valentina Aquino, Janine Bacchus-Joseph, Shaine Hammarberg, Christina Wright, and Mia Zuckerberg.
- Epee Girls: Olivia Brash, Maya Greenstein, Phoebe Hill, Jasmine LeCount-McClanahan, and Allison Wisniewski.
- Foil Girls: Taylor Brooks, Vivienne Clarke, Sara Kasler, Hanna Lee, and Zander Rhodes.

At the Fencing Squads tournament, held on the weekend of February 23-24, the Girls Foil Squad won silver and the Boys Foil Squad took home the bronze medal.

Five Columbia High School fencers competed in the State Individuals Tournament:

- Jack Woods and Nicholas Goguen-Compagnoni (Boys Foil); Jeremy Giles (Boys Sabre); Janine Bacchus-Joseph and Shaine Hammarberg (Girls Sabre). Jack Woods won gold, coming in first in the State for Boys Foil.
- Jack Woods made All State First team for Boys Foil, Jeremy Giles made All State Third Team for Boys Sabre, Nicholas Goguen-Compagnoni made Third Team for Boys Foil.

Columbia High School Sophomore Elizabeth Crofton received a 2019 Scholastic Art Award in the Northern New Jersey Art Region for her painting called "Defying Boundaries" which honors astronauts Mae Jemison, Stephanie Wilson, and Joan Higginbotham, who helped create history, opened doors for women everywhere, and inspired generations to come.

Grace Petroccia was the recipient of the Essex County Unsung Heroine Award, which honors graduating students who make outstanding contributions to their schools and communities but who are often overlooked by traditional student recognition guidelines.

Leah Miller and Cecilia Munoz were recipients of the 32nd Annual Essex County Academic Award, which celebrates the top graduating students from each public high school in the county.

MSO had four basketball teams win their category in the Essex Suburban Championship:

5th Grade Boys Basketball Team (Coaches Eddie Starzynski & Lenny Grace):

|               |                  |                    |
|---------------|------------------|--------------------|
| Devin Aiken   | Alex Ante        | Jack Cartaina      |
| Adam Carlucci | Nate Chou        | Dara's Corr        |
| Ryan Fay      | Joaquin Hargrove | Sean Hayes         |
| Will Kostka   | Harry Laskowski  | Ryan Leibensperger |
| Mason Wolpov  |                  |                    |

Seventh Grade Girls Basketball Team (Coaches Erin Tuck & Nijah Gibson):

|                |                      |                 |
|----------------|----------------------|-----------------|
| Mariam Abbas   | Talia Baptiste       | Kayla Butler    |
| Kyla Coley     | Skylar Gilliam       | Jamie Levi      |
| Summer Lonning | Reagan Powell        | Madison Stevens |
| Lily Westhelle | Mackenzie Williamson |                 |

Seventh Grade Boys Basketball Team (Coaches: Gregory Clark & Eddie Turner):

|                     |                 |               |
|---------------------|-----------------|---------------|
| Samaj Hairston Long | Jalen James     | Noah Roberts  |
| Adler Cleghorn      | Julien Leveille | Isaiah Oliver |
| JB Mischel          | Ali Coleman     | Luke Knezovic |
| Tyler Williams      | John Pirone     |               |

Eighth Grade Girls Basketball Team (Coaches: Erin Tuck & Nijah Gibson):

|               |                     |                |
|---------------|---------------------|----------------|
| Ruby Aylward  | Rian Baluyut        | Ciera Cevallos |
| Leah Connell  | Shana Desir         | Jamie Fardin   |
| Bella Galatt  | Georgie Gassaro     | Allie Harris   |
| Avery Territo | Eleanor Vande Vusse |                |

Clinton Elementary Media Specialist Jennifer Latimer and Principal on Special Assignment for South Orange Maplewood School District 2020 Elizabeth Aaron represented the district at the 2019 Fablearn International Conference held at Teachers' College, Columbia University on March 9 and 10. The conference brings together teachers, administrators, professors, students, and STEM innovators from the global maker movement to present and discuss on best practices, curricular work, and achievement in the field.

Seth Boyden PTA received a 2019 Local Unit Success Award in Environmental Awareness from the New Jersey PTA for completing the Children's Arboretum & Story Trail and other improvements to the Outdoor Learning Center. The following people were particularly instrumental in seeing these projects to

completion: current Seth Boyden parent Matthias Ebinger; Seth Boyden alumni parent and current Presidents Council Co-President Tia Swanson; and Seth Boyden garden teacher Maggie Tuohy.

Seth Boyden teacher Janine Williams was nominated as a candidate for the Dr. Susan Wray Endowed Graduate Scholarship, which recognizes a candidate's social justice work in urban schools, exceptional academic and intellectual (and moral, and emotional) investments in their work and in their students.

#### APPROVAL OF MINUTES

Board President Maini declared the minutes of the Executive and Public sessions of February 25, 2019 March 3, 2019 and March 11, 2019 approved as presented.

#### SUPERINTENDENT'S MONTHLY UPDATE

Dr. Thomas Ficarra, Interim Superintendent, provided updates on the Elementary Reconfiguration, Intentional Integration and Innovation Plan and the Long Range Facilities Plan (LRFP).

#### Intentional Integration and Innovation

We are currently in the very early stages of program design for Elementary Reconfiguration, Intentional Integration and Innovation. Administration is currently collecting and analyzing data, researching best practices, and collaborating with building leaders, staff and others to identify and prioritize issues and opportunities.

- Due to delays on the LRFP approval process, the target date for the launch of the new plan has been pushed back to September 2021.
- Principals, Central Office Representatives and Integration Consultant Eddie Fergus meet regularly to discuss the integration process, theme schools and best practices across the country with particular focus on what variables lead to deep and meaningful change. Assistant Principals and Supervisors have recently been invited to join these discussions, and teachers will soon be invited as well.
- Parent group was created with representatives from all elementary schools and some Central Office staff. Their purpose is to be a bridge to the community as the district goes through this process.
- Administrators and teachers are in the process of planning and making site visits, including:
  - PS 28 in Jersey City, NJ
  - Themed schools in Cambridge and Andover, Massachusetts
  - White Plains School District
  - Local themed schools in Morristown, Manhattan and Brooklyn
- Principal and Central Office representatives will attend The National Conference on Magnet Schools in April. We are technically not going to be a magnet system, but many of the speakers and topics at the conference directly correlate with our themed schools.

#### Long Range Facilities Plan

- Applications for additions and renovations, including air conditioning, Underhill Field and Ritzer Field, were submitted to the NJDOE
- Administration and the architect will be meeting with both town planning boards during March / April.

- On or around May 8th, we anticipate the NJDOE to complete the review and determine preliminary eligible costs of the projects.
- Next steps include the board accepting the preliminary eligible costs, the NJDOE providing a final determination of project costs, the board providing authorization to hold a meeting with the board of school estimate and the board of school estimate providing final approve to raise funds for the projects.
- Immediately after final authorization, the architect will begin preparing projects for bid.

#### Community Engagement

SOMSD is following the same process of developing, sharing, fine tuning, and finalizing the plan for the reorganization and full integration of our elementary schools that we did with the Long Range Facilities Plan (LRFP). The LRFP process included:

- Preliminary work to assess needs, best practices, opportunities and priorities;
- Development of a plan including budget;
- Presentation of preliminary plan to the Board for initial approval;
- Presentation to community for feedback;
- Analysis of feedback, collection of additional information as needed, and adjustments to create final plan;
- Recommendation of final plan to the Board of Education for approval.

When we have developed a coherent plan for Elementary Reconfiguration, Intentional Integration and Innovation that we are ready to present to the public, we will share the preliminary plan first with the Board of Education, and then with the broader community in a series of public meetings. We will ask for community input, analyze feedback, and make adjustments as necessary to create a final plan.

#### BOARD PRESIDENT'S UPDATE

Annemarie Maini, President of the Board of Education, thanked Administration for redesigning the kindergarten registration process to welcome new families to the district, improving the video and audio systems in the District Meeting Room, and for redesigning personnel resolutions so they are much easier to follow.

President Maini also provided an update on the Superintendent Search, saying that the Board is very optimistic that they have a candidate with the breadth of experience as an educational leader and in managing infrastructure which are necessary to lead SOMSD through the Long Range Facilities Plan and Elementary Integration. They hope to have an announcement soon, and then introduce the successful candidate to the community.

President Maini also previewed the agenda for the March 21st Board Retreat:

- Discuss new process for policy review:
- Identify issues across the board, rather than waiting for 1<sup>st</sup> and 2<sup>nd</sup> reading
- Allow administration to separate policies from regulations
- LGBTQ awareness training to ensure board is creating safe and welcoming environments for students and staff.

HEARING OF INDIVIDUALS AND DELEGATIONS

| <u>Name</u>   | <u>Topic</u>  |
|---|---|
| Abigail Murtagh<br>Maplewood                            | Thanked the Board for the informative and collaborative process used to finalize the LRFP. Dr. Ficarra's presentations were informative, questions were answered and feedback was sought from the community. Concerned the redistricting plan is not as transparent. The community needs to be a part of the discussion.                            |
| Marian Raab &<br>Lauren Freedman<br>Save our Schools NJ | Read a letter from the NJ Department of Education regarding a change to graduation assessment requirements effecting students in the graduating classes of 2021 and beyond. Concerned that a letter sent to parents by CHS Principal misinformed parents of graduation assessment requirements and should be resent with the corrected information. |
| Jeremy Wintroub   | Asked the Board to define sibling preference and the lottery process for the Montrose Early Childhood Center.   |
| Erin Siders<br>Maplewood                                | Concerned about the regulations of the Electronic Surveillance policy. Would like to know how the Board plans to protect the privacy of employees, will there be designated employees with access to view the feed, and is there a detailed plan to prevent unauthorized access?  |

DISCUSSION

BUDGET PRESENTATION - *Mr. Paul Roth*

Business Administrator Paul Roth reviewed the 2019-2020 Budget presentation, in preparation for its adoption by the Board of Education. The presentation included the following topics:

- Appropriations
- Projected Revenue 2019-2020
- Tax Levy Cap Adjustments & Banked Cap
- Estimated Tax Impact
- Estimated Household Tax Impact
- Comparative Cost of Spending Against the State Average K-12 Configurations, 3500 + Enrollment
- Projected Appropriations 2019-2020
- 2019-2020 Appropriations
- 2019-2020 Revenue vs. Appropriations
- Managing the \$3.9 Million Budget Deficit
- 2019-2020 Preliminary Proposed Budget
- Next Steps

[Presentation on file in Board Secretary's Office]

POLICIES

- Policy 5330.04 Administering An Opioid Antidote - 1<sup>st</sup> read
- Policy 7441 Electronic Surveillance in School Buildings and School Grounds - 2nd read

COMMITTEE REPORTS

FINANCE FACILITIES & TECHNOLOGY - Board Member Adamson

The committee discussed the LRFP timeline, 2019-20 Budget and staffing, paraprofessional analysis, per pupil spending and the launch date for the new website.

PERSONNEL & LABOR RELATIONS - Board Member E. Baker

Dr. Carrick walked the committee through the QSAC DPR's and a Powerpoint developed for Board training. The committee took an inventory of outstanding policies and mapped out a plan prioritize which policies need to be addressed immediately.

EXCELLENCE & EQUITY - Board Member R. Baker

The committee discussed student assessments, grade six math selection timeline, kindergarten & purposeful play, new CHS math course for students who finished required math courses, programs available for special needs students, financial literacy for middle school students and summer school offerings.

ITEMS FOR ACTION

Motion made by Board Member Adamson seconded by Board Member E. Baker that the Board of Education approves the following:

3848A. RESIGNATIONS

| NAME             | ASSIGNMENT                       | EFFECTIVE DATE |
|------------------|----------------------------------|----------------|
| Pellegrino, Eve  | T SPED/INC<br>CHS - 1.0 FTE      | 6/6/19         |
| Robertson, Erica | School Bus Aide<br>DIST - .5 FTE | 2/15/19        |

3848B. APPOINTMENTS

(This employment is conditional and subject to the disclosure requirement; pending compliance with NJ Public Law 2018, Chapter 5)

| NAME               | ASSIGNMENT                             | EFFECTIVE DATE     | ACTUAL SALARY      | BACKGROUND                               |
|--------------------|--|--------------------|--------------------|--|
| Ghiretti, Robert   | T 5<br>JEFF - 1.0 FTE                  | 5/20/19<br>6/30/19 | \$58,295*          | Replacing Angel Rivera who was promoted  |
| Hursch, Derek      | Maintenance<br>DIST 1.0 FTE            | 3/19/19<br>6/30/19 | \$54,634*          | Replacing Edward Weigel who retired      |
| Minchello, Ethel   | Interim<br>Principal<br>CLIN - 1.0 FTE | 3/19/19<br>6/30/19 | \$500<br>(per day) | Replacing Ann Bodnar who was promoted    |
| Warshany, Caroline | T Art<br>CLIN - 1.0 FTE                | 4/1/19<br>6/30/19  | \$49,409*          | Replacing Christine Tischio who resigned |

## 3848C. APPOINTMENT OF LEAVE REPLACEMENT STAFF

(This employment is conditional and subject to the disclosure requirement; pending compliance with NJ Public Law 2018, Chapter 5)

| NAME                | ASSIGNMENT                | EFFECTIVE DATE     | ACTUAL SALARY | BACKGROUND   |
|---------------------|---------------------------|--------------------|---------------|--|
| Fineman,<br>Monique | T Art<br>SB<br>1.0 FTE    | 3/19/19<br>6/30/19 | \$54,887      | Filling in for<br>Laura Kruglinski<br>who is out on<br>maternity leave |
| Kehoe,<br>Sarah     | LR T KDG<br>SM<br>1.0 FTE | 3/1/19<br>6/30/19  | \$55,610*     | Filling in for<br>Christine Salvas<br>who is out on<br>maternity leave |

## 3848D. CHANGE IN END DATE

| NAME                  | ASSIGNMENT   | OLD END DATE         | NEW END DATE        |
|-----------------------|--|----------------------|---------------------|
| Colon,<br>Geraldine   | LDTC on Special Assignment<br>DIST - 1.0 FTE             | 11/1/18 -<br>3/29/19 | 11/1/18 -<br>TBD    |
| Gilker,<br>Jacqueline | School Nurse<br>SOM - 1.0 FTE                            | 4/22/19              | 4/19/19             |
| Padula,<br>Lisa       | LR T PreK/INC<br>MONT - 1.0 FTE                          | 1/14/19 -<br>3/29/19 | 4/1/19 -<br>6/30/19 |
| Turner,<br>Suzanne    | Director of Strategic<br>Communication<br>DIST - 1.0 FTE | 4/1/19               | 5/1/19              |
| Williams,<br>Adrian   | LR Guidance Counselor<br>CHS - 1.0 FTE                   | 9/3/18-<br>3/14/19   | 9/3/18 -<br>TBD     |

## 3848E. LEAVES OF ABSENCE

| NAME                 | ASSIGNMENT                          | EFFECTIVE DATE  |
|----------------------|-------------------------------------|---|
| Akinrolabu,<br>Jade  | Guidance Counselor<br>CHS - 1.0 FTE | 1/23/19-3/13/19<br>(Unpaid Medical Leave)                                     |
| Dillon,<br>E. Brady  | BCBA<br>DIST - 1.0 FTE              | 3/6/19-4/3/19<br>(Unpaid Medical Leave)                                       |
| Franza,<br>Dana      | LDTC<br>SB/TUS - 1.0 FTE            | 11/26/18-6/30/19<br>(Unpaid Childcare Leave)                                  |
| Marchak,<br>Janice   | T PreK/INC<br>MONT - 1.0 FTE        | 4/1/19-6/24/19<br>(Unpaid FMLA)   |
| Pellegrino,<br>Eve   | T SPED<br>CHS - 1.0 FTE             | 3/11/19-6/6/19<br>(Unpaid Medical Leave)                                      |
| Salvas,<br>Christine | T 1<br>SMA<br>1.0 FTE               | 1/24/19-3/25/19<br>(Paid Maternity Leave)<br>3/26/19-6/24/19<br>(Unpaid FMLA) |

## 3848F. SALARY ADJUSTMENTS

| NAME                   | ASSIGNMENT           | EFFECTIVE DATE                 | ADJUSTMENT           | ACTUAL SALARY |
|------------------------|----------------------|--------------------------------|----------------------|---------------|
| Dempsey,<br>Marguerite | T PE<br>MM<br>.2 FTE | 1/28/19<br>3/1/19<br>(23 days) | \$95.41<br>(per day) | \$2,194.43    |
| Faison,                | T SS                 | 2/26/19                        | \$63.42              | \$190.26      |

|                         |                                     |                                 |                      |            |
|-------------------------|-------------------------------------|---------------------------------|----------------------|------------|
| Kendra                  | CHS<br>.2 FTE                       | 2/28/19<br>(3 days)             | (per day)            |            |
| Fradkin,<br>Stephen     | T SS<br>CHS<br>.2 FTE               | 2/26/19<br>2/28/19<br>(3 days)  | \$89.29<br>(per day) | \$267.87   |
| Gallof,<br>Pamela       | T SPED<br>CHS - 1.2 FTE             | 9/1/18<br>6/30/19               | +\$15,995.80         | \$95,975   |
| Goodman,<br>Treena      | Clerical Aide<br>SM<br>1.0 FTE      | 1/9/19<br>3/1/19<br>(49 hours)  | \$9.17<br>(per hour) | \$449.33   |
| Hutchinson,<br>Kimberly | Principal<br>JEFF<br>1.0 FTE        | 2/21/19<br>3/8/19<br>(11 days)  | \$150<br>(per day)   | \$1,650    |
| Latimer,<br>Jennifer    | Media Specialist<br>CLIN - 1.04 FTE | 9/1/18<br>6/30/19               | +\$2,276.12          | \$59,179   |
| Maebert,<br>Stacey      | S3/10, Secretary<br>SM<br>1.0 FTE   | 2/8/19<br>2/28/19<br>(73 hours) | \$2.44<br>(per hour) | \$178.12   |
| Mastrodonato,<br>David  | T SS<br>CHS<br>.2 FTE               | 2/26/19<br>2/28/19<br>(3 days)  | \$97.41<br>(per day) | \$292.23   |
| Nicosia,<br>Nicole      | T SPED<br>MM<br>.2 FTE              | 1/28/19<br>2/28/19<br>(22 days) | \$65.90<br>(per day) | \$2,570.10 |
| Pierce,<br>Kyndell      | T LA<br>SOM<br>.2 FTE               | 1/2/19<br>2/28/19<br>(39 days)  | \$56.90<br>(per day) | \$2,219.10 |
| Pociask,<br>John        | T Math<br>CHS - 1.2 FTE             | 9/1/18<br>6/30/19               | +\$17,925            | \$107,550  |
| Popp,<br>Amy            | Media Specialist<br>TUS - 1.04 FTE  | 9/1/18<br>6/30/19               | +\$2,487.20          | \$64,667   |
| Quick,<br>Theresa       | Media Specialist<br>JEFF - 1.04 FTE | 9/1/18<br>6/30/19               | +\$2,968.48          | \$77,180   |
| Smith,<br>Sandra        | Asst. Principal<br>CLIN<br>1.0 FTE  | 2/1/19<br>3/8/19<br>(10 days)   | \$150<br>(per day)   | \$1,500    |
| Soliman,<br>Monica      | T SS<br>CHS<br>.2 FTE               | 2/26/19<br>2/28/19<br>(3 days)  | \$50.56<br>(per day) | \$151.68   |
| Spina,<br>Kathleen      | T SPED<br>CHS - 1.2 FTE             | 9/1/18<br>6/30/19               | +\$16,906.20         | \$101,437  |
| Taylor,<br>Peter        | School Bus Aide<br>DIST - .5 FTE    | 2/1-28/19<br>(28 hours)         | \$8.54<br>(per hour) | \$239.12   |
| Thomas,<br>Kristie      | T SS<br>CHS<br>.2 FTE               | 2/26/19<br>2/28/19<br>(3 days)  | \$59.98<br>(per day) | \$179.94   |
| Tyson,<br>Angela        | School Bus Aide<br>DIST - .8 FTE    | 2/1-28/19<br>(26 hours)         | \$8.34<br>(per hour) | \$216.84   |

3848G. STIPENDS

| NAME                  | ASSIGNMENT                                   | EFFECTIVE DATE     | SALARY                 |
|-----------------------|--|--------------------|------------------------|
| Mack,<br>Michael      | Assistant to the Principal<br>CLIN - 1.0 FTE | 3/13/19<br>3/19/19 | \$8,189<br>(pro-rated) |
| Messineo,<br>Nicholas | Asst. Coach, Boys Lacrosse<br>CHS - 1.0 FTE  | 3/1/19<br>6/30/19  | \$4,539                |
| Nichols,              | Safety Patrol                                | 3/13/19            | \$1,693                |



|                     |                                    |                    |                        |
|---------------------|------------------------------------|--------------------|------------------------|
| Thomas (Max)        | JEFF - .5 FTE                      | 6/30/19            | (pro-rated)            |
| Rivera,<br>Angel    | Elementary Subject Leader:<br>Math | 9/4/18<br>2/25/19  | \$3,335<br>(pro-rated) |
| Rivera,<br>Angel    | JEFF - 1.0 FTE<br>Safety Patrol    | 9/4/18<br>2/25/19  | \$1,693<br>(pro-rated) |
| Stoessel,<br>Marisa | Elementary Subject Leader:<br>Math | 3/13/19<br>6/30/19 | \$3,335<br>(pro-rated) |
|                     | JEFF - 1.0 FTE                     |                    |                        |

3848H. RESCIND STAFF FUNDED BY PRESCHOOL EDUCATION EXPANSION AID (PEEA)

| NAME                             | ASSIGNMENT   | EFFECTIVE DATE                         | ACTUAL SALARY        |
|----------------------------------|--|--|----------------------|
| Del Grande,<br>Julia             | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$49,409             |
| Edgington,<br>Mary               | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$58,295             |
| Hannon,<br>Elizabeth             | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$60,705             |
| Leary,<br>Karen                  | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$89,625             |
| Lombardo,<br>Ann                 | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$71,449             |
| Marchak,<br>Janice               | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$76,263             |
| Mauterer,<br>Lauren              | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$74,212             |
| Patterson-<br>Samuels,<br>Bonita | Principal<br>MONT - .48 FTE<br>ACCT# 11.218.100.101.MO.5900<br>Principal<br>MONT - .52 FTE<br>ACCT# 11.218.200.103.MO.5900 | 7/1/18<br>6/30/19<br>7/1/18<br>6/30/19 | \$68,091<br>\$75,000 |
| Scali,<br>Patricia               | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$79,979             |
| Zambrano,<br>Rebecca             | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | 56,903               |

*Note: 3848 H and I realign eligible staff salaries to be charged to the PEEA grant rather than the General Fund.*

3848I. STAFF FUNDED BY PRESCHOOL EDUCATION EXPANSION AID (PEEA)

| NAME              | ASSIGNMENT  | EFFECTIVE DATE     | ACTUAL SALARY |
|-------------------|---|--------------------|---------------|
| Donovan,<br>Kelly | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900 | 3/11/19<br>6/30/19 | \$54,887      |

|                                  |  |  |                      |
|----------------------------------|--|--|----------------------|
| Edgington,<br>Mary               | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$58,295             |
| Field,<br>Stacey                 | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 3/4/19<br>6/30/19                      | \$65,451             |
| Gulino,<br>Nicole                | Physical Therapist<br>MONT - .4 FTE<br>ACCT# 20.218.100.106.MO.5900  | 10/16/18<br>6/30/19                    | \$35,718             |
| Hannon,<br>Elizabeth             | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$60,705             |
| Lane-Mega,<br>Lataeya            | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 1/14/19<br>6/30/19                     | \$56,903             |
| Leary,<br>Karen                  | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>2/28/19                      | \$89,625             |
| Leary,<br>Karen                  | Assistant to the Principal<br>MONT - 1.0 FTE<br>ACCT# 20.218.200.176.MO.5900   | 3/4/19<br>6/30/19                      | \$97,814             |
| Lombardo,<br>Ann                 | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>1/4/19                       | \$71,449             |
| Marchak,<br>Janice               | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$76,263             |
| Marfo,<br>Mikita                 | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$56,903             |
| Mauterer,<br>Lauren              | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$74,212             |
| Milligan,<br>Rebecca             | CST Social Worker<br>MONT - 1.0 FTE<br>ACCT# 20.218.200.173.MO.5900  | 1/4/19<br>6/30/19                      | \$97,412             |
| Padula,<br>Lisa                  | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 1/14/19<br>6/30/19                     | \$49,409             |
| Patterson-<br>Samuels,<br>Bonita | Principal<br>MONT - .48 FTE<br>ACCT# 11.218.100.101.MO.5900<br>Principal<br>MONT - .52 FTE<br>ACCT# 11.218.200.103.MO.5900 | 7/1/18<br>6/30/19<br>7/1/18<br>6/30/19 | \$68,091<br>\$75,000 |
| Vargas,<br>Jasmine               | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 1/7/19<br>6/30/19                      | \$49,409             |
| Scali,<br>Patricia               | Teacher<br>MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900  | 9/4/18<br>6/30/19                      | \$79,979             |
| Smith,<br>Lori                   | Speech<br>MONT - 1.0 FTE<br>ACCT# 20.218.100.106.MO.5900   | 9/4/18<br>6/30/19                      | \$89,625             |
| Whalen,<br>Christina             | Speech<br>MONT - 1.0 FTE<br>ACCT# 20.218.100.106.MO.5900   | 9/4/18<br>6/30/19                      | \$71,449             |
| Zambrano,                        | Teacher  | 9/4/18                                 | 56,903               |

|         |  |         |  |
|---------|--|---------|--|
| Rebecca | MONT - 1.0 FTE<br>ACCT# 11.218.100.101.MO.5900 | 1/11/19 |  |
|---------|--|---------|--|

\*Salary to be determined.

3849A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2018-2019 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

| NAME           | INSTITUTION           | DATE | DEGREE |
|----------------|-----------------------|------|--------|
| Foster,<br>Ian | University of Reading | 2001 | MA     |

3849B. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2018-2019 SCHOOL YEAR PAID AT THE DAILY RATE OF \$160

Esther Anderson                      Kathleen Kling                      Mater Orrell

3849C. APPOINTMENT OF SUBSTITUTE TEACHER FOR THE 2018-2019 SCHOOL YEAR AT THE DAILY RATE OF \$215

Barbara Uwimwonse

3849D. APPOINTMENT OF HOME INSTRUCTOR FOR THE 2018-2019 SCHOOL YEAR PAID AT THE HOURLY RATE OF \$35

| Name       | Certification   |
|------------|---|
| Terry Kohn | Reading Specialist<br>Teacher of the Handicapped<br>CEAS Elementary School<br>Teacher |

3850. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2018-2019 school year [list on file in Board Secretary's office].

3851. Receives and accepts the following financial reports:

1. Board Secretary's Report dated February 28, 2019
2. Expense Account Adjustment Analysis dated February 28, 2019
3. Revenue Account Adjustment Analysis dated February 28, 2019
4. Check Register#401386-401634 in the amount of \$3,714,925.88
5. Check Register#200663-200664, 200666 in the amount of \$3,176,635.03
6. Check Register#200665 for February 2019 payroll in the amount of \$6,566,050.86
7. Treasurer's Report of January 2018

3851B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3851C. Approves the attendance and related travel expenses for the following work-related events:

| Employee                     | Workshop/Conference                              | Travel Date(s)      | Location      | Estimated Cost(s) |
|------------------------------|--|---------------------|---------------|-------------------|
| Ann Bodnar<br>Central Office | Magnet Schools of America<br>National Conference | 4/10/19-<br>4/13/19 | Baltimore, MD | 1,991.66          |
| Kimberly Hutchinson          | Magnet Schools of America                        | 4/10/19-            | Baltimore, MD | 1,921.90          |

|                                       |  |                     |                     |         |
|---------------------------------------|--|---------------------|---------------------|---------|
| Jefferson School                      | National Conference  | 4/13/19             |                     |         |
| Karen Weiland<br>Central Office       | Magnet Schools of America<br>National Conference                       | 4/10/19-<br>4/13/19 | Baltimore, MD       | 1813.90 |
| Elizabeth Aaron<br>Central Office     | School District Leadership<br>Team Visit to Cambridge<br>Massachusetts | 5/1/19-<br>5/3/19   | Cambridge, MA       | 823.50  |
| Ann Bodnar<br>Central Office          | School District Leadership<br>Team Visit to Cambridge<br>Massachusetts | 5/1/19-<br>5/3/19   | Cambridge, MA       | 823.50  |
| Kimberly Beane<br>Central Office      | School District Leadership<br>Team Visit to Cambridge<br>Massachusetts | 5/1/19-<br>5/3/19   | Cambridge, MA       | 592.50  |
| Alyna Jacobs<br>South Mountain        | School District Leadership<br>Team Visit to Cambridge<br>Massachusetts | 5/1/19-<br>5/3/19   | Cambridge, MA       | 592.50  |
| Shannon Glander<br>Seth Boyden        | School District Leadership<br>Team Visit to Cambridge<br>Massachusetts | 5/1/19-<br>5/3/19   | Cambridge, MA       | 592.50  |
| Elizabeth Aaron<br>Central Office     | School District Leadership<br>Team Visit to White Plains,<br>NY        | 4/25/19             | White Plains,<br>NY | 21.70   |
| Ann Bodnar<br>Central Office          | School District Leadership<br>Team Visit to White Plains,<br>NY        | 4/25/19             | White Plains,<br>NY | 21.70   |
| Andrea Del Guercio<br>Central Office  | NJ Ethics & Law  | 5/17/19             | East Hanover,<br>NJ | 189.00  |
| Dion L. Patterson<br>Maplewood Middle | NJPSA Council & Board of<br>Directors Meeting                          | 3/29/19             | Monroe, NJ          | 35.54   |
| Dion L. Patterson<br>Maplewood Middle | 2019 Education Expo  | 3/28/19             | Glassboro, NJ       | 285.33  |
| Monique Durant<br>Central Office      | 2019 Education Expo  | 3/28/19             | Glassboro, NJ       | 60.33   |
| Gayle Carrick<br>Central Office       | Kean Teacher Job Fair  | 3/27/19             | Union, NJ           | 154.40  |
| James Manno<br>Columbia High School   | Kean Teacher Job Fair  | 3/27/19             | Union, NJ           | 4.40    |
| Gerri Colon<br>Central Office         | Kean Teacher Job Fair  | 3/27/19             | Union, NJ           | 4.40    |
| Dion Patterson<br>Maplewood Middle    | Kean Teacher Job Fair  | 3/27/19             | Union, NJ           | 4.40    |
| Monique Durant<br>Central Office      | Kean Teacher Job Fair  | 3/27/19             | Union, NJ           | 4.40    |
| Gayle Carrick<br>Central Office       | Spring 2019 Job and<br>Internship Fair                                 | 3/28/19             | Madison, NJ         | 82.19   |
| Shannon Glander<br>Seth Boyden        | Spring 2019 Job and<br>Internship Fair                                 | 3/28/19             | Madison, NJ         | 7.19    |
| Monique Durant<br>Central Office      | Spring 2019 Job and<br>Internship Fair                                 | 3/28/19             | Madison, NJ         | 7.19    |
| Gayle Carrick<br>Central Office       | Spring 2019 Education<br>Career Fair                                   | 3/29/19             | Wayne, NJ           | 139.78  |
| Dion Patterson<br>Maplewood Middle    | Spring 2019 Education<br>Career Fair                                   | 3/29/19             | Wayne, NJ           | 14.78   |
| Karen Thomany<br>Central Office       | Spring 2019 Education<br>Career Fair                                   | 3/29/19             | Wayne, NJ           | 14.78   |
| Gayle Carrick<br>Central Office       | MSU Educator's Exchange  | 4/9/19              | Montclair, NJ       | 9.42    |
| Alyna Jacobs<br>South Mountain        | MSU Educator's Exchange  | 4/9/19              | Montclair, NJ       | 9.42    |

|   |                                    |         |                      |        |
|---|------------------------------------|---------|----------------------|--------|
| Christopher Preston<br>Columbia High School | MSU Educator's Exchange            | 4/9/19  | Montclair, NJ        | 9.42   |
| Dara Gronau<br>Maplewood Middle             | MSU Educator's Exchange            | 4/19/19 | Montclair, NJ        | 9.42   |
| Laura Morana<br>Central Office              | MSU Educator's Exchange            | 4/9/19  | Montclair, NJ        | 9.42   |
| Melissa Butler<br>Columbia High School      | MSU Educator's Exchange            | 4/9/19  | Montclair, NJ        | 9.42   |
| Lynn Irby<br>South Orange Middle            | MSU Educator's Exchange            | 4/9/19  | Montclair, NJ        | 9.42   |
| Monique Durant<br>Central Office            | MSU Educator's Exchange            | 4/9/19  | Montclair, NJ        | 9.42   |
| Gayle Carrick<br>Central Office             | Rutgers On-Campus Interview<br>Day | 4/10/19 | New<br>Brunswick, NJ | 24.99  |
| Raquel Horn<br>Marshall School              | Rutgers On-Campus Interview<br>Day | 4/10/19 | New<br>Brunswick, NJ | 24.99  |
| James Manno<br>Columbia High School         | Rutgers On-Campus Interview<br>Day | 4/10/19 | New<br>Brunswick, NJ | 24.99  |
| Louis Brown<br>Maplewood Middle             | Rutgers On-Campus Interview<br>Day | 4/10/19 | New<br>Brunswick, NJ | 24.99  |
| Monique Durant<br>Central Office            | Rutgers On-Campus Interview<br>Day | 4/10/19 | New<br>Brunswick, NJ | 24.99  |
| Gayle Carrick<br>Central Office             | AICUNJ Education Career<br>Fair    | 4/25/19 | South Orange,<br>NJ  | 98.25  |
| Lynn Irby<br>South Orange Middle            | AICUNJ Education Career<br>Fair    | 4/25/19 | South Orange,<br>NJ  | 8.25   |
| Kevin Mason<br>Columbia High School         | AICUNJ Education Career<br>Fair    | 4/25/19 | South Orange,<br>NJ  | 8.25   |
| Melissa Butler<br>Columbia High School      | AICUNJ Education Career<br>Fair    | 4/25/19 | South Orange,<br>NJ  | 8.25   |
| Sheila Murphy<br>Seth Boyden School         | AICUNJ Education Career<br>Fair    | 4/25/19 | South Orange,<br>NJ  | 8.25   |
| Gerri Colon<br>Central Office               | AICUNJ Education Career<br>Fair    | 4/25/19 | South Orange,<br>NJ  | 8.25   |
| Benjamin Katsva<br>Central Office           | Accredited Locksmith<br>Training   | 4/10/19 | Secaucus, NJ         | 13.45  |
| Benjamin Katsva<br>Central Office           | Accredited Locksmith<br>Training   | 4/18/19 | Secaucus, NJ         | 138.45 |
| Benjamin Katsva<br>Central Office           | Accredited Locksmith<br>Training   | 5/14/19 | Secaucus, NJ         | 13.45  |

3851D. Approves the following providers for 2018-19 school year for the service indicated:

| <u>Provider</u>   | <u>Service</u>                   | <u>Rate</u> |
|---|----------------------------------|-------------|
| Prime Healthcare<br>St. Clare's Hospital<br>Boonton, NJ | Home Instruction                 | \$55/hr     |
| Barnabas Health<br>Livingston, NJ                       | Central Auditory Processing Test | \$700       |
|   | Complete Audiological Testing    | \$500       |
| Delta-T<br>Bryn Mawr, PA                                | Bilingual Speech Evaluations     | \$450.00    |
|   | English Speech Evaluations       | \$350.00    |

3851E. Accepts a donation from the ton School 5th Grade Legacy Committee in the amount of \$962.00 to purchase an outdoor GAGA Pit.

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

20-057-200-890                      Clinton School                      \$962.00

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.

3851F. Amends the agreement with Montclair State University's Center for Autism and Early Childhood Mental Health of Montclair, New Jersey, to extend consultation services related to the implementation of a student's transition plan. Services will not exceed 30 hours, at an hourly rate of \$200.00 not to exceed \$6,000.

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.

3851G. Approves the use of the following vendors in excess of the \$40,000 for the 2018-2019 school year:

| VENDOR NAME           | PRODUCT                            | TYPE OF VENDOR |
|-----------------------|------------------------------------|----------------|
| Lowes                 | Building Supplies                  | State Contract |
| Storr Tractor Company | Landscaping equipment and supplies | Co-op          |

3851H. Approves the Preliminary Budget for the 2019-2020 school year in the amount of:

|                  | 2019-2020<br>Total<br>Expenditures | Less:<br>Anticipated<br>Revenues | Tax Levy    |
|------------------|------------------------------------|----------------------------------|-------------|
| General Fund     | 133,779,345                        | 12,863,556                       | 120,915,789 |
| Special Revenues | 4,922,254                          | 4,922,524                        | 0           |
| Debt Service     | 4,061,475                          | 372,546                          | 3,688,929   |
| Total            | 142,763,344                        | 18,158,626                       | 124,604,718 |

BE IT FURTHER RESOLVED that the South Orange Maplewood Board of Education authorizes the Business Administrator to submit the 2019-2020 Preliminary Budget to the County Superintendent for review and approval.

BE IT FURTHER RESOLVED that the South Orange Maplewood Board of Education in accordance with the N.J.A.C. 6A:23A-7.3(a), establishes a maximum travel expenditure for the 2019-2020 school year not to exceed the amount of \$150,000.

3851I. Accepts a donation for the Parenting Center in the amount of \$1,250. 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                      \$1,250

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.

3851J. Approves the purchase of Landscaping Equipment from Storr Tractor Company of Branchburg, New Jersey in the amount of \$116,408.06.

3851K. WHEREAS, Sustainability means using resources wisely, saving money and reducing our impact on the environment, all of which will ensure the future health, safety and prosperity of our children; and;

WHEREAS, the South Orange Maplewood Board of Education seeks to support and work with school staff and administrators, students and parents to ensure a safe and healthy environment for students by encouraging our school community to implement sustainable, energy-smart, eco-friendly and cost-effective solutions.

WHEREAS, the South Orange Maplewood School District is participating in the Sustainable Jersey for Schools Program; and,

WHEREAS, one of the purposes of the Sustainable Jersey for Schools Program is to provide resources to school districts to make progress on sustainability issues, and they have created a grant program called the Sustainable Jersey for Schools Small Grants Program;

THEREFORE, BE IT RESOLVED THAT the Board of Education approves the submission of the Sustainable Jersey for Schools Small Grant Application funded by PSEG Foundation for South Mountain Elementary School in the amount of \$2,000.

3851L. Approves the following attendance and related travel expenses:

| BOARD MEMBER    | EVENT                           | DATE   | Location         | Estimated Cost (\$'s) |
|-----------------|---------------------------------|--------|------------------|-----------------------|
| Annemarie Maini | School Mental Health Conference | 4/9/19 | West Windsor, NJ | 136.61                |
| Shannon Cuttle  | School Mental Health Conference | 4/9/19 | West Windsor, NJ | 136.61                |

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

3852. Approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance."

| School    | New Destination  |
|-----------|--|
| Jefferson | MAYO Performing Arts Center, Morristown, NJ            |
| Montrose  | Montclair Art Museum, Montclair, NJ                    |
| MMS       | Ethical Culture Fieldston School, Bronx, NY (Model UN) |
| MMS       | Seton Hall University, NJ                              |
| SOMS      | Grand Hyatt, NY (Model UN)                             |
| SOMS      | St. Ann's School, Brooklyn, NY (Model UN)              |
| CHS       | Summit Medical Group, Berkeley Heights, NJ             |
| CHS       | Italy (Overnight)                                      |

3853A. Approves a settlement agreement for special education Student ID #5369113557 and authorizes the Board President to execute the settlement agreement.

3853B. Approves a settlement agreement for special education Student ID #3090844264 and authorizes the Board President to execute the settlement agreement.

3854. Adopt the following policy as presented:

Policy 7441 Electronic Surveillance in School Buildings and School

3855. Ratifies the agreement between the South Orange-Maplewood Board of Education and the South Orange/Maplewood Education Association (SOMEA) covering the terms and conditions of employment for the 2018-2019, 2019-2020, 2020-2021 school years and adopts the salary guides generated by the agreement.

ROLL CALL: Motion 3848A, 3848E, 3848G-I, 3849A-C, 3850, 3851B-L, 3852, 3853 passed; 6 yes, 0 no.

Motion 3848B, 3848C-D, 3848F, 3854, 3855 passed. YES: Adamson, E. Baker, R. Baker, Cuttle, Farfan, Maini, NO: None

Motion 3851A passed. YES: Adamson, R. Baker, Cuttle, Farfan, Maini, NO: None ABSTAIN: E. Baker (payments to Pomptonian Food Service, Atalian Global Service, and U.S. Security Associates, Inc.)

#### HEARING OF INDIVIDUALS AND DELEGATIONS

None.

#### NEW BUSINESS

Dr. Ficarra addressed concerns regarding redistricting and graduation assessment requirements.

*The redistricting plan will follow the same format as the Long Range Facilities Plan (LRFP). We are studying and gathering facts, will ask for feedback from the community and will update the plan based on feedback.*

*The graduation assessment requirement memorandum was received today, with no guidance from the Department of Education that suggests testing requirements for students have changed.*

Board Member Cuttle made the following announcements:

- CHS prom shop will re-open on March 26.
- SOMA Pride Two Towns meeting for youth and student groups will take place at Maplewood Town Hall on March 21.
- The Parenting Center is presenting the musical, "Turning 15 on the Road to Freedom" March 25 at Columbia High School.
- SOMA Two Towns celebrate Women's History Month March 30 at the Maplewood Senior Center.



### Future Meetings

The Board of Education will attend a Board Retreat on Thursday, March 21, 2019 at 6:00 p.m. in the District Meeting Room, 525 Academy Street, Maplewood, NJ. No action will be taken.

The Board of Education will meet in Closed Session on Monday, April 29, 2019 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 Board Member E. Baker, seconded by Board Member Adamson, that the Board of Education meet in Executive Session prior to the April 29, 2019 public meeting to discuss personnel and legal issues, negotiations, security and other matters to be announced at a later date.

MOTION made by Board Member Adamson, seconded by Board Member E. Baker that the Board of Education adjourn Motion unanimously approved at 9:46 p.m.

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Paul Roth, Board Secretary