

Regular Meeting  
South Orange-Maplewood  
Board of Education  
June 13, 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 June 13, 2019.

Board President Annemarie Maini called the meeting to order at 5:55 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: Board Member Adamson, Board Member E. Baker,  
Board Member Cuttle, Board Member Farfan, Board Member  
Lawson-Muhammad, Board Member Maini, Board Member  
Mazzocchi, Board, Member Wright

Absent: Board Member R. Baker, Student Representative Hanna  
Silver

8 VOTING MEMBERS PRESENT

Board President Maini opened the meeting by explaining the process of the Donaldson Hearing for teacher, Ms. Hwang.

**Board Member R. Baker arrived at 5:59 p.m.  
9 Voting Members Present**

Ms. Hwang's representative Mr. Edward Lesser, Consultant from the NJEA presented the case to overturn Ms. Hwang's non-renewal.

The following individuals spoke in support of Ms. Hwang's: Damian Cataneo, Amy Kamen, Amy Biasucci, Joshua Urist, Caitlin Bohlman and several Maplewood Middle School students.

Ms. Hwang read a statement to support her case for renewal.

Board members asked questions regarding Ms. Hwang's evaluations and other concerns cited in her non-renewal letter. Dr. Carrick, Interim Asst. Superintendent of Administration responded to Board member questions.

A poll of the Board determined that there would be no action to overturn Ms. Hwang's non-renewal status.

Motion made by Board Member E. Baker, seconded by Board Member Lawson-Muhammad to adjourn to Executive Session.

**Board Members adjourned to Executive Session at 7:10 p.m.  
Board Members reconvened at 7:53 p.m.  
Hanna Silver arrived at 7:53 p.m.**

**9 Board Members and one Student Representative Present**

Clinton Elementary School 5<sup>th</sup> grade choir performed.

BOARD RECOGNITION - Board Member Adamson

Columbia High School Junior, Ryanne Barrett, received a perfect score of 36 on the ACT. The ACT is the leading US college admissions test that measures what a student learns in high school to determine their academic readiness for college. Ryanne also scored exceedingly well on her SAT.

Columbia HS Sophomore, Sophia Gigante, received the prestigious New Jersey State Governor's Jefferson Award, "the nation's oldest and most prestigious recognition program for volunteer/public service, and the official recognition program of the U.S. Senate." Sophia received an award in one of the two categories for "Youth in Service" nominations. The Jefferson Awards were founded in 1972 by Jaqueline Kennedy Onassis. Sophia was recommended by her guidance counselor.

Columbia's School Newspaper *The Columbian*, won first place for the fifth year in a row in the national, annual competition held by the American Scholastic Press Association and also took home two additional designations to mark the publication's best showing in years. The organization earned a "First Place with Special Merit" and the title of "Most Outstanding Newspaper 2018-2019" in the national competition. Judges noted the paper's ability to "represent the school and local community in a fair and honest manner," and their "fair and unbiased coverage of a wide variety of topics."

The art/design team members for 2018-2019 are:

Mary Arevalo	Dana Hugel	Gloria Logan
Quinn Barnitt	Charlie Hummel	Matt McBride
Derek Gutierrez	Charlotte Levine	Isaac Weber
Kate Hollitscher		

The editorial board for the team are:

Katherine Besom	Lucien Kisch	Cailee Olitt
Shayna Cohen	Sam Maidenberg	Sofia Ratkevich
Marley Davis	Katie Newman	Martina Zacker
Hannah Gross		

Advisers for *The Columbian* are Joshua Enyeart (English Dept.) and Cindy Malhotra (Fine Arts).

The following Maplewood Middle and South Orange Middle School students took the National Spanish Exam, a motivational contest to recognize student achievement in the study of Spanish and to stimulate further interest in the teaching and learning of Spanish are being recognized for their achievements.

<u>Gold Medal</u>	<u>Honorable Mention</u>	Zoe Mckay
Sophia Franklin	Emily Donoghue	Annabelle Mecca
	Jeslyn Ero	Michelle Pisciotta
<u>Silver Medal</u>	Isaac Fleischer	Anna Roth
Sophia Tierney	Danielle Ilunga	Carrie Saney
	Keira Mahoney	Justin Strugger
	Maria Maddi	Sam Zaslow-Braverman

The purpose of the National Spanish Examination is to recognize achievement in the study of the Spanish language, promote proficiency in interpretive communication in the Spanish language, assess the national standards as they pertain to learning Spanish and to stimulate further interest in the teaching and learning of Spanish.

Columbia High School Junior, Andrew Payne, was awarded CUM LAUDE for his participation in the National Latin Exam for Latin III.

22 Columbia HS Seniors were awarded The New Jersey Seal of Biliteracy. The New Jersey Seal of Biliteracy is an award given by participating school systems that recognizes a student's high level of proficiency in listening, speaking, reading and writing in one or more languages other than English. The following students were awarded the Seal of Biliteracy:

Katerinne Aguillon	Hikaru Hayakawa	Aidan Reeves
Phoebe Dybner	Alessandra Hill	Brian Rojas
Lillian Engelhard	Maherlie Jean Louis	Kamille Sabio
Lola Freeman	Isodora Kianovsky	Anna Sekel
Olive Fretts Howard	Margeaux Meyers	Isabella Singer
Maritxell Gallart-Bekkedahl	Katherine Newman	Lillian Wilson
Hannah Gross	Cailee Olitt	Jeanne Joseph
	Layla Orloff-Robertson	

Columbia High School senior, Michael Vernon, was offered and accepted a college-sponsored Merit Scholarship - The National Merit Rutgers, The State University of New Jersey Scholarship from the National Merit Scholarship Corporation.

South Mountain Elementary School 4th Graders, Norah Pharaon and Maya Bernstein, collaborated with their teachers Rebecca Ciuba and Tamera Murphy, to create a Donor's Choose grant called Project See Me. Together they surpassed their grant request of \$640! The students, who noticed that books in their classroom were not a representation of the "diverse world we live," set a goal to get books to enrich their classroom library so all children could say, "I see me."

The Columbia HS TV Production students and their teacher, Mr. Campiglia, are a fourth year Champion School and one of the winners for the Civic Eye collaborative filming of their PSA for pedestrian safety. Columbia High School's campaign "Mellow Yellow" encourages teens as well as adults to slow down at yellow lights. They created a cohesive strategy to raise awareness in their school, community, and online community. The campaign includes an Instagram video announcing the campaign, distribution of Mellow Yellow t-shirts, stickers, and car magnets. They worked with students, law enforcement and the community to create a PSA around this topic and all Mellow Yellow events are advertised on the school's morning news show, Columbia Cougar News. They also publicized their campaign through online media, their social media accounts and on the public access channels.

The following Columbia High School Students were presented with the following awards at the Achieve Volunteer Tutor Appreciation Reception held on June 4th.

Dubrow Awards for Outstanding Volunteers

Samina Aziz  
Phoebe Holt-Reiss  
Jake Knoll \*

Brianna Lucas  
Allie Lupton

Hamilton Peterson \*  
Kaitlin Thomas \*

Kohl Angelo Award for Exceptional Middle School Volunteer

Della Zimmerman

Super Seniors (graduating high school seniors who have volunteered as tutors for 3 or more years)

Sophie Bard  
Donovan Batzli  
Abigail Botschka  
Ari Brown  
Marley Davis  
Kelly Fagin

Hannah Gross  
Jessica Helfenstein  
Jake Knoll  
Lars Langreth  
Merry Meyer  
Cailee Olitt

Aidan Reeves  
Blake Shapiro  
Kaitlin Thomas  
Michael Vernon  
Danielle Samake

\*also a super senior

Columbia High School sophomore, Lucas Intagliata, was recognized as an outstanding scholar of Italian language and granted a scholarship to study in Narni, Italy for two weeks over the summer. This was awarded by the Italian American Committee on Education (IACE). Ms. Cirelli, his Italian teacher, who nominated him and CHS were recognized at the award ceremony.

Two 6th grade South Orange Middle School students, Ibrahim Kamate and Victor Kamate, have been cast in Savion Glover's recreation of *The Tap Dance Kid!*

Glover, who is NJPAC's Dance Advisor and a Board Member, auditioned young artists for this exciting new production in the Victoria Theater. *The Tap Dance Kid*, which opened in 1983 and was nominated for six Tony Awards, winning two, marked the Newark's native Broadway debut when he joined the company at age 11. The show will run September 13th & 14th 2019 at NJPAC. Ibrahim & Victor recently performed in the 2019 SOMS Black History Month performance!

The Science Research students at Columbia High School and their teacher, Mrs. Tedeschi presented the class's research on gene sequencing at Rutgers University. The students who participated were:

Aidan Boyer  
Max Crosby  
Mia Deutsch  
Isabella Erhamza  
Julia Ethan  
Evan Fagan  
Sam Fleetwood  
Ayane Garrison  
Emma Herrero  
George Johnson  
Erin Lackey

Sofia Licata  
Sari Rosenberg  
Lara Rufolo  
Julia Vroman  
Lillian Wilson

A group of South Orange Middle School students performed an act of kindness to a fellow student, by decorating the student's locker for his birthday. They adorned the locker with colorful trinkets, kind words, and thoughtful personalized messages to help the student feel extremely special and accepted by his peers.

Participating classmates were:

Melissa Debuissou	Nawal Irfani
Ava Katz	Charlie Keenan
Leah Kleitsch	Jake Laskowski
Alex Mandell	Alex Mintz
Owen Ripley	Adam Trombino
Lily Westhelle	

South Orange & Maplewood School District was the only district from Essex County chosen to participate in the New Jersey Teen Arts Festival for 3 years in a row. 16 Columbia HS Visual Art and Photography students had their work on display at the festival. The students are:

Eliot Dix	Jordan Fastov
Lucia Garritano	Shakeelah Gilkes
Taylor Goodson	Desiree Hume
Christopher Lopez	Naomi McMechen
Jesser Pilato	Lara Rafolo
Rowan Slater	Miriam Sorkin
Freya Zaccarelli	Imaan Zubieta

In addition, Iman Zubieta, Josie Lally, Eliot Dix and Rowan Slater were selected to be part of the 2019- 2020 NJ State Teen Arts touring exhibition. Participation by the District was initiated and led by Fine Arts Supervisor, James A. Manno who secured participation by coordinating efforts with festival director and by providing student product entries via digital adjudication process.

Special thanks to this year's participating teachers Jon Fisher (Photography), Karen Murphy (Visual Art), Nicole Thomas (Visual Art), Alexandra Cappucci (Visual Art).

South Orange Middle School student Bryant Yang, was selected as a semifinalist for the Jack Kent Cooke Foundation Young Scholars program. Bryant was among nearly 500 7<sup>th</sup> graders chosen nationwide to advance to the next stage. The Cooke Young Scholars Program is a selective five-year, pre-college scholarship for high-performing 7<sup>th</sup> grade students who have a financial need and a passion to succeed. The program provides comprehensive academic and college advising, financial support for school, summer programs, internships, and other learning enrichment opportunities.

Sixteen students participated in the 2019 South Orange Middle School Science Fair and are part of the "Winner's Circle." Young scientists participating are:

6<sup>th</sup> Grade

Henry Martin (1<sup>st</sup> Place)  
"Wavelength Wonder"

Alexa Garrido & Ave Lee (2<sup>nd</sup> Place)  
"Can you Raed it Right?"

Alex Hawryluk & Giovanni Gerber (3<sup>rd</sup> Place)  
"Music Affects mood"

Emily Hinge & Laurel Sackett (4<sup>th</sup> Place/Tie)  
"The Nose Knows"

James Overton (4<sup>th</sup> Place/Tie)  
"A Bumpy Ride"

Eden Philippe (Honorable Mention)  
"Too Much Carbon Dioxide"

Theodore Abbate (Honorable Mention)  
"Striking A Cord: Does Music Affect Mood"

#### 7<sup>th</sup> Grade

Sierra Mountain (1<sup>st</sup> Place)  
"Hint, Hint Investigation into the Power of Suggestion"

Lucky Rathod & Claire Rhody (2<sup>nd</sup> Place)  
"Does Music Affect Bacterial Growth?"

James Lederman & James Monakey (3<sup>rd</sup> Place)  
"Can You Hear It? - Does Gender Affect How Well You Can Hear?"

#### 8<sup>th</sup> Grade

Zachary Rives (1<sup>st</sup> Place)  
"Exploring Electromagnetism!"

Cindy Malhotra, teacher of Computer Graphics and Production Journalism in the Fine Arts Department, received a Merit Award for her photography from *Black and White Magazine*. Ms. Malhotra is among 83 photographers selected to be highlighted in this international publication. Several of her photos will be published in a 2-page spread in the Special Issue #134, which is scheduled to arrive on newsstands early June.

Ms. Malhotra's photography will also be included in *Urban Dance: Visual Rhythm of Cities*, a group exhibit at The Plaxall Gallery in Long Island City, NY from June 19 to July 21.

Dara Crocker Gronau, Maplewood Middle School Principal, Raymund Mantes, Maplewood Middle School Social Studies teacher both received full scholarships to attend the Institute for Teaching Diversity and Social Justice summer conference in July 2019. Lorraine Sudol, Maplewood Middle School Mathematics teacher received a full scholarship to attend in June 2019. They are all honored to receive this and thrilled to attend.

Stacey Lawrence's poem *CLOSER* made the short-list in the FISH POETRY PRIZE judged by Billy Collins. Ms. Lawrence's poem, *SPARED* made the long-list. Ms. Lawrence is an English teacher at Columbia High School.

Columbia HS Art Teacher, Kate Dodd, was chosen to have her work exhibited at The Gallery at Hillside Square in Montclair, NJ from May 30th - August 23rd, 2019.

Several South Orange & Maplewood School District Administrators were awarded Achieve Grants named in honor of Deborah M. Prinz. Achieve received several outstanding applications and awarded a total of \$10,392 for the following programs and staff:

- Jameel Misbahuddin, Supervisor of STEM (grades 9 -12), to provide math and science teachers with professional development focusing on providing instruction to students with diverse skill levels and academic backgrounds in the same class.
- Kevin Mason, CHS Assistant Principal, to conduct a summer book club and discussion group that will provide administrators with professional development focusing on leadership, This will encourage uniformity across the elementary, middle and high schools, and will allow for discussion throughout the school year among the administrative team and with the superintendent and central office staff.
- MMS Principal Dara Gronau and a cross-functional team received a grant to create a "Break Room at MMS," to create a nurturing space for students to re-set emotions and participate in restorative sessions from Maplewood Middle School.
- Principal Shannon Glander and Assistant Principal Sheila Murphy received a grant to partially fund Café Seth Boyden to provide a sound system as part of the administrators' goal to transform the cafeteria into a more inviting and less stressful space that promotes individual social/emotional growth and the building of a stronger community spirit.

Ms. Prinz really valued the process of working in partnership with SOMSD staff members, so upon her retirement last June, the Achieve's Administrator Grants were issued in her name.

Elementary Instrumental Music teachers, Jasmine Bloch-Krempels and Jennifer Hershfield, implemented green initiatives this spring, including digital concert programs at Tuscan and Clinton School Spring Concerts, as well as digital sign up forms at South Mountain School.

The Clinton Elementary School Music Department performed at the school's First Annual Leadership Day. The 5th Grade Chorus was conducted by Ms. Rebecca Jacobsen, the 5th Grade Orchestra was conducted by Mrs. Jennifer Hershfield, and the 5th Grade Band was conducted by Ms. Jasmine Bloch-Krempels.

Ms. Stephanie Lawson-Muhammad was honored at the Summit for Civil Rights as a recipient of the 2019 Shirley Chisholm Breakthrough Leader Award. The award was for "leadership and courage and for work to promote full inclusion, equity and access to opportunity for all children."

Congresswoman Bonnie Watson Coleman of the United States House of Representatives noted that Ms. Lawson-Muhammad is an elected board leader, who along with her colleagues, led efforts to further racial integration and maximize equitable opportunity for all students. Ms. Lawson-Muhammad led a coalition to advance strategies and policy approaches for Governor Murphy and Legislative Leadership to remediate New Jersey's deep and shameful school segregation problem. Ms. Lawson-Muhammad also moderated a session at the conference called - Report from the field (school segregation cases) that

included noted attorney Elise Boddie, professors Rucker Johnson, Myron Orfiled, Roslyn Mickelson, Amy Wells and politician Nia Gill.

Student leaders organized the 1st Annual SOMA Youth Pride and Family Picnic youth led LGBTQ community event with student entertainment, games and activities, as many student groups tabled the event with information and resources. This event was FREE and accessible to all. It was organized in collaboration and sponsored by CHS Spectrum Club, SOMA Action Student Leadership Committee, CHS Ladies of Leadership, CHS Student Council, Maplewood Youth Advisory Committee, CHS MAPSO Feminism Club, CHS Environmental Club, CHS Mental Health Awareness.

#### SPECIAL BOARD RECOGNITION

Board Member, Elizabeth Baker, recognized Hannah Silver for her time on the Board as the Student Representative and wished her well in future endeavors.

#### APPROVAL OF MINUTES

Board President Maini declared the minutes of the Executive and Public sessions of May 13, 2019 and Special Public Session - Staff Recognition of June 3, 2019 approved as presented.

*A moment of silence was held to recognize the passing of Paraprofessional La Toya Deck.*

#### SUPERINTENDENT'S MONTHLY UPDATE

Interim Superintendent Dr. Gayle Carrick provided an update on the Code of Conduct. Several teachers worked on the Code of Conduct which is currently under review by different students groups lead by Mr. McCormick, Mr. Whitaker and Ms. Lopez. We are looking forward to receiving feedback by the end of the school year to present the Code of Conduct for review and approval at the July 2019 Board meeting.

#### COMPREHENSIVE EQUITY PLAN

The Code of Conduct is embedded in the Comprehensive Equity Plan as part of our action work to be continued over the 2019-2022 school years. Dr. Carrick acknowledged the Board approved Affirmative Action Team and invited members present to speak about the Comprehensive Equity Plan. Members of the Affirmative Action Team gave a brief update of their work.

Mr. Jameel Misbahuddin - This has been a great experience working with so many people from different schools to hear their challenges and how they approach them. Throughout the CEP we have highlighted suggestions for corrective action some of which the district is already working on and starting to implement. We would like to educate the parents, community and staff on the CEP and the work behind it.

Ms. Ana Reyes - We met often to discuss how to make the curriculum more culturally diverse and competent. I am very thankful to be a part of the team to make the CEP something we can all be proud of.

Mr. Whitaker - We say the Code of Conduct and Comprehensive Equity Plan are living documents to the degree that we breathe life into them. On paper they



look ok and we acknowledge things still need to be done, but it is what we do to implement these things that are important.

Dr. Carrick read a statement from Ms. Horn who was unable to attend tonight's meeting:

*The Affirmative Action Team was tasked with reviewing every piece of the CEP at length and having an honest discussion around what we saw or experienced as a District. There are clearly gaps that need to be addressed and I am exceptionally proud that we were open and honest as we discussed them. We did a true self-assessment of how we could make corrections and developed a plan to improve. In our committee we also celebrated the practices we already have in place. They are inclusive and progressive and as a former Federal Investigator with the U.S. Equal Employment Opportunity Commission (EEOC) I am probably one of the most critical people when it comes to such matters. I am satisfied with our submission and remain confident our District will carry out the CEP as written.*

#### BOARD PRESIDENT'S UPDATE

Board President Annemarie Maini thanked Central Office Staff and South Orange Middle School Principal Lynn Irby for resolving an issue with buses for SOMS 8<sup>th</sup> grade trip to Washington D.C. and for communication sent to families. Ms. Irby took a safety first approach when speaking with bus drivers by reminding them they should not rush to make up for lost time.

#### Human Resources

Information regarding Human Resource polices, evaluation procedures and employee rights to appeal Human Resource decisions will be presented at the July 2019 Board meeting.

#### Comprehensive Equity Plan

The Comprehensive Equity plan completed by the Affirmative Action Team is the District's three year plan to identify and correct discriminatory and inequitable policies, practices and conditions that are affecting the schools.

The CEP self-evaluation includes four dimensions: policies, staff development, school & classroom practices and employment & contract practices. From the self-evaluation the affirmative action team identified action steps for improvement and compliance. The document was also reviewed by Board Counsel David Rubin who is well regarded in Civil Rights litigation.

#### Long Range Facilities Plan

We received the final state approval of the Long Range Facilities Plan. The LRFP is the District's plan to address high priority safety, security, capacity and infrastructure needs, including the additions of classroom space at each elementary school so we can remove the portables and have space for our bursting enrollment.

With the state approval, Board approval tonight and the approval of the Board of School Estimate in July the administration, architects and building leaders will work together to develop a comprehensive plan for their buildings that will also include community feedback sessions. This plan also

includes the Superintendent's recommendation to include the following three projects identified by the community: Air Conditioning, replacing turf at Underhill Field, and turf installation at Ritzer Field.

This is a big moment in our community to approve plans to begin to fix our schools and create the facilities that our students and staff deserve.

#### Tonight's Agenda

- Dr. Carrick is re-appointing Interim Administrators and Supervisors until Dr. Taylor arrives to give him the opportunity to interview candidates for these positions.
- Administration is adding resources to support teachers writing lesson plans for students' individual Gifted and Talented Plans (GAP).
- Thanked Candice Davenport of the Maplewood Health Department and Business Administrator Paul Roth for partnering with Irvington Township to participate in a new summer food program at Dehart Park, Maplewood to serve up to \$6,000 of food.
- There is a resolution to approve a new vendor to provide paraprofessional services to the District. A more thought out process to select a provider for this service will be discussed in greater detail at the Board retreat on June 24.

#### STUDENT REPRESENTATIVE REPORT - Hannah Silver

Ms. Silver thanked the Board for their recognition of her service and for the opportunity to serve on the Board of Education as Student Representative. She reflected on her time and experiences as a student of the South Orange Maplewood School District.

#### HEARING OF INDIVIDUALS AND DELEGATIONS

The following individuals spoke about artificial turf: Andrea Beck, William Squires, Bryan Umiker, Jim Parlin, Fred Profeta, Janet Crane, Kristian Weber, Beth Daugherty, Brian Callahan, Glenn Minerly, Tommy Dandino, Andrew Campbell, Elodie Reeves, Nick Messino, Dylan Heninbert, Ryan Muirhead, Sophie Hartford Waterman, Kkrysta Cento Maisie Conrad, Luccero Shorter, Jan Conrad, Eric Shorter, Keith Myer, Elissa Malespina, Melanie Sim, Joseph Heldom, Jasmin Quraish, William Graves, Andrew Mator, Henry Sands, Rob Clarke.

#### DISCUSSION

##### LONG RANGE FACILITIES PLAN - Mr. Roth

Mr. Roth presented a Powerpoint Presentation entitled "High Priority Facility Needs - A plan to affordably address safety, security, capacity and infrastructure needs". The presentation included the following topics:

- District Goal 1: Facilities & Bonding (Adopted December 2017)
- How District Goal 1 was developed
- Why do we need to renovate our schools?
- Recent building incidents requiring repair
- Why do we need to build additions on our schools?
- Kindergarten enrollment history / 5 year enrollment projections
- Where will we build the additions?

- Locations for each elementary addition
- Why do we need to reconfigure our elementary schools?
- Current demographics of our schools
- Business Approach: Highest Priorities
- Process
- Summary of Capital Plan Projects
- Where are we now?
- Prior meetings and discussions

[Presentation on file in Board Secretary's office and on district website]

COMPREHENSIVE EQUITY PLAN - *Dr. Carrick*

Interim Superintendent Dr. Carrick provided an update on the Comprehensive Equity Plan.

All school districts are mandated to develop a three-year Comprehensive Equity Plan (CEP). The responsibility of each Board of Education of every public school district in New Jersey is to identify and correct all discriminatory and inequitable policies, programs, practices and conditions within or affecting its schools. The role of the New Jersey Department of Education (NJDOE) is to ensure that each district complies with equality and equity requirements, and to provide guidelines to accomplish that result.

The CEP enables school districts to demonstrate compliance with all applicable federal and state laws, codes, and regulations. To remain compliant all Districts must adhere to the following steps:

- Step 1: Establish the Affirmation Action Team
- Step 2: Conduct Needs Assessment
- Step 3: Develop the Comprehensive Equity Plan
- Step 4: Complete the Statement of Assurance
- Step 5: Obtain required Board Resolutions
- Step 6: Submit the CEP

Each school district must review the approved Comprehensive Equity Plan (CEP) on an annual basis and submit a statement of assurance regarding the CEP implementation to the County Office of Education no later than September 1 of each year.

POLICIES

The following policies are on the agenda for 1<sup>st</sup> or 2<sup>nd</sup> reading. Pronoun changes are recommended for polices 3437, 3439, 4437 and 4438.

- Policy 3437 Military Leave (Certificated Staff) - 1<sup>st</sup> read
- Policy 3439 Jury Duty (Certificated Staff) - 1<sup>st</sup> read
- Policy 4437 Military Leave - 1<sup>st</sup> read
- Policy 4438 Jury Duty -1<sup>st</sup> read
- Policy 1550 Affirmative Action Program for Employment and Contract Practices - 2nd read
- Policy 2610 Educational Program Assessment - 2nd read
- Policy 5600 Student Discipline/Code of Conduct - 2nd read
- Policy 5610 Suspension - 2nd read

- Policy 5611 Removal of Students for Firearms Violations - 2nd read
- Policy 5612 Assaults on District Board Member or Employees - 2nd read
- Policy 5620 Expulsion - 2nd read
- Policy 7440 - School District Security - 2nd read
- Policy 9560 Administration of School Surveys - 2nd read

COMMITTEE REPORTS

CURRICULUM & INSTRUCTION - *Board Member Lawson-Muhammad*

The committee discussed the following:

- Summer curriculum updates
- Curriculum supply orders
- Professional Development Plan
- New Teacher Orientation
- Special Education update
- QSAC planning
- LRE update
- The committee received a detailed professional development plan from Curriculum Director Ann Bodnar.

FINANCE FACILITIES & TECHNOLOGY - *Board Member Mazzocchi*

The committee discussed the Long Range Facilities Plan.

PERSONNEL & LABOR RELATIONS - *Board Member E. Baker*

The committee reviewed the procedures for public and private Donaldson Hearings, presentation of personnel practices and an in depth discussion on the Comprehensive Equity Plan.

3879A. MEMORIALS

BE IT RESOLVED that the Board of Education approve the following memorials:

Barbara Polancer Feldstein, retired Biology Teacher, passed away on May 13, 2019.

LaToya S. Deck, a paraprofessional with Delta T at MMS, passed away on May 23, 2019

The Superintendent is asked to convey our condolences to the family and friends of Barbara Polancer Feldstein and LaToya Deck.

3879B. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Griffin, Nicole	T SPED SM - 1.0 FTE	7/1/19	14
Marchak, Janice	T Prek/INC MONT - 1.0 FTE	7/1/19	14

## 3879C. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE
Childress, Glynnis	T SS CHS - 1.0 FTE	7/1/19
Falconieri, Claudia	T SPED/INC CLIN - 1.0 FTE	7/1/19
Jacobs, Alyna	Principal SM/SMA - 1.0 FTE	8/11/19
Ortiz, Janice	Transportation Coordinator DIST - 1.0 FTE	8/1/19
Viggiano, Gina	T H/PE MM - 1.0 FTE	7/1/19

## 3879D. 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
Carrick, Dr. Gayle	Interim Asst. Supt for Administration DIST - 1.0 FTE	7/8/19 6/30/20	\$600 (per day with leave provisions)	Filling a vacancy
Charney, Dr. Jeff	Consultant DIST - 1.0 FTE	7/1/19 8/15/19	\$500 (per day)	Assisting in central office
DaSilva, Claudio	AV Tech DIST - 1.0 FTE	7/1/19 6/30/20	\$63,793	Filling a new position
Huszar,* Evelyn	T Math MM - 1.0 FTE	9/2/19 6/30/20	\$49,600	Replacing Raquel Ayala
Keith, Heather	T SPED/INC TUS - 1.0 FTE	9/2/19 6/30/20	\$54,700	Replacing Keshia Trotman who resigned
Lamhing,* Allisandra	T 3 <sup>rd</sup> Grade JEFF - 1.0 FTE	9/2/19 6/30/20	\$49,600	Replacing Lori Simandl who retired
Lashley* Jacob	T Science MM - 1.0 FTE	9/2/19 6/30/20	\$56,000	Replacing Aloysius Phillips
Leonardis, Lauren	AV Tech DIST - 1.0 FTE	7/1/19 6/30/20	\$63,793	Filling a new position
Meng, Liping	T Chinese CHS - 1.0 FTE	9/2/19 6/30/20	\$77,300	Filling a new budgeted position
Minchello, Ethel	Interim Principal SM/SMA 1.0 FTE	7/1/19 10/15/19 or until a permanent appointment of principal	\$500 (per day)	Replacing Alyna Jacobs who resigned
Morana, Dr. Laura	Interim Asst. Supt for Special Services DIST - 1.0 FTE	7/1/19 1/30/20	\$600 (per day with leave provisions)	Filling a vacancy
Morgan, Dr. Kalisha	Interim Principal CHS	7/1/19 10/15/19 or	\$152,018	Filling a vacancy

	1.0 FTE	until permanent appointment of principal		
Mullen, Ken	Interim Director of Athletics CHS - 1.0 FTE	7/1/19 6/30/20	\$127,000	Filling a vacancy
Panzone, Jeanine	Clerk CHS - 1.0 FTE	7/1/19 6/30/20	\$8.85/hour	Annual appointment
Phillips, Jonathan	AV Tech DIST - 1.0 FTE	7/1/19 6/30/20	\$64,818	Filling a new position
Post, Randall	T Physics CHS - 1.0 FTE	9/2/19 6/30/20	\$58,300	Replacing Dr. Peter Yim
Samson, Jessica	T 1 <sup>st</sup> Grade TUS - 1.0 FTE	9/2/19 6/30/20	\$54,700	Replacing Cynthia Venegratis who retired
Tapia-Vargas, * Arelis	Social Worker (Non-CST) DIST - 1.0 FTE	9/2/19 6/30/20	\$56,000	Replacing Lindy Rollo who retired
White, Scott	Interim Director of Guidance CHS - 1.0 FTE	7/1/19 3/31/20	\$127,000	Filling a vacancy

\* These appointments are pending receipt of NJ Certification

3879E. TRANSFERS/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Antunes, Rebecca	T SPED/INC SM/CL - 1.0 FTE	T SPED/INC SB - 1.0 FTE	9/1/19 6/30/20
Aquiles, Kimberly	T KDG SB - 1.0 FTE	T KDG MAR - 1.0 FTE	9/1/19 6/30/20
Barr, Tanya	T SPED/INC MAR	T SPED/SC MAR	9/1/19 6/30/20
Case, Joshua	T SPED/INC CHS/MM - 1.0 FTE	T SPED MM - 1.0 FTE	5/28/19 6/30/19
Subbie, Katherine	T SPED/INC CL/MAR - 1.0 FTE	T SPED/INC SM - 1.0 FTE	9/1/19 6/30/20
Ziegler, Jessica	T SPED/SC CLIN - 1.0 FTE	T SPED/INC JEFF - 1.0 FTE	9/1/19 6/30/20

3879F. SUSPENSION

NAME	EFFECTIVE DATE
Employee #2446	6/7/19 - TBD (w/pay)

3879G. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Antoine, Claudy	ELL Aide/Parent Liaison CLIN - 1.0 FTE	6/10/19-6/24/19 (Paid Medical Leave)
Brown, Shekeria	School Bus Driver DIST - 1.0 FTE	6/20/19 (.33) - 6/30/19 (Unpaid Medical Leave)
Corino, Ashley	T Math SOM - 1.0 FTE	4/22/19-6/24/19 (Paid Maternity Leave)

Dean, Andrew	T Art TUS - 1.0 FTE	9/1/19-6/30/20 (Unpaid Personal Leave)
Kruglinski, Laura	T Art SB 1.0 FTE	3/19/19-5/2/19 (Paid Maternity Leave) 5/3/19-6/24/19 (Unpaid NJ FLA/FMLA) 9/2/19-9/30/19 (Unpaid NJ FLA)
Rotondo, Stephanie	T 1 MAR 1.0 FTE	9/2/19-11/7/19 (Unpaid FMLA) 11/8/19-11/26/19 (Unpaid Childcare Leave)
Wilken, Alexa	Academic Intervention Teacher SB 1.0 FTE	5/28/19-6/30/19 (Paid Maternity Leave) 9/2/19-10/31/19 (Unpaid FMLA)

3879H. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Femenella, Matthew	T SPED CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$56.90 (per day)	\$967.30
Herekar, Ashwin	T SPED CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$50.56 (per day)	\$859.52
Koflowitch, Hellana	T SPED CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$61.77 (per day)	\$1,050.09
Logan, Takia	T SPED CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$63.99 (per day)	\$1,087.83
Quinn, Robin	T SPED CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$73.09 (per day)	\$1,242.53
Obasi, Mabel	T SPED CHS .2 FTE	5/28/19 6/25/19 (21 days)	\$65.51 (per day)	\$1,375.71
Steindler, Philip	T SPED CHS .2 FTE	5/28/19 6/25/19 (21 days)	\$56.90 (per day)	\$1,194.90
Stradford, Lynn	T SPED CHS .2 FTE	5/28/19 6/25/19 (21 days)	\$95.41 (per day)	\$2,003.61
Buzar, Marissa	T SPED CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$50.56 (per day)	\$859.52
D'Alessio, Tara	T SPED CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$89.62 (per day)	\$1,523.54
Grasso, Linda	T SPED CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$79.97 (per day)	\$1,359.49
Pierre, Yves	T SPED CHS	6/3/19 6/25/19	\$76.26 (per day)	\$1,296.42

	.2 FTE	(17 days)		
Regler, James	T SPED CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$54.88 (per day)	\$932.96
Karl, Gwen	T SPED CHS .2 FTE	5/28/19 6/25/19 (21 days)	\$89.62 (per day)	\$1,882.02
Ryan, Suzanne	T SPED CHS .2 FTE	5/28/19 6/25/19 (21 days)	\$95.41 (per day)	\$2,003.61
Schiavo, Lynn	T SPED CHS .2 FTE	5/28/19 6/21/19 (21 days)	\$79.43 (per day)	\$1,668.03
Stradford, Karen	T SPED CHS .2 FTE	5/28/19 6/21/19 (21 days)	\$71.45 (per day)	\$1,500.45
Faison, Kendra	T SS CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$63.42 (per day)	\$1,078.14
Fradkin, Stephen	T SS CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$89.29 (per day)	\$1,517.93
Mastrodonato, David	T SS CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$97.41 (per day)	\$1,655.97
Soliman, Monica	T SS CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$50.56 (per day)	\$859.52
Thomas, Kristie	T SS CHS .2 FTE	6/3/19 6/25/19 (17 days)	\$59.98 (per day)	\$1,019.66
Pierce, Kyndell	T LA SOM .2 FTE	6/3/19 6/24/19 (16 days)	\$56.90 (per day)	\$910.40
Richardson, Margaret	School Psychologist MONT .2 FTE	6/3/19 6/21/19 (15 days)	\$95.41 (per day)	\$1,431.15
Hutchinson, Kim	Principal JEFF 1.0 FTE	4/23/19 5/17/19 (19 days)	\$150 (per day)	\$2,850
Copeland, Jeannette	Clerical Aide JEFF 1.0 FTE	4/29/19 5/29/19 (14 hours)	\$10.85 (per hour)	\$151.90
Maebert, Stacey	S3/10, Secretary SM 1.0 FTE	5/6/19 5/31/19 (133 hours)	\$2.44 (per hour)	\$324.52
Robinson, Kathleen	Clerical Aide CLIN - 1.0 FTE	5/10/19 6/11/19 (30 hours)	\$9.17 (per hour)	\$275.10
Garcia, Maria	School Bus Aide DIST .5 FTE	4/10/19 5/31/19 (22 hours)	\$7.49 (per hour)	\$164.78
Taylor, Peter	School Bus Aide DIST - .5 FTE	5/1-31/19 (14 hours)	\$8.54 (per hour)	\$119.56



Tyson, Angela	School Bus Aide DIST - .8 FTE	5/1-31/19 (32 hours)	\$8.34 (per hour)	\$266.88
Pierre Louis, Renaud	School Bus Driver DIST - .8 FTE	5/28-31/19 (18 hours)	\$5.07 (per hour)	\$91.26

3879I. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
McCarl, Danielle	Bus Duty SB - .33 FTE	5/28/19 6/30/19	\$1,128.67
Wilkins, Alexa	Bus Duty SB - .33 FTE	9/4/18 5/27/19	\$1,128.67
Morgan, Dr. Kalisha	Interim Principal CHS - 1.0 FTE	7/1/19	\$2,600 (per month)
Bustrin, Janet	National Board Certification CHS - 1.0 FTE	9/1/18 6/30/19	\$1,500
Cahill, Alison	National Board Certification CHS - 1.0 FTE	9/1/18 6/30/19	\$1,500
Feldman, David	National Board Certification SOM - 1.0 FTE	9/1/18 6/30/19	\$1,289
Forero, Angela	National Board Certification SOM - 1.0 FTE	9/1/18 6/30/19	\$1,500
Frascella, Beth	National Board Certification CLIN - 1.0 FTE	9/1/18 6/30/19	\$1,500
Froelich, Susan	National Board Certification CLIN - 1.0 FTE	9/1/18 6/30/19	\$1,289
Karis, Katerina	National Board Certification SOM - 1.0 FTE	9/1/18 6/30/19	\$1,500
Kelly, Lynn	National Board Certification SB - 1.0 FTE	9/1/18 6/30/19	\$1,289
Leider, Julia	National Board Certification CHS - 1.0 FTE	9/1/18 6/30/19	\$1,500
Simpson, Mary K.	National Board Certification CHS - 1.0 FTE	9/1/18 6/30/19	\$1,289
Tedeschi, Chasity	National Board Certification CHS - 1.0 FTE	9/1/18 6/30/19	\$1,500

3879J. APPROVE MENTOR PAYMENT

NAME	ASSIGNMENT	MENTOR TO	EFFECTIVE DATE	ACTUAL SALARY
Alexander, Marvin	T H/PE CHS - 1.0 FTE	Eric Aviram (15 weeks of mentoring)	9/21/18 6/30/19	\$275
Arguelles, Emmanuel	T Math CHS - 1.0 FTE	Nicole Massoud (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Baer, Stephen	T Science SOM - 1.0 FTE	Morgan Palmer (30 weeks of mentoring)	10/15/18 6/30/19	\$550
Boryeskne, Kim	T 3 TUS - 1.0 FTE	Jasmine Clark (10 weeks of mentoring)	1/30/19 6/30/19	\$183
Brody, Susan	T 4 SB - 1.0 FTE	Jesse Hein (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Cavagnaro, Jessica	T Spanish MM - 1.0 FTE	Avis Gibbons-Williams (30 weeks of mentoring)	9/1/18 6/30/19	\$550

Cicenia, Anthony	T Science SOM - 1.0 FTE	Nicole Somma (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Corino, Ashley	T Math SOM - 1.0 FTE	Guilia Catalano (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Dempsey, Marguerite	T H/PE MM - 1.0 FTE	Gina Viggiano (15 weeks of mentoring)	9/1/18 6/30/19	\$275
Dynega, Nicole	T 1 SMA - 1.0 FTE	Sarah Barlow (10 weeks of mentoring)	1/18/19 6/30/19	\$183
Elson, Anna	T SS SOM - 1.0 FTE	Juliana Kong (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Fein, Suzanne	T SPED/INC MM - 1.0 FTE	Heather Weinberg (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Gordon, Dawn	T SPED/INC CLIN - 1.0 FTE	Kristin Auriemma (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Gronek, Jacqueline	T H/PE SB - 1.0 FTE	Nicholas Messineo (10 weeks of mentoring)	2/27/19 6/30/19	\$183
Gussis, Laura	T 5 JEFF - 1.0 FTE	Kenneth Vaughn (10 weeks of mentoring)	9/1/18 11/23/18	\$183
Hurley, Pat	T H/PE CHS 1.0 FTE	Lindsey Clesmere (5 weeks of mentoring) Taylor Iraggi (5 weeks of mentoring)	3/4/19 6/30/19 4/22/19 6/30/19	\$91.50 \$91.50
Intile, April	T KDG MAR - 1.0 FTE	Leah Steiner (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Kaesshaefer, Jeffrey	T PE SM - 1.0 FTE	Nicholas Picillo (30 weeks of mentoring)	9/1/18 6/30/19	\$550
LaForest, Vanessa	T 4 SB - 1.0 FTE	Sarah Fakhoury (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Lanzafame, Susan	T SPED/INC SB - 1.0 FTE	Marissa DeMartino (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Latimer, Jennifer	Media Specialist CLIN 1.0 FTE	Caroline Warshany (10 weeks of mentoring) Evyn Degnan (10 weeks of mentoring)	4/1/19 6/30/19 1/1/19 6/30/19	\$183 \$183
Leary, Karen	T PreK/INC MONT 1.0 FTE	Kelly Donovan (10 weeks of mentoring) Jasmine Vargas (10 weeks of mentoring)	3/11/19 6/30/19 1/7/19 6/30/19	\$183 \$183
Lopez, Rocio	T Spanish CHS - 1.0 FTE	Alexis Medranda (30 weeks of mentoring)	9/1/18 6/30/19	\$550
MacPherson, Stephen	T English CHS - 1.0 FTE	Simon Cruz (30 weeks of mentoring)	9/1/18 5/24/19	\$550
McMahon, Bridget	T 4 JEFF - 1.0 FTE	Melanie Bonanne (30 weeks of mentoring)	9/1/18 6/30/19	\$550
McNamara, Tracy	T English CHS - 1.0 FTE	Alexandra Cappucci (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Merrigan, Heather	T KDG MAR - 1.0 FTE	Andrew Conkin (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Miller, Colleen	T SPED/INC MM - 1.0 FTE	Monica Johnson (10 weeks of mentoring)	1/28/19 6/30/19	\$183
Pitt, Kathleen	T 3 SM - 1.0 FTE	Vanessa Wilson (14 weeks of mentoring)	9/1/18 12/21/18	\$257
Reisman,	T Art	Sara Miller	9/1/18	\$550

Michele	MM - 1.0 FTE	(30 weeks of mentoring)	6/30/19	
Rowe, Amy	T Lang. Arts SOM - 1.0 FTE	Brianna Quatrone (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Shannon, Robert	T PE CHS 1.0 FTE	Lindsey Clesmere (5 weeks of mentoring) Taylor Iraggi (5 weeks of mentoring)	3/4/19 6/30/19 4/22/19 6/30/19	\$91.50 \$91.50
Silva, Debra	T Lang. Arts MM - 1.0 FTE	Dominique Laing (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Simpson, Mary K	T ESL CHS - 1.0 FTE	Ana Bojorque (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Smalls, II Donovan	T H/PE SOM - 1.0 FTE	Candace Mitola (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Soloway, Sabina	T KDG SMA - 1.0 FTE	Sarah Kehoe (10 weeks of mentoring)	3/1/19 6/30/19	\$183
Tedeschi, Chasity	T SCI/Biology CHS - 1.0 FTE	Bianca Silver (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Thomas, Jennifer	T 2 TUS - 1.0 FTE	Laura Wheeler (14 weeks of mentoring)	9/1/18 12/21/18	\$257
Watkinson, Serena	T KDG SM - 1.0 FTE	Evangelina Rodriguez (4 weeks of mentoring)	9/1/18 1/7/19	\$78.56
Wojcio, Michael	T SPED/SC MAR - 1.0 FTE	Hannah Waxman (30 weeks of mentoring)	9/1/18 6/30/19	\$550
Wright, Glen	T Science MM - 1.0 FTE	Victoria Ross (30 weeks of mentoring)	10/19/18 6/30/19	\$550
Wyche, Rhonda	T 1 MAR - 1.0 FTE	Jessica Rothbard (30 weeks of mentoring)	9/1/18 6/30/19	\$550

3879K. APPROVE GIFTED AND TALENTED WORKING GROUP SUMMER PROGRAM

LAST	FIRST	Program	Hourly Rate	Not to Exceed 12 hrs.
Karia	Katerina	Gifted & Talented Working Group Summer Program	\$34.00	\$408.00
Garofalo	Gina	Gifted & Talented Working Group Summer Program	\$34.00	\$408.00
Frascella	Elizabeth	Gifted & Talented Working Group Summer Program	\$34.00	\$408.00
Pierce	Kyndell	Gifted & Talented Working Group Summer Program	\$34.00	\$408.00
Fleming	Yolande	Gifted & Talented Working Group Summer Program	\$34.00	\$408.00
Pomares	Natasha	Gifted & Talented Working Group Summer Program	\$34.00	\$408.00
Drechsel	Michael	Gifted & Talented Working Group Summer Program	\$34.00	\$408.00
Abdelrohman	Magda	Gifted & Talented Working Group Summer Program	\$34.00	\$408.00
Rowe	Amy	Gifted & Talented Working Group Summer Program	\$34.00	\$408.00
Shelffo	Katherine	Gifted & Talented Working Group Summer Program	\$34.00	\$408.00

3879L. APPROVE CURRICULUM WRITERS (see attached list)

3879M. SUMMER EMPLOYMENT (see attached list)

3879N. APPROVE REVISED RETRO SALARIES AND REAPPOINTMENTS (see attached list)

- Revised Retro Salaries for 2018-19 & Reappointments for 2019-20

3879O. APPROVE JOB DESCRIPTIONS

NEW - Supervisor of Special Services, K-8  
Supervisor of Pre-School Education Expansion Aid (.5 FTE)  
Preschool Program Master Teacher (PEEA)  
Preschool Program Social Worker (PEEA)

3880A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2018-2019 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Lelinho, Brianna	Seton Hall University	5/2019	BS
Little, Austin	Oberlin College	5/2004	BA

3880B. APPOINTMENT OF SUBSTITUTE TEACHER FOR THE 2018-2019 SCHOOL YEAR PAID AT A DAILY RATE OF \$160

Meghan Bradley

3880C. APPOINTMENT OF VOLUNTEER FOR THE 2018-2019 & 2019-2020 SCHOOL YEAR

Name	Assignment
Javonne Winborne	Step Team Coach

3880D. APPOINTMENT OF SUMMER SUBSTITUTE TEACHERS FOR THE 2019-2020 SCHOOL YEAR PAID AT A DAILY RATE OF \$90

Dwayne Jackson                      Jermaine Royster  
Alexandra Raulf                        Harvey Whitaker  
Sabrina Riley

3880E. APPOINTMENT OF SUMMER SUBSTITUTE TEACHERS FOR THE 2019-2020 SCHOOL YEAR PAID AT A DAILY RATE OF \$100

Robert Ellis                              Claudette Exil

3880F. APPOINTMENT OF SUBSTITUTE BUS AIDES FOR THE 2019-2020 SCHOOL YEAR PAID AT THE HOURLY RATE OF \$9.00

Winona Clark                              Amber Taylor                              Renee Wyatt

3880G. APPOINTMENT OF SUBSTITUTE BUS DRIVER FOR THE 2019-2020 SCHOOL YEAR PAID AT THE HOURLY RATE OF \$9.50

Richard Fanning

3880H. APPOINTMENT OF SUMMER MAINTENANCE WORKERS FOR THE 2019-2020 SCHOOL YEAR PAID AT THE HOURLY RATE OF \$16.88

Juan Bas

Evyn Degnan

Raymund Mantes

3880I. APPOINTMENT OF SUMMER IT HELPERS FOR THE 2019-2020 SCHOOL YEAR PAID AT THE HOURLY RATE OF \$15.00

Johnathan Jackson

Zachary Roy

3880J. REAPPOINTMENT OF HOME INSTRUCTORS FOR THE 2019-2020 SCHOOL YEAR PAID AT THE HOURLY RATE OF \$35.00

Kristen Barber

Susan Ellis

Raymond Michels

Tanya Barr

Marian Ezell

Sharon Miller

Pierre Charles-

Kendra Faison

Antonina Moore

Benoit

Mara Fox

Nikkia Moore

Rashida Berry

Stephen Fradkin

Allison Nunes

Kathleen Bohm

Pamela Gallof

Mabel Obasi

Erin Bolstad

Beatrice Greenberg

Lori Pham

Matthew Borkowski

Tami Grimes-Barnes

James Regler

Noah Brauner

LeShia Johnson

Mark Richman

Carole Bucher

Gwen Karl

Steve Reichenstein

Janet Bustrin

Melissa Koes

Lynn Schiavo

Danielle Cayo

Hellanna Koflowitch

Alyssa Schlatmann

Deb Ceccacci

Theresa Kohn

Santa Maria Shoats

Angela Celio

Julie Leider

Kathleen Spina

Tara D'Alessio

Takia Logan

Ezra Stewart

Damiana DeGioia

Eva Marin

Lynn Stradford

Kelli Dios

David Mastrodonato

Kristie Thomas

Susan Donatelli

Phillip McCormick

Ryann Varney

Iheanyichukwu

Lynn McGlotten

Thomas Whitaker

Ejimadu

Tracy McNamara

Janine Williams

3880K. REAPPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2019-2020 SCHOOL YEAR PAID AT A HOURLY RATE OF \$10.50

Edith Alvarado

Lisa Fallone

Sandra Ritchwood

Sabrina Bethea

Treena Goodman

Sharon Rago

Catherine Cadorette

Marilu Gregory

Kathleen Robinson

Fay Clark

Stacey Maebert

Elizabeth Simmons

Margaret Dempsey

Anna Provenzano

Maria Toledo

3880L. REAPPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2019-2020 SCHOOL YEAR PAID AT A HOURLY RATE OF \$10.00

Neveline Charles

Sandra Criscuolo

Elise Joy

Wendy Krisak

Sherry Munford

Debra Trebitz

Renee Wyatt

3881A. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2018-2019 school year.

3881B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2019-20 extended school year.

3882A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated May 31, 2019

2. Expense Account Adjustment Analysis dated May 31, 2019
3. Revenue Account Adjustment Analysis dated May 31, 2019
4. Check Register#402207-402783 in the amount of \$4,849,052.95
5. Check Register#200673 in the amount of \$1,408,682.81
6. Check Register#200674 for May 2019 payroll in the amount of \$6,506,347.78
7. Treasurer's Report of April 2019

3882B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3882C. Approves the attendance and related travel expenses for the following work-related events:

Employee	Workshop/Conference	Travel Date(s)	Location	Estimated Cost(s)
Renata Cirelli Columbia High School	Camden County College Italian Language & Culture	8/5/19- 8/8/19	Blackwood, NJ	\$1,057.00
Sabina Ellis Columbia High School	International Society for Technology in Education	6/25/19	Philadelphia, PA	\$459.62
James Nugent Columbia High School	Advanced Placement Environmental Science Summer	8/5/19- 8/8/19	Edison, NJ	\$927.90

3882D. Authorizes the Board Secretary to transfer at the close of the 2018-19 school year the surplus in certain general fund accounts to meet deficiencies in other accounts of the budget. Said transfers will be reported to the Board and approved as part of the annual audit.

3882E. Authorizes the transfer of the interest earned on Capital Projects Funds to the General Fund.

3882F. Authorizes the cancellation of the 2017-18 Open Purchase Orders and that said funds be returned to the General Fund Balance.

3882G. Authorizes the cancellation of outstanding warrants dated prior to June 30, 2019, and that said funds be returned to General Fund Free Balance.

3882H. Authorizes the Superintendent, when necessary, to authorize and approve the payment of compensation to newly hired staff to enable salary payment during the interim period between the date of hire and the date of authorization for payment by the Board at its next regular scheduled meeting. Any such approval for payment issued by the Business Administrator/Board Secretary shall be presented to the Board for ratification at its next regular scheduled meeting.

3882I. Suspends the By-Laws of the Board of Education in connection with the procedure for the payment of bills from the date of the regular meeting in June until the regular meeting in September and authorize the payment of bills during such period upon the authorization and approval of the Business Administrator/Board Secretary, subject to confirmation by the Board of Education at its next meeting.

3882J. Approve the transfer of current year surplus to capital reserve.

WHEREAS, NJSA 18A:21-2, NJSA 18A7G-31, and NJSA:7F-41 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit the Board of Education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the South Orange Maplewood Board of Education wishes to transfer unanticipated excess current year revenue or unexpended appropriations from the general fund into a Capital Reserve Account at year end, and

WHEREAS, the South Orange Maplewood Board of Education has determined a maximum amount of \$2,000,000 for such purpose to transfer;

NOW THEREFORE BE IT RESOLVED by the South Orange Maplewood Board of Education hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

3882K. Approve the transfer of current year surplus to maintenance reserve.

WHEREAS, NJSA 6A:23A-14.2 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit the Board of Education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the South Orange Maplewood Board of Education wishes to transfer unanticipated excess current year revenue or unexpended appropriations from the general fund into a Maintenance Reserve Account at year end, and

WHEREAS, the South Orange Maplewood Board of Education has determined a maximum amount of \$2,000,000 for such purpose to transfer;

NOW THEREFORE BE IT RESOLVED by the South Orange Maplewood Board of Education hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

3382L. Approves the following providers for 2018-19 school year for the service indicated:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Stepping Forward Counseling Center, LLC	Home Instruction	\$75.00/hr

Chatham, NJ

Delta-T Group  
Woodbridge, NJ

Teacher

\$29.50/hr

3882M. Approve an agreement with Family Connection, Inc. to provide in-kind contributions to the provision of a School-Based Youth Services Program at Columbia High School for the 2019-20 school year as follows:

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

3382N. Approve an agreement with Family Connection, Inc. to provide in-kind contributions to the provision of a School-Based Youth Services Program at Maplewood Middle School for the 2019-20 school year as follows:

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

3882O. Renews the agreement with Schoolboardnet of Studio City, California to provide Schoolboardnet Services for the 2019-20 school year in the amount of \$1,888.00.

3882P. The Arc Kohler School is a not-for-profit NJ Department of Education Approved Private School for Students with Disabilities; and

WHEREAS, the Board of Education of the School District of South Orange/Maplewood has contracted to send to The Arc Kohler School certain students with disabilities who reside in the District; and

WHEREAS, The Arc Kohler School provides meals that meet the nutritional requirement of the Child Nutrition Program as administered by the New Jersey Department of Agriculture; and

WHEREAS, The Arc Kohler School will apply for and receive funding for meals in accordance with the income eligibility criteria established by Child Nutrition Program as administered by the New Jersey Department of Agriculture.



WHEREAS, The Arc Kohler School does not charge students for the cost of the meals;

NOW, THEREFORE, it is hereby resolved that the South Orange/Maplewood Board of Education acknowledges the foregoing actions and in accordance with N.J.A.C.6A:23-4.5(a)20 authorizes The Arc Kohler School to include the costs of meals provided within the annual tuition rate charged to students.

- 3882Q. Renews an agreement with Atlantic Behavioral Health Services Hospital Corporation, d.b.a. CONCERN Employee Assistance Program, located at 25 Lindsley Drive, Suite 100, Morristown, New Jersey, to provide a program of assistance to district employees through early detection of personal problems at a fee of \$2.10 per employee per month for a total of \$19,152 for the period of July 1, 2019 to June 30, 2020.
- 3882R. Renews the contract for Integrated Pest Management Services for the 2019-2020 school year to Alliance Commercial Pest Control of Tinton Falls, Jew Jersey at the rate of \$18,480 and the following rates for other services:

OTHER SERVICES	RATE
Birds, bats, snakes, and all other vertebrates other than commensal rodents Cost per Service Call:	\$90.00
Termites, carpenter ants and other wood-destroying organisms Cost per application	\$15.00 per linear ft
Mosquitoes Cost per application:	\$15.00 per sq ft
Pests that primarily feed on outdoor vegetation - Cost per Application	\$1.00 per sq. ft
Fleas and ticks Cost per application	.30 per sq ft
Percentage Discount for Material Used in Other Services 10%	10%
Hourly Rate for Services Outside of Bid Scope:	\$90.00

- 3882S. BE IT RESOLVED THAT the South Orange and Maplewood Board of Education "SFA" accepts the Food Service Management proposal from The Pomptonian, Inc. "FSMC" for the food service operation for 2019-2020.

BE IT FURTHER RESOLVED THAT the FSA shall reimburse FSMC for all Reimbursables items. The SFA shall pay to FSMC a management fee of \$97,549.00 (the "Management Fee") to compensate the FSMC for administrative and management cost of operation. The SFA guarantees the payment of such costs and fee to the FSMC. The FSMC guarantees the SFA a return of \$50,000 for the school year 2019-2020.

BE IT ALSO RESOLVED THAT meals will be priced at the following schedule:

<u>School Level</u>	<u>Breakfast</u>	<u>Reduced Breakfast</u>	<u>Lunch</u>	<u>Variable Lunch</u>	<u>Reduced Lunch</u>
Elementary School	\$1.75	\$0.30	\$3.00	N/A	\$0.40
Middle School	\$2.00	\$0.30	\$3.25	\$4.00	\$0.40
High School	\$2.25	\$0.30	\$3.50	\$4.25	\$0.40

3882T. Renews the contract for Plumbing Repair Services for the 2019-2020 school year to United Welding & Plumbing of Caldwell, New Jersey at a rate of \$74.00 per hour for Mechanic and \$44.00 per hour for Mechanic's Helper, plus the cost of parts and materials.

3882U. Enters into an agreement with Essex Regional Educational Services . Commission for the period of July 1, 2019 to June 30, 2020 to provide eligible students in South Orange and Maplewood nonpublic schools with the following services: Compensatory Education, English as a Second Language, Home Instruction, Supplementary Instruction, Speech-Language, and Evaluation and Determination of Eligibility at a per student rate established by the New Jersey Department of Education.

3882V. Enters into an agreement with Essex Regional Educational Services Commission to provide Public Home Instruction Services for the period of July 1, 2019 to June 30, 2020 at the rate of \$52.00 per hour.

3882W. Enters into an agreement with Essex Regional Educational Services Commission to provide Child Study Team Services to students in the South Orange Maplewood School District for the period of July 1, 2019 to June 30, 2020 at the following rates:

Social Assessment	\$385.00
Educational Evaluation	\$385.00
Psychological Evaluation	\$385.00
Psychological Evaluation with projective testing	\$450.00
Speech Evaluations	\$385.00
Bilingual Evaluations	\$500.00
Additional projective tests (if needed)	\$450.00

CST MEETINGS

LDTC	\$110.40
Social Worker	\$110.40
School Psychologist	\$110.40

3882X. Enters into an agreement with Essex Regional Educational Services Commission for IDEIA-B Services for the 2019-2020 school year for the proportionate share of non-public IDEIA-B funds.

3882Y. Enter into a contract with the Essex Regional Services Commission for the 2019-2020 school year to provide nursing services to non-public schools located in South Orange and Maplewood at an amount not to exceed the amount of state funding received for these services.

3882Z. Enters into an agreement with Essex Regional Educational Services Commission to provide Occupational and Physical Therapy for the period of July 1, 2019 to June 30, 2020 at the rate of \$90.00 per hour.

3882AA. Establishes 2019-2020 tuition rates as listed below:

Grades 9-12	\$ 13,941
Grades 6-8	\$ 14,367

Grades 1-5	\$ 13,730
Pre-K/Kindergarten	\$ 12,398
Learning and/or Language Disabilities	\$ 40,231
Multiple Disabilities	\$ 46,792

3882AB. Awards contracts for the purchase of athletic training supplies for Columbia High School for the 2019-20 school year [list on file in Board Secretary's office].

3882AC. Approves the following fee schedule for services provided to the South Orange Maplewood District through Delta-T Group of Woodbridge, New Jersey, to provide the following related and specialized services for the 2019-20 school year:

Service	Hourly Rate
ABA Therapist	\$35.00
Certified ABA Aid	\$25.00
Program Coordinator BCABA/BCBA	\$90.00
RN	\$41.75
LPN	\$33-35
Home Instructor	\$40.00
School Psychologist	\$65.00
School Social Worker	\$42.00
LDT	\$60.00
Sign Language Interpreters	\$65.00
Teacher	\$29.50

3882AD. Approves the renewal of the Public School Transportation contract for Jimmy's Transportation of Irvington, New Jersey for the 2019-2020 school year on a net per diem bulk basis of \$442,296.03. The per diem route cost is as follows:

	18-19 SY		19-20 SY		
	Per Diem	Renewal	Per Diem	Increase/	Annual (180 Day)
School/Route	Route Cost	Number	Route Cost	Decrease	Amount (Max)
Jefferson/11	\$135.56	Renewal #18	\$137.53	1.45%	\$24,755.40
Marshall/21	\$135.56	Renewal #18	\$137.53	1.45%	\$24,755.40
Jefferson/12	\$135.56	Renewal #18	\$137.53	1.45%	\$24,755.40
Marshall/22	\$135.56	Renewal #18	\$137.53	1.45%	\$24,755.40
Jefferson/13	\$135.56	Renewal #18	\$137.53	1.45%	\$24,755.40
Marshall/23	\$135.56	Renewal #18	\$137.53	1.45%	\$24,755.40
Jefferson/15	\$135.56	Renewal #18	\$137.53	1.45%	\$24,755.40
Seth Boyden/1	\$214.41	Renewal #12	\$217.52	1.45%	\$39,153.60
South Mountain/34	\$135.56	Renewal #18	\$137.53	1.45%	\$24,755.40
Seth Boyden/2	\$214.41	Renewal #12	\$217.52	1.45%	\$39,153.60
South Mountain/35	\$164.81	Renewal #18	\$167.20	1.45%	\$30,096.00
Seth Boyden/3	\$214.41	Renewal #11	\$217.52	1.45%	\$39,153.60

Clinton/ESL CL	\$133.70	Renewal #9	\$135.64	1.45%	\$24,415.20
Marshall/24	\$133.70	Renewal #9	\$135.64	1.45%	\$24,415.20
SoMtn/SMSHUTL	\$128.46	Renewal #9	\$130.32	1.45%	\$23,457.60
Marshall/25	\$133.70	Renewal #9	\$135.64	1.45%	\$24,415.20
	\$2,422.08		\$2,457.24		\$442,303.20

3882AE. Submit a renewal application for temporary instructional space for the 2019-20 school year.

BE IT FURTHER RESOLVED that temporary instructional space exists at Clinton, Marshall, Seth Boyden, and Tuscan Schools.

3882AF. Enters into an agreement with Mercer County Special Services School District for Coordinated Transportation Services for the 2018-2019 school year.

3882AG. Enters into an agreement with Mercer County Special Services School District for Coordinated Transportation Services for the 2019-2020 school year.

3882AH. 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
Grainger	Fire Alarm Equipment	State Contract
Keyboard Consultants	Projectors and equipment	State Contract

3882AI. Reappoints Dr. Michael Kelly of West Orange, New Jersey as School Physician for the 2019-2020 School Year, at a rate of \$35,875.

3882AJ. Approves an agreement with Frontline Education of Malvern, Pennsylvania, for the 2019-20 school year for the following:

Employee Evaluation Management w/Danielson 2011/2013	\$26,391.71
Learning & Collaboration Resources - unlimited use	\$20,691.21
Applicant Tracking	\$ 4,493.97
Absence & Substitute Management - Annual Subscription	\$18,880.15
Professional Learning Management - unlimited usage for internal employees	\$14,239.16
IEP - Direct, unlimited usage for internal employees	\$ 2,234.05
504 Project Management - unlimited usage for internal employees	\$ 558.51
Total	\$87,488.76

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.

3882AK. Approves a tuition agreement with Union County Educational Services Commission for each district resident special education student referred to them for the 2019-20 school year at the following annual tuition rates:

TUITIONS

Westlake School:

Multiply Disabled Program \$ 51,560.00  
Autistic Program \$ 72,165.00

Crossroads School: \$ 72,165.00

Lamberts Mill Academy including Educational Component \$ 53,170.00  
At New Pointe

Personal Aides - All (3) Three Schools: \$ 45,900.00

Related Services - Speech, OT, PT, Counseling \$75.00/session

Hospital Services - Trinitas Bedside Instruction:

Regular \$ 66.00/hour

Specialized \$ 98.00/hour

Children's Specialized - Home Instruction-Regular \$ 362.00/week

- Special Education Classified \$ 725.00/week

ESY - Westlake \$ 6,080.00

Westlake - Autistic \$ 8,405.00

Crossroads \$ 8,405.00

Lamberts Mill Academy \$ 9,040.00

Personal Aides - All (3) Three Schools \$ 4,080.00

3882AL. Award a bid to ESS Support Services, LLC for the period of July 1, 2019 to June 30, 2020 to provide Paraprofessional Services at a rate of \$26.36 per hour for each instructional classroom aide assigned to the District.

3882AM. Authorizes the Business Administrator to transfer up to \$35,000.00 from the general fund to the food service fund to resolve outstanding food service meal charges.

3882AN. Renews a contract with Balken Risk Management, of Morristown, New Jersey for Insurance Broker of Record - Health Benefits in the amount of \$72,500.

3882AO. Approves the renewal of the Delta Dental plan from July 1, 2019 through June 30, 2020.

3882AP. Approves the Public Board Meeting Calendar for the 2019-2020 school year as presented.

July 15, 2019

August 19, 2019

September 16, 2019

October 21, 2019

November 18, 2019

December 16, 2019

January 6, 2020 (Organizational Meeting)

January 27, 2020

February 24, 2020

March 16, 2020

April 20, 2020<sup>3</sup>

May 11, 2020  
June 1, 2020 (Staff Recognition/Retirement)  
June 22, 2020<sup>4</sup>

NOTE: Public Board Meetings cannot be held on the third Mondays because of the following holidays or school vacation schedule conflicts:

January 20, 2020 <sup>1</sup>	Martin Luther King Day
February 17, 2020 <sup>2</sup>	President's Day
April 20, 2020 <sup>3</sup>	Spring Break April 13-17
June 15, 2020 <sup>4</sup>	Columbia High School Prom

Board of Education meetings commence on Monday evenings at 7:30 p.m. in the District Meeting Room at the Board of Education Administration Building, 525 Academy Street, Maplewood.

- 3882AQ. Authorizes the Business Administrator to enter into an agreement with Media Sector, Inc. of Maplewood, New Jersey for Facility Usage at Maplewood Middle School.
- 3882AR. Enters into an agreement with Cape May County Shared Services Transportation to provide transportation services for students placed by the Department of Special Services.
- 3882AS. WHEREAS, the Board of Education of South Orange and Maplewood, New Jersey (the "Board of Education") has determined that certain capital projects authorized by law should be undertaken by the Board of Education and that it is necessary to raise money for such capital projects; and

WHEREAS, the Board of Education wishes to record its determination in accordance with N.J.S.A. 18A:22-27; and

WHEREAS, in addition, the Board of Education wishes to accept the determination of "Eligible Costs" as provided by the New Jersey Department of Education.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of South Orange and Maplewood, New Jersey (not less than two-thirds of all members thereof affirmative concurring) as follows:

- Section 1. The Board of Education hereby determines that it is necessary to undertake the capital projects as set forth on the Attached Exhibit A the "Projects") and to incur the costs associated therewith as set forth therein.
- Section 2. The Board of Education hereby determines that the costs of the Projects described in Section 1 hereof are estimated to be \$157,386,058 as set forth in Exhibit A, which estimate is determined by the Board of Education to be readily understandable and is incorporated by this reference as if set forth in this resolution. It is reasonably believed that all of the costs to be borne by the Board of Education for the Projects will be funded through the issuance of school bonds and/or notes and may be funded through the

issuance of temporary notes, or may be funded on a permanent basis through the issuance of one or more series of bonds.

Section 3. It is hereby determined that a public hearing will be held by the Board of School Estimate with respect to the amounts of money to be raised for the Projects described herein on July 10, 2019 at 7:00 p.m. at the Administration Building in the District Meeting Room or at such other date and time as approved by the Board Secretary/School Business Administrator.

Section 4. The Board Secretary/School Business Administrator of the Board of Education is hereby authorized and directed to certify a copy of this resolution to each member of the Board of School Estimate not more than thirty (30) days nor less than fifteen (15) days prior to the date set for the public hearing and shall cause a notice of the public hearing and this resolution to be published at least once and not less than seven (7) days prior to the public hearing in the News Record and shall cause the resolution to be on file and open to examination of the public and to be produced at the public hearing for the information of those attending. The notice of the public hearing and the resolution shall include a statement that the resolution will be on file and open to examination to the public between the hours of 8:30 a.m. and 4:00 p.m. at the office of the Board Secretary/School Business Administrator from the date of such notice until the date of the public hearing.

Section 5. This resolution shall also constitute a declaration of intent by the Board of Education to issue tax-exempt obligations for the purpose of paying expenditures for the Projects pursuant to Treasury Regulation Section 1.150-2.

Section 6. The Board of Education hereby (i) accepts the determination of Preliminary Eligible Costs as set forth in the letters of the New Jersey Department of Education (the "NJDOE Eligibility Letter") and as set forth in Exhibit A; (ii) elects to receive the "State Share" in the form of debt service aid; (iii) determines to construct the Projects; (iv) agrees to locally fund any excess costs and (v) delegates the supervision of the Projects to the Business Administrator/Board Secretary.

Section 7. This resolution shall take effect immediately.

Attachment  
Resolution 3882AS

Exhibit A

SCHOOL	DOE PROJ. NUMBER	PROJECT	Estimated Cost
Clinton ES	4900-060-19-2000	Add Air Conditioning	1,300,839
Clinton ES	4900-060-19-5000	Add Classrooms	7,962,184
Clinton ES	4900-060-19-1000	Renovations	7,228,228
Columbia HS	4900-030-19-2000	Add Air Conditioning	1,639,063
Columbia HS	4900-030-19-6000	Add Classrooms	18,564,415
Columbia HS	4900-030-19-5000	Add Turf to Ritzer	2,031,250

Columbia HS	4900-030-19-1000	Renovations	20,810,310
Jefferson ES	4900-090-19-2000	Add Air Conditioning	1,470,418
Jefferson ES	4900-090-19-5000	Add Classrooms	2,982,831
Jefferson ES	4900-090-19-1000	Renovations	6,063,129
Maplewood MS	4900-040-19-3000	Add Air Conditioning	3,259,260
Maplewood MS	4900-040-19-1000	Renovations	12,764,873
Marshall ES	4900-100-19-2000	Add Air Conditioning	1,099,251
Marshall ES	4900-100-19-5000	Add Classrooms	10,151,803
Marshall ES	4900-100-19-1000	Renovations	5,461,288
Montrose ECC	4900-300-19-1000	Renovations	1,408,105
Seth Boyd ES	4900-130-19-2000	Add Air Conditioning	1,652,393
Seth Boyd ES	4900-130-19-5000	Add Classrooms	4,386,446
Seth Boyd ES	4900-130-19-1000	Renovations	7,336,863
South Mountain Elem Annex	4900-301-19-2000	Add Air Conditioning	510,706
South Mountain Elem Annex	4900-301-19-5000	Add Classrooms	2,318,582
South Mountain Elem Annex	4900-301-19-1000	Renovations	1,763,763
South Mountain ES	4900-140-19-2000	Add Air Conditioning	1,163,539
South Mountain ES	4900-140-19-5000	Add Classrooms	6,612,566
South Mountain ES	4900-140-19-1000	Renovations	6,114,236
South Orange MS	4900-050-19-2000	Add Air Conditioning	3,358,269
South Orange MS	4900-050-19-1000	Renovations	7,168,710
Tuscan ES	4900-150-19-2000	Add Air Conditioning	1,386,722
Tuscan ES	4900-150-19-5000	Add Classrooms	2,583,638
Tuscan ES	4900-150-19-1000	Renovations	4,707,378
Underhill Sports Complex	4900-X03-19-1000	Bleacher Replacement	937,500
Underhill Sports Complex	4900-X03-19-2000	Turf Field Replacement	1,187,500

157,386,058

3882AT. Approves Applecore *Learning* as partner in the implementation of the District's Pre-School Education Expansion Aid Program for 2019-2020 school year.

3882AU. Approves the submission of an application for FY 2020 Individuals with Disabilities Education Improvement Act entitlement funds as follows:

Part B Allocation	\$1,479,562
Preschool Allocation	\$ 43,160

3882AV. Approves the submission of an application for Federal FY2020 Elementary and Secondary Education Act (ESEA) Consolidated Entitlement Funds (in the amount of \$688,913 as follows:

<u>Public School</u>	
Title I, Part A: Improving Basic Programs	\$494,898
Title I, Reallocated	10,622
Title II, Part A: Teacher/Principal Training/Recruiting	119,204
Title III, English Language Acquisition/Language Enhancement	17,901
Title III, Immigrant	12,597
Title IV, Part A: Student Support and Academic Enrichment	<u>30,035</u>



Total Public School Allocation

\$685,257

Non-Public School	Title I	Title II-A	Title III Immigration	Title III	Title IV	
Total Non-Public Allocation		2,669	184	130	673	\$3656
TOTAL ESEA ALLOCATION						\$688,913

3882AW. Approve the submission of an application for federal fiscal year 2018 Carl D. Perkins Vocational and Technical Program Entitlement Funds in the amount of \$40,257 to provide supplementary services to vocational students during the 2019-2020 school year.

3882AX. Approves the submission of bid specifications to the Executive County Superintendent for the following transportation routes:

- SR-1
- SHP-1
- Athletics

BE IT FURTHER RESOLVED that the Board of Education authorizes the advertisement of bids for the above routes.

3882AY. Approves payment to Maplewood Township Recreation Department for the Summer Meal Program, cost not to exceed \$6,000.

3882AZ. Approve a tuition agreement with Union County Vocational-Technical Schools for each district resident student referred to them for the 2019-2020 school year at the following annual tuition rates:

<u>PROGRAM</u>	<u>STATUS</u>	<u>TUITIONS</u>
Union County Academy for Allied Health Sciences	Full-time	\$9,000.00*
Union County Academy for Information Technology	Full-time	\$9,000.00*
Union County Magnet High School for Science, Mathematics, & Technology	Full-time	\$9,000.00*
Union County Vocational-Technical HS	Full-time	\$9,000.00*
Union County Academy for the Performing Arts	Full-time	\$9,000.00*
Union County Vocational-Technical HS	Shared-time	\$4,000.00*
All Self-Contained Special Needs Vocational-Technical Programs	Shared-time	\$6,000.00*

\* reflects out of county tuition rates

3882AAA. Amends the agreement with Montclair State University's Center for Autism and Early Childhood Mental Health College of Education and Human Services of Montclair, New Jersey, to provide consultation services for the 2018-2019 school year at a cost not to exceed \$4,500.

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

3882AAB. Appoints:

- Approve Peter Romain as District Health and Safety Officers.
- Approve Peter Romain as Integrated Pest Management Coordinator and AHERA Coordinator and Asbestos Management Officer.
- Approve Peter Romain as Right To Know Officer.
- Approve Peter Romain as Indoor Air Quality Officer.

3882AAC. Accepts a donation from the Achieve Foundation in the amount of \$7,868.33

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-GR                      Education Foundation                      \$7,868.33

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.

3882D. Approves the following providers for 2019-2020 school year for the service indicated:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Jodi McCabe Cranford, NJ	Behavior Therapy	\$70.00

3883. Approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance."

School	New Destination
Clinton (Summer School)	Turtle Back Zoo, West Orange, NJ
Clinton (Summer School)	SOPAC, South Orange, NJ
MMS (Summer Program-The Hub)	Dave & Busters, Wayne, NJ
CHS (Summer School)	Turtle Back Zoo, West Orange, NJ
CHS (Summer School)	Thomas Edison National Historical Park, West Orange, NJ
CHS (Summer School)	Maplewood Community Pool, Maplewood, NJ
CHS (Summer Program-The Loft)	Dave & Busters, Wayne, NJ
CHS (MAC Scholars)	Madison Concourse Hotel, Madison, WI

3884. Adopt the following policies as presented:

- Policy 1550 Equal Employment/Anti-Discrimination
- Policy 2610 Educational Program Assessment
- Policy 5600 Student Discipline/Code of Student Conduct
- Policy 5610 Suspension
- Policy 5611 Removal of Students for Firearms Offenses
- Policy 5612 Assaults on District Board of Education Members or Employees
- Policy 5620 Expulsion
- Policy 7440 School District Security
- Policy 9560 Administration of School Surveys

3885. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of April 2019.

3886. Appoints Gayle Carrick as Interim Superintendent of Schools for the period beginning June 1, 2019 ending on June 30, 2019 and for the period beginning July 1, 2019 and ending on July 7, 2019 at a prorated annual salary of \$196,584, pursuant to the terms of a written employment agreement approved by the Essex County Executive Superintendent of Schools.

BE IT FURTHER RESOLVED THAT the Board of Education approves a Contract of Employment between the Board of Education and Dr. Carrick. The Board President and the Business Administrator/Board Secretary, as the attesting witness, are hereby authorized to execute and deliver the Employment contract on behalf of the Board.

3887. Approves the school district's three-year Comprehensive Equity Plan for the academic years 2019-2020, 2020-2021 and 2021-2022, as presented; and approves the submission of the Plan to the New Jersey Department of Education by June 14, 2019.

3888. Approve the following personnel fiscal resolution:

SUSPENSION

NAME	EFFECTIVE DATE
Employee #635	6/13/19 - TBD (w/pay)

3889. Whereas, Employee # 3976 was not recommended for contract renewal for the 2019-2020 school year; and

Whereas, Employee #3976 requested and was given a statement of reasons for non -renewal; and

Whereas, Employee #3976 requested and was afforded a Donaldson hearing on June 13, 2019; and

Whereas, at the request of Employee #3976 the Donaldson hearing was conducted in public session; and

Whereas, the Board members considered the information presented by and on behalf of Employee #3976 as well as the Administration;

Now, therefore, be it resolved that Employee #3976 is offered a contract for the 2019-2020 school year.

3890. Whereas, Employee # 4287 was not recommended for contract renewal for the 2019-2020 school year; and

Whereas, Employee #4287 requested and was given a statement of reasons for non -renewal; and

Whereas, Employee #4287 requested and was afforded a Donaldson hearing on June 13, 2019; and

Whereas, at the request of Employee #4287 the Donaldson hearing was conducted in executive session; and

Whereas, the Board members considered the information presented by and on behalf of Employee #4287 as well as the Administration;

Now, therefore, be it resolved that Employee #4287 is offered a contract for the 2019-2020 school year.

ROLL CALL: Motion 3879A-C, 3879G, 3879I-M, 3880A-K, 3881, 3882B-3882AZ, 3882AAB-AAD, 3883, 3885; 9 yes, 0 no.

Motion 3879D-F, 3879H, 3879N-O, 3884, 3886, 3887 passed.  
YES: Adamson, E. Baker, R. Baker, Cuttle, Farfan, Lawson-Muhammad, Maini, Mazzocchi, Wright NO: None

Motion 3882A passed. YES: Adamson, R. Baker, Cuttle, Farfan, Lawson-Muhammad, Maini, Mazzocchi, Wright NO: None  
ABSTAIN: E. Baker (payments to Pomptonian Food Service, Atalian Global Service, and U.S. Security Associates, Inc.)

Motion 3882AAA passed. YES: Adamson, E. Baker, R. Baker, Cuttle, Farfan, Lawson-Muhammad, Maini, Wright NO: None  
ABSTAIN: Mazzocchi

#### HEARING OF INDIVIDUALS AND DELEGATIONS

None.

#### NEW BUSINESS

None.

#### Future Meetings

The Board of Education will attend a Board Retreat on Monday, June 24, 2019 at 7:00 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 Thursday, July 15, 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. Public Attachments:

Motion made by Board Member Wright, seconded by Board Member Adamson, that the Board of Education meet in Executive Session prior to the July 15, 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 Cuttle that the Board of Education adjourn. Motion unanimously approved at 12:00 a.m.

---

Paul Roth, Board Secretary

