

Regular Meeting
 South Orange-Maplewood
 Board of Education
 February 24, 2020

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 February 24, 2020.

Seth Boyden Elementary School 4th grade chorus performed.

Board President Annemarie Maini called the meeting to order at 7:44 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 Star Ledger, the News Record, TAPintoSOMA.net, villagegreennj.com and all schools.

PLEDGE OF ALLEGIANCE

ROLL CALL: Present: Board Member E. Baker, Board Member R. Baker, Board Member Cuttle, Board Member Joshua Board President Maini, Board Member Mazzocchi, Board Member Siders, Board Member Wright, Board Member Zubieta, Student Representative Lily Forman

Absent: None

9 VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

BOARD RECOGNITION - *Lily Forman*

STUDENT RECOGNITIONS:

Student Recognitions:

NAME/SCHOOL	RECOGNITION
Silas Ryan 3rd grade, Jefferson School	Silas Ryan a third grade student at Jefferson School, was chosen to exhibit his work at the New Jersey Performing Arts Center. His work was inspired by the Japanese artist Hokusai. Hokusai loved nature and was well known for his woodblock prints. Since Hokusai's prints were made out of several layers, Silas also worked in layers. He started with a background painting inspired by nature. Then, he printed on top of his painting with carved Styrofoam and ink. Finally, he drew into the work with a variety of materials, (markers, chalk pastels, oil pastels, color pencils, etc.) Special Thanks to his Art Teacher Ms. Eva McNally for facilitating this opportunity.
Sophia Tsioulcas-Sherman 8th Grade, South Orange Middle School	SOMS Grade 8 student Sophia Tsioulcas Sherman was selected for the first violin section of North Jersey School Music Association (NJSMA) Regional Orchestra. Sophia will take part in five rehearsals and play in a concert with the orchestra on Sunday, March 1, 2020. In addition, she is now eligible to audition for the NJ All-State orchestra.

	<p>Special Thanks String Teacher Mr. William Cook for facilitating this opportunity as well as Sophia's parents and private teachers.</p>
<p>CHS A/P Studio Art Program</p> <p>CHS Art students who had work hung were: Sarah Wessel; Tyanna Dove; Sophie Gigante; Oneil Gooden; Imogene Pranger; Charlize Holmes; Adin Duncan; Jaya Kohol; Desiree Hume; Merav Mandel; Ariana Machado; Karina McClard; Sophia Miah; Lucy Samek; Avery Soupios; Noori Zubieta</p>	<p>Columbia High School A/P Studio Art program receives great acknowledgement in the press. Here is the link www.Essexnewsdaily.com</p> <p>MAPLEWOOD, NJ – “Fresh 12” has been hanging in the 1978 Maplewood Arts Center since December 15, showing off the work of AP art students from around the county. On display at the gallery until Jan. 18, artists from Columbia High School, Arts High School in Newark, Central High School in Newark, West Essex High School, Governor Livingston High School and Montclair High School curated and hung the show themselves, getting the chance to experience a gallery show.</p> <p>Special Thanks to AP Art Teacher Mr. B. Curtis Grayson III for facilitating this opportunity.</p>
<p>CHS Students: Dustin Crisci, grade 10 Miles Silverstein, grade 11 Jessica Hutchinson, grade 9 Margaret Riekenberg, grade 11 Kelsey Stone, grade 11 Grace Trenouth, grade 10 Naomi Stefens, grade 9 Ola Fawole, grade 10</p>	<p>Eight CHS Choir members have been accepted into this year's NJSMA Region I Honors Chorus! They were chosen from a pool of hundreds of auditioners from all over the northern third of NJ. The concert took place on February 1st, 2020.</p> <p>Special Thanks to CHS Choir Director Ms. Jamie Bunce for facilitating this opportunity.</p>
<p>CHS Students: Miles Silverstein, grade 11 Alex Iozzio, grade 10 Ola Fawole, grade 10</p>	<p>The following CHS Vocal students participated in the NJ All State Mixed Chorus at the NJEA convention in Atlantic City and at NJPAC in Newark in November, under the direction of Dr. Sandra Snow from Michigan State University. They were chosen from a pool of nearly 2000 auditioners from all over New Jersey: Miles Silverstein, grade 11; Alex Iozzio, grade 10; Ola Fawole, grade 10</p>
<p>CHS Students: Grace Trenouth, grade 10 Ciara O’Hanlon-Boone, grade 10</p>	<p>CHS students will participate in the NJ All State Treble Chorus during the NJ Music Educators Association convention in Atlantic City and at NJPAC in Newark in February. They were chosen from a pool of nearly 2000 auditioners from throughout the state. They include: Grace Trenouth, grade 10 and Ciara O’Hanlon-Boone, grade 10.</p> <p>Special Thanks to CHS Choir Director Ms. Jamie Bunce for facilitating these opportunities.</p>
<p>CHS Photography Students Shakawath Hussain (Grade 11) & Benji Rothman (Grade 11)</p>	<p>Columbia High School Photography students Shakawath Hussain (Grade 11) & Benji Rothman (Grade 11) were chosen to exhibit their work in the Emerging Artist 32nd Annual High School Art Exhibit at Kean University at the James Howe Gallery in the Vaughn-Eames Building on Sunday, January 26th, 2020 from 1:00-3:00pm.</p> <p>-Shakawath’s photo is a Silver Print entitled “Shadow & Manhole”</p>

	<p>-Benji's photo is a Silver Print entitled "Samuel"</p> <p>The Emerging Artist Exhibition is sponsored by Art Administrators of New Jersey (AANJ) and Fine Arts Supervisor James Manno's membership allows CHS student participation in this state-wide event.</p> <p>Special Thanks to CHS Photography Teacher Mr. Jon Fisher for facilitating this opportunities.</p>
<p>CHS Students</p> <p>Kate Kampner, 10th grade Hannah Brownstein, 12th grade</p>	<p>Two CHS students placed in 1st and 3rd place positions in the Essex County Education Association (ECEA) Annual Pride Essay Contest. Kate Kampner, gr. 10, came in <i>third place</i> among sophomores in the county and Hannah Brownstein, gr. 12, won <i>first place</i> among all seniors in the county. The 10th grade prompt asked students to write about the person who had the greatest impact on his/her educational experience, and Kate wrote about how she found power within herself. Hannah's prompt asked students to describe something they did when they thought they could not -- she wrote eloquently about her experience with The Unaccompanied Minors.</p>
<p>SOMSD Junior High and High School Students:</p> <p>Diana Arevalo and Luke Bailey, Grade 8, SOMS; and Leo Jasper, Grade 10, CHS</p>	<p>Excerpt From Essex News Daily:</p> <p>"It was an underdog upset on Feb. 8 at the FIRST Tech Challenge New Jersey Essex County League Tournament, Robo-CATAstrophe which took place at SOMS, with Team 4102, consisting of SOMSD Junior High Students, winning first place. With less experience and a young team comprising only a sophomore and two eighth graders, Team 4102 of the Columbia High School Robotics Team took home the grand prize."</p> <p>Beating out 12 other teams from Essex County the team mastered their competitions throughout the day, eventually capturing the grand prize in their 11th match of the day. Next up for the team is the FIRST Tech Challenge New Jersey State Championship, aka the Garden State Rumble, to be held Saturday, March 15, at 11 a.m. at Columbia High School. Joining Team 4102 will be Columbia's senior and junior robotics teams, both of which also qualified over recent weeks.</p> <p>Charlotte Arevalo and Doug Huebner coach the Columbia robotics teams.</p>
<p>SOMSD Students Grades 8 - 12</p> <p>Daniel Teitelbaum, 12th grade, Columbia High School</p> <p>Sophia Miah, 12th grade, Columbia High School</p> <p>Sophia Miah, 12th grade,</p>	<p>The following SOMSD students were announced as Regional Winners of the 2020 Scholastic Art and Writing Awards, which are open to students in grades 8-12:</p> <p><u>Art Awards:</u></p> <p>Gold Key Award, Category: Photography, "Through the Eyes of Africa"</p> <p>Honorable Mention, Category: Drawing & Illustration, "Frida"</p> <p>Silver Key Award, Category: Mixed Media, "Dadi"</p>

Columbia High School	<u>Writing Awards:</u>
Lilly Elliasevich, 8 th grade, South Orange Middle School	Gold Key Award, Category: Critical Essay, "The Ancient World and The Future World: Yesterday and Tomorrow"
Sophie Kessler, 9 th grade, Columbia High School	Honorable Mention, Category: Short Story, "Silver Yad"
Olivia Krakower, 11 th grade, Columbia High School,	Honorable Mention, Category: Short Story, "Game Night"
Skylar Yarter, Columbia High School	Gold Key Award, Category: Flash Fiction, "Everyday"
	<i>Gold Key Award winners' artwork will be displayed at the Montclair Art Museum from February 15 to March 22, 2020.</i>

Board President Maini asked for a moment of silence to recognize the unfortunate passing of long time SOMSD educators Mr. Gerry Paradiso and Ms. Beth Penberthy.

APPROVAL OF MINUTES

Board President Maini declared the minutes of the Executive and Public sessions of January 27, 2020 approved as presented.

BOARD PRESIDENT'S STATEMENT

The School Board meeting is a business meeting in public not a meeting with the public. Oftentimes it may appear to members of our audience that the Board of Education takes action with very little comment and in many cases a unanimous vote. Before a matter is placed on the agenda at a public meeting, the Administration has thoroughly reviewed the matter with the Superintendent of Schools/Chief School Administrator (CSA). If the Superintendent of Schools/Chief School Administrator is satisfied that the matter is ready to be presented to the Board of Education, it is then referred to the appropriate Board Committee. The Members of the Board Committee work with Administration and the Superintendent to assure that the members fully understand the matter. After the committee discusses the matter, it is presented to the full Board for discussion before any action is taken. Only then, is it placed on the agenda for action at a public meeting.

SUPERINTENDENT'S UPDATE - *Dr. Ronald G. Taylor*

Dr. Taylor encouraged the community to take a look at the SOMSD Monthly Departmental newsletter on the District website.

Thank you to all who attended the Intentional Integration Town Hall Meeting and the Columbia High School Security Forum. A special thank you Student Representative Lily Forman for being the inspiration behind the Security Forum event.

Dr. Taylor introduced Mr. Keith Bonds, Director of Technology who presented an update on the Powerschool Parent Portal.

POWERSCHOOL UPDATE PRESENTATION - Mr. Keith Bonds

Keith Bonds, Director of Technology presented a Powerpoint Presentation outlining the details of the Powerschool System Update which included the following:

- The goal of the update - To enhance Powerschool's ability record contact information for parents.
- Overview
 - September 2019 Launch date for online annual forms
 - Community Concerns with how the district collects parent/guardian information
 - Paper forms vs online forms
 - Limitations with reflecting family configurations and unintended priority created between contacts
 - October 2019 SOMSD begins the initiative to permanently resolve contact issue
- Why wasn't this corrected in previous years
- What is an unlimited contacts?
- Migration to unlimited contacts
 - Overall Strategy
 - Challenges 1 & 2
 - Powerschool Application Programming Interface (API)
 - Migration completed February 17, 2020
 - Current and next steps

[presentation on file in Board Secretary's office]

Dr. Taylor thanked Ms. West, 3rd grade teacher at Seth Boyden Elementary School for inviting him to be interviewed by students for black history month.

DISTRICT GOAL UPDATE - Dr. Ronald G. Taylor, Superintendent

Dr. Taylor, Superintendent of schools presented an update on District Goals including the following:

ACTION PLAN GOALS 1-4

- Goal 1 Facilities - Lay the groundwork (develop specifications, bids, award contracts, etc.) needed to support a targeted 2021 construction completion date in the elementary schools.
- Goal 2 Integration - Develop an integration plan/proposal by June 30, 2020 that ensures that the student populations in each of our schools are reflective of our district's diversity and fosters innovation in our elementary schools.
- Goal 3 Teaching and Learning/Student Achievement - Provide demonstrated evidence of improved teaching and learning for every student in every school

- Goal 4 Staff Recruitment/Retention/Development - Foster a dynamic learning community that attracts, retains and develops highly qualified staff.

MERIT GOALS

- Merit Goal 1 - The Superintendent shall develop, present and recommend a restructuring of the central administration design.
 - Proposed Central Office Leadership Design shared with the Board and District Administrative Team
 - Funding of New Positions
 - Curriculum and Instruction Recommendations
 - Assistant Superintendent Roles
- Merit Goal 2 - The Superintendent shall monitor this implementation and keep the Board abreast of the district's progress. Additionally, the Superintendent will also report out publicly during a Board meeting regarding this new resource. Evidence of completion will be not less than three public Board presentations measuring student achievement.
 - Ongoing data review is occurring and including demographic enrollment in courses and discipline information disaggregation
 - Preparation is continuing and ongoing this system has added to the student data presented in recent public presentations of our district demographics.
- Merit Goal 3 - The Superintendent will develop at least three new partnerships with community organizations that will bring additional resources (both human and physical) to SOMSD.
 - Negotiations with potential partners are ongoing including: HMI, NYU, Rutgers, Seton Hall etc.

[presentation on file in Board Secretary's office]

BOARD PRESIDENT'S UPDATE - Annemarie Maini

Board president Maini presented the President's update including the following:

- Dr. Taylor's District Goals update will be the main source of the Board's midyear evaluation of the Superintendent in preparation for the final evaluation in June.
- Thank you Dr. Taylor for leading our community to seek information in historical context, and to listen, learn and seek possible solutions together. Through continued community meetings, departmental newsletters and engagement with teachers and building leaders you are modeling for all of us that we are a learning community.

- Dr. Taylor is using best practices and research to best prepare the integration plan to be the right fit for our community.
- Thank you to all Board members for taking the time to meet with new Board Member Kamal Zubieta to bring her up to speed.
- Thank you SOMEA partners for inviting the Board to attend their Civil Rights dinner with guest speaker and Columbia High School Alumna Julia Jeffries.
- We are set to begin discussions with SOMEA leadership to implement the sick bank for the benefit of all SOMSD staff.
- Committee structures have been revised to include the addition of Board member Zubieta and the new Sick Bank Committee.
- The Board will meet in executive session to discuss the goal of the Intentional Integration Plan with Dr. Taylor.
- Thank you to Mapso Freedom School for inviting the Board to attend the week long learning opportunity in honor of the Black Lives Matter Week of Action. The events were engaging and thoughtful and captured student voices.

HEARING OF INDIVIDUALS AND DELEGATIONS

NAME

TOPIC

Benjamin W Gage T SOMS 7 th graders	Spoke about climate change and the importance of recycling. Requested recycling bins for the South Orange Middle School cafeteria. Asked the Board for support in helping SOMS and the district become a greener community.
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Dr. Taylor thanked Benjamin and Gage for informing the Board of this issue. We will be in contact with the SOMS Principal and the Facilities Director to determine why the recycling bins are not being used. More importantly we need to look at how we can expand our ability to be a greener district. Dr. Taylor charged Benjamin and Gage to continue their research on best practices currently used in other Districts.

STUDENT REPRESENTATIVE UPDATE - *Lily Forman*

Student Representative Lily Forman provided the student representative update including the following topics:

- The new semester started with gradewide meetings including information regarding student attendance and ID policies.
- Columbia High School Safety Forum
- Restorative Practices
- First meeting with Jefferson Elementary school student council

HEARING OF INDIVIDUALS AND DELEGATIONS

NAME

TOPIC

Ann Leeb	Welcomed Dr. Alegria as the new Assistant
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Malia Herman
SEPAC

Superintendent of Special Services. SEPAC is looking forward to working very closely with Dr. Alegria. Ms. Leeb also thanked Dr. Morana for all she has accomplished as Interim Asst. Superintendent of Special Services. Ms. Leeb and Ms. Herman Expressed concern regarding the continued outsourcing of Paraprofessional Services.

Dr. Taylor responded to Ms. Leeb and Ms. Herman's concerns regarding outsourcing of paraprofessionals.

COMMITTEE REPORTS

FINANCE FACILITIES & TECHNOLOGY - Board Member Joshua

The committee discussed the following:

- Towing Service Contract
- Seth Boyden Wifi Agreement with Maplewood Township
- South Orange Village water meter antenna installation
- Spending Freeze
- 2019-2020 & 2020-2021 Budget
- Capital Plan Update

PERSONNEL & LABOR RELATIONS - Board Member R. Baker

The committee discussed the following:

- February 2020 resolutions
- New Administrative hires
- February 2020 open positions Roster
- Staff suspensions chart
- Human Resource Department Chart
- Human Resource Audit
- NJQSAC
- Inquiring Minds Newsletter for Administrators
- Calendar of scheduled recruitment events
- Affirmative Action Committee
- Policies

POLICY COMMITTEE - Board Member Siders

The Personnel Committee held its first official meeting on February 12, 2020. The committee is comprised of one member from each of the other three committees. The goal is to have each member provide updates to the policy committee as well as serve as subject matter experts for policy revisions.

The committee discussed the following:

- Access to the template that reflects a schedule of policies in need of review or design (January 2020-December 2020)
- Recommendation two columns to Policy Revisions/Design Log to reflect SLT comments and general comments
- Access to Strauss Esmay Policy Alert & Supportive System (PASS)
- The need to identify an efficient system to maintain policy review/design process to stay current.
- Need to identify a vehicle through which all administrators, teachers and other staff have access to adopted policies throughout the year.
- Establish a system that allows for a cyclical review of policy review and design
- Committee recommended the incorporation of the policy review and design process into the Annual Board Agenda.
- Reviewed policy 5613 and 4431.1

CURRICULUM & INSTRUCTION - Board Member E. Baker

The committee discussed the following:

- Curriculum Update
- QSAC Update
- Re-structuring Kindergarten
- CHS STEM Information Night
- Special Education Update
 - Pre-K Tools of the Mind
 - Preschool Expansion Update Report
 - Section 504 Standard Operating Procedures
 - Homeless Families - Resource Guide
 - Data Project - Partnership with NYU
 - Partnership with Essex County Voc-Tech School
 - Program Projections 2020-2021
 - QSAC Planning 19-20

ITEMS FOR ACTION

Motion made by Dr. Taylor, seconded by Board Member R. Baker that the Board of Education approves the following:

3973. Adopt the following new and revised curricula:

Resolution Number	New/Revised	Department	Subject
3973A	New	PreK	PreK Tools of the Mind (TOM)
3973B	REVISED	STEM	Advanced TV Production
3973C	REVISED	STEM	Chemistry
3973D	REVISED	STEM	Pre-Calculus Honors

3981A. MEMORIALS

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

Gerard Paradiso, retired special education and Spanish teacher and basketball coach, passed away on February 16, 2020.

Susan Penberthy, retired math teacher, passed away on January 28, 2020.

The Superintendent is asked to convey our condolences to the family and friends of Gerard Paradiso and Susan Penberthy.

3981B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE
Durant, Jr. Oliver	School Bus Driver DIST - .5 FTE	4/4/20
Fagan, Jennifer	LR T Math MM - 1.0 FTE	2/10/20
Grynberg, Henry	T STEM MM/SOM - 1.0 FTE	4/19/20

3981C. 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
Dr. Alegria, Melody	Asst. Superintendent for Special Services DIST - 1.0 FTE	4/27/20 6/30/20	\$155,000
Iacullo, Greg	T SPED/INC CLIN - 1.0 FTE	3/25/20 6/30/20	\$82,800
Handler, Karissa	Guidance Counselor CHS - 1.0 FTE	3/11/20 6/30/20	\$56,000
Linn,* Megan	T Math MM - 1.0 FTE	TBD 6/30/20	\$56,000
Phillips, Yvonne	T SPED/INC SM - 1.0 FTE	2/25/20 6/30/20	\$77,300
Quinitchett, Amanda	T SPED SMA - 1.0 FTE	2/25/20 6/30/20	\$56,000
Simon, Kenneth	T SPED CHS - 1.0 FTE	3/25/20 6/30/20	\$73,400
Spina, Anthony	T SPED CHS - 1.0 FTE	2/1/20 6/30/20	\$51,300
White, Scott	Interim Director of Guidance for Transition CHS - 1.0 FTE	3/1/20 4/15/20	\$127,000 (pro-rated)

* Pending receipt of NJ teacher certification

3981D. LEAVE REPLACEMENT 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
Connors, * Michael	T SPED MM - 1.0 FTE	TBD 6/30/20	\$73,400
Krupnik, Victoria	T Math CHS - .6 FTE	3/9/20 6/30/20	\$46,380
Noel, David	T Math MM - 1.0 FTE	2/7/20 4/3/20	\$62,400
Williams, Raquel	1 st Grade SB - 1.0 FTE	2/3/20 6/30/20	\$49,600

* Pending receipt of NJ teacher certification

3981E. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Balassone, Falynn	Director of Guidance CHS - 1.0 FTE	4/1/20	3/1/20

3981F. RESCIND TRANSFER/REASSIGNMENT

NAME	FORMER ASSIGNMENT	ORIGINAL ASSIGNMENT	EFFECTIVE DATE
Keegan, William	T SPED CHS - 1.0 FTE	T SPED SOM - 1.0 FTE	9/2/19 6/30/20

3981G. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Williams, Janine	T SPED/SC SB - 1.0 FTE	T SPED/INC CHS - 1.0 FTE	2/10/20 6/30/20

3981H. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Employee # 3735	T 1 SB - 1.0 FTE	2/3/20-4/21/20 (Unpaid FMLA)
Cifuentes, Katherine	T SPED MM - 1.0 FTE	1/31/20-4/30/20 (Unpaid FMLA)
Dios, Kelli	Guidance Counselor MM - 1.0 FTE	3/18/20-4/9/20 (Unpaid FMLA)
Hurley, Pat	T PE/H CHS - 1.0 FTE	3/2/20-3/6/20 (Unpaid FMLA)
Richinsin, Calvin	T SPED CHS - 1.0 FTE	3/17/20 - 5/14/20 (Unpaid FMLA)
Skrivanic, Julie	T Math CHS 1.0 FTE	2/18/20-3/17/20 (Paid Maternity Leave) 3/18/20-6/16/20 (Unpaid FMLA)

3981I. SUSPENSIONS

NAME	EFFECTIVE DATE
Employee #3331	1/3/20 - TBD (w/pay)
Employee #924	11/15/19 - TBD (w/pay)
Employee #2446	2/25/20 - TBD (w/o pay)

3981J. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Boni, Susan	T Math CHS - .2 FTE	1/2-1/31/20 (21 days)	\$82.15 (per day)	\$1,725.15
Buzar, Marisa	T SPED CHS - .2 FTE	1/2-1/31/20 (21 days)	\$54.70 (per day)	\$1,148.70
Endlich, Matthew	T SPED CHS - .2 FTE	1/2-1/31/20 (21 days)	\$97.55 (per day)	\$2,048.55
Degioia, Mia	T SPED CHS - .2 FTE	1/2-1/31/20 (21 days)	\$65.50 (per day)	\$1,375.50
Femenella, Matthew	T SPED CHS - .2 FTE	1/2-1/31/20 (31 days)	\$61.70 (per day)	\$1,295.70
D'Alessio, Tara	T SPED CHS - .2 FTE	1/2-1/31/20 (21 days)	\$91.85 (per day)	\$1,928.85
Grasso, Linda	T SPED CHS - .2 FTE	1/3-1/31/20 (20 days)	\$82.15 (per day)	\$1,643
Herekar, Ashwin	T SPED CHS - .2 FTE	1/2-1/31/20 (21 days)	\$54.70 (per day)	\$1,148.70
Lucas, Justin	T Math CHS - .2 FTE	1/3-1/31/20 (20 days)	\$80.20 (per day)	\$1,604
Spina, Kathleen	T SPED CHS - .2 FTE	1/3-1/31/20 (20 days)	\$90.60 (per day)	\$1,812
Dominguez, Darlene	T Science MM - .2 FTE	1/2-1/10/20 (7 days)	\$56.50 (per day)	\$395.50
Schlatmann, Alyssa	T Science MM - .2 FTE	1/2-1/10/20 (7 days)	\$61.70 (per day)	\$431.90
Terenzi, Mark	T Science MM - .2 FTE	1/2-1/10/20 (7 days)	\$97.55 (per day)	\$682.85
Duffey, Dallas	T Math MM - .2 FTE	1/27-2/21/20 (18 days)	\$85.60 (per day)	\$1,540.80
Kessler, Marc	T Math MM - .2 FTE	1/27-2/21/20 (18 days)	\$61.70 (per day)	\$1,110.60
Sousa, Carisa	T Math MM - .2 FTE	1/27-2/7/20 (10 days)	\$54.70 (per day)	\$547
Sudol, Lorraine	T Math MM - .2 FTE	1/27-2/21/20 (18 days)	\$97.55 (per day)	\$1,755.90
Cahill, Allison	T PE/H CHS - .2 FTE	1/2-1/31/20 (21 days)	\$91.85 (per day)	\$1,928.85

Clem, Dallas	LR T PE/H CHS - .2 FTE	1/2-1/17/20 (12 days)	\$49.60 (per day)	\$595.20
Clesmere, Lindsay	T PE/H CHS - .2 FTE	1/2-1/17/20 (12 days)	\$56.50 (per day)	\$678
Crimi, Orla	T PE/H CHS - .2 FTE	1/2-1/17/20 (12 days)	\$53.00 (per day)	\$636
Mobley, Gary	T PE/H CHS - .2 FTE	1/2-1/17/20 (12 days)	\$91.85 (per day)	\$1,102.20
Bethea, Sabrina	Clerical Aide TUS - 1.0 FTE	1/15-1/30/20 (4.5 hours)	\$11.38 (per hour)	\$51.21
Copeland, Jeanette	Clerical Aide JEFF - 1.0 FTE	1/15-1/16/20 (14 hours)	\$10.70 (per hour)	\$149.80
Pierre Louis, Renaud	School Bus Driver DIST - .8 FTE	1/2-1/31/20 (231hours)	\$5.07 (per hour)	\$1,171.17
Taylor, Peter	School Bus Aide DIST - .5 FTE	1/2-1/31/20 (26 hours)	\$8.92 (per hour)	\$231.92
Tyson, Angela	School Bus Aide DIST - .8 FTE	1/2-1/31/20 (18 hours)	\$9.43 (per hour)	\$169.74

3981K. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Muirhead, Ryan	Baseball, Varsity Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$6,566
Crouch, David	Baseball, Asst. Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$4,676
White, Dillon	Baseball, Asst. Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$4,676
Nichols, Thomas (Max)	Baseball, Freshman/Asst. Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$3,811
Keegan, William (Chuck)	Boys Outdoor Track, Varsity Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$6,566
Mobley, Gary	Boys Outdoor Track, Asst. Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$4,676
Iraggi, Taylor	Outdoor Track, Freshman/Asst. Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$3,811
Clesmere, Lindsey	Softball, Asst. Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$4,676
Reichenstein, Steven	Girls Tennis, Varsity Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$5,614
Marigliano, Paul	Girls Tennis, JV/Asst. Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$3,811
Trieu, Johnathan	Boys Lacrosse, JV/Asst. Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$4,676
Messineo, Nicholas	Boys Lacrosse, Freshman/Asst. Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$3,811

Buzar, Marissa	Girls Lacrosse, Freshman/Asst. Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$3,811
Winkler, Rebecca	Girls Lacrosse, JV/Asst. Coach CHS - 1.0 FTE	3/1/20 6/30/20	\$4,676

3982A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2019-2020 SCHOOL YEAR
STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE	PER DIEM RATE
Smith, Kevin	William Paterson Univ. Kean University	1975	BA MA	\$400

NAME	INSTITUTION	DATE	DEGREE
Connors, Michael	Bloomsburg University	12/1996	BA

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Cortes, Sarah	Seton Hall University	5/2017	BA
Cotler, Joaquin	Wesleyan University	5/2005	BA
Desir, Mollie	Drew University	5/2006	BA
McQuire, Shannon	Montclair State University	1/2020	BA
Smith, Philip	Hampton University	5/1994	BS

3982B. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2019-2020 SCHOOL YEAR
PAID AT THE DAILY RATE OF \$160

Michael Connors
Jamie Ramsburg
Mahnaz Shirazi-Whang
Eric Shorter

3982C. APPOINTMENT OF HOME INSTRUCTOR FOR THE 2019-2020 SCHOOL YEAR
PAID AT THE HOURLY RATE OF \$35

NAME	CERTIFICATION
Monica Soliman	Teacher of Social Studies

3982D. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2019-2020 SCHOOL
YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Paulina, Arthur	Fencing (Boys), Asst. Coach	12/2019 2/2020	\$5,531

White, Darryl	Fencing (Boys), Head Coach	12/2019 2/2020	\$7,891
Ginlock, Tiffini	Fencing (Girls), Head Coach	12/2019 2/2020	\$7891
Mustilli, Frank	Fencing (Girls), Asst. Coach	12/2019 2/2020	\$5,531
Danyluk, Steve	Lacrosse (Boys), Asst. Varsity Coach	3/2020 6/2020	\$4,676
Heningburg, Dylan	Lacrosse (Boys), Head Coach	3/2020 6/2020	\$6,566
Dennis, Donte	Lacrosse (Girls), Asst. Varsity Coach	3/2020 6/2020	\$4,676
Ramos, Steven	Lacrosse (Girls), Head Coach	3/2020 6/2020	\$6,566
Faraone, Christopher	Outdoor Track (Girls), Head Coach	3/2020 6/2020	\$6,566
Stephens, Christopher	Outdoor Track (Girls), Asst. Coach	3/2020 6/2020	\$4,676
Rothenberger, Nicole	Softball (Girls) Asst. JV/Freshman	3/2020 6/2020	\$4,594
Cruz, Jennifer	Softball (Girls), Asst. Junior Varsity Coach	3/2020 6/2020	\$4,676
Smith, Clifford	Softball (Girls), Head Coach	3/2020 6/2020	\$6,566

3982E. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2018-2019 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Hadzic, Alen	Fencing (Boys), Asst. Coach	12/2018 2/2019	\$5,490
Mustilli, Frank	Fencing (Girls) Asst. Coach	12/2018 2/2019	\$5,490
Ginlock, Tiffini	Fencing (Girls), Head Coach	12/2018 2/2019	\$7,891
White, Darryl	Fencing, Boys Head Coach	12/2018 2/2019	\$7,891

3983A. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2019-20 extended school year [list on file in Board Secretary's Office].

3983B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2019-20 school year.

3984. Approves the addition of the following class field trip

destinations based upon the attached "Statements of Assurance."

School	New Destination
Clinton	Sealife Aquarium, East Rutherford, NJ
Clinton	Ellis Island, Jersey City, NJ
Columbia High School	University of Delaware (overnight-Model UN)
Marshall	Museum of Early Trade and Crafts, Madison, NJ
Marshall	Montclair Art Museum, Montclair, NJ
Montrose and all Preschool Partners: (Applecore Learning, Zadie's of the Oranges, LaPetit Academy)	Turtle Back Zoo, West Orange, NJ
CHS	United States Holocaust Memorial Museum, Washington, DC
CHS	Smithsonian National Museum of African American History & Culture, Washington, DC
CHS	Holiday Inn Capitol, Washington, DC
CHS	Luna Stage, West Orange, NJ
Seth Boyden	Sealife Aquarium, East Rutherford, NJ
South Mountain	iFly, Paramus, NJ

3985A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated January 31, 2020
2. Expense Account Adjustment Analysis dated January 31, 2020
3. Revenue Account Adjustment Analysis dated January 31, 2020
4. Check Register#404833-405155 in the amount of \$5,157,054.12
5. Voided check#404681 in the amount of \$1,536.30
6. Check Register#200693-200694, 200696 in the amount of \$3,802,958.45
7. Check Register#200695 for January 2020 payroll in the amount of \$6,939,095.04
8. Treasurer's Report of December 2019

3985B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3985C. Approves the attendance and related travel expenses for the following work-related events:

Employee	Workshop/Conference	Travel Date(s)	Location	Estimated Cost(s)
Marvin Alexander Columbia High School	SHAPE America National Convention Expo	4/22/20- 4/26/20	Salt Lake City, UT	1,961.60

Ann Bodnar Central Office	Tech Equity Conference	03/20/20	Somerset, NJ	435.00
Keith Bonds Central Office	Tech Equity Conference	03/20/20	Somerset, NJ	6.01
Maureen Davenport Seth Boyden	Teaching Kindergarten: Where Did the Garden Go?	04/30/20- 04/04/20	New York, NY	225.00
Brady Dillon Central Office	Nonviolent Crisis Intervention Trainer Course	03/10/20- 03/11/20	Saddlebrook, NJ	1,134.14
Mara Fox Jefferson	Dyslexia Workshop LDANJ	03/09/20	Ewing, NJ	36.77
Jennifer Latimer Clinton	Tech Equity Conference	03/20/20	Somerset, NJ	17.11
Dr. Ronald G. Taylor Central Office	Fifth National Conference on School Integration	03/25/20- 03/27/20	Washington, DC	1,368.24

3985D. Approves the following providers for the 2019-2020 school year for the service indicated:

Provider Name	Service	Rate
Barbara Goldfarb Millburn, New Jersey	Speech Therapy Consultation	\$135/hour \$100/hour
Educational Services Commission of NJ Piscataway, New Jersey	Additional OT/PT ½ hour per week outside of base tuition services of students attending ESC of NJ schools	\$2,109.00

3985E. Approves the use of the following vendors in excess of the \$40,000 for the 2019-2020 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
Alertus Technologies	Security	Other
Atlantic Tomorrow's Office	Copier	State Contract
Cengage Learning	Digital Textbooks, Learning	Other
Discount School Supply	Library and Classroom Supplies	State Contract
Grainger	Custodial/Facilities Supplies	State Contract
Heinemann Workshops	Professional Development	Other
McGraw Hill	Textbooks	Other

3985F. Accepts a donation for the school lunch program in the amount of \$750.00.

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.

3985G. Establishes a reserve for encumbrances for purchase orders remaining open on June 30, 2019 in the amount of \$1,769,636.00

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

Reserved for open purchase orders:

11	000	100	Instruction - Tuition	\$	896,746
11	000	21X	Pur Svcs-OT/PT	\$	73,947
11	000	221	Imp Instructional Services	\$	162,323
11	000	222	Ed Media Services - Library	\$	20,282
			Support Services - Central &		
11	000	230	Legal	\$	117,556
11	000	240	Support Services - School	\$	4,148
			Support Services -		
11	000	251	Central/IT	\$	2,604
11	000	252	Technology	\$	47,890
11	000	261	Required Maintenance	\$	67,746
			Operation/Maintenance		
11	000	262	Facilities	\$	86,067
11	000	263	Care & Upkeep of Grounds	\$	7,561
11	000	266	Security	\$	43,919
11	000	270	Transportation	\$	22,619
11	000	291	Insurance	\$	8,055
11	190	100	Instructional Supplies/Texts	\$	48,839
11	212	100	Special Education MD	\$	2,321
11	240	100	Bilingual Education	\$	16,000
			Cocurricular		
11	40X	100	Activities/Athletics	\$	15,051
11	230	100	Basic Skills	\$	9,544
12	000	26X	Grounds Equipment	\$	116,418
			Reserve for Encumbrances, June 30, 2019	\$	1,769,636

3985H. Accepts the adjusted budget for the 2019-20 school year as attached.

3985I. Approves the following tuition rates for Summer Camp at the Montrose Early Childhood Center for the 2020-2021SY:

<u>Program</u>	<u>Cost</u>
6 Week Program	\$750
3 Week Program	\$375

Financial Aid is available for qualified South Orange or Maplewood residents or SOMSD staff for the Montrose Early Childhood Center.

Each family situation is considered on an individual basis and tuition in the amount of \$50 per week is offered to families in need of assistance.

3985J. Approves the 2020 Agreement and DOT Testing Fee Schedule with Prevention Specialists, Inc. of Ocean, NJ. Cost of services is as follows:

DOT Random Drug Testing (mobile unit)	\$ 68.00 per test
DOT Random Drug Testing (Lab Site)	\$ 58.00 per test
All Non-Randomized Drug Testing (Lab Site)	\$ 68.00 per test
DOT Alcohol Testing	\$ 39.00 per test
DOT Compliance Support	\$515.00 per annum
DOT Policy	Price upon request
Training & Education	Price upon request
Litigation Support	Price upon request
Emergency Response Services	\$155.00 1 st hour \$55.00 every additional half hour plus the cost of tests

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.

3985K. Accepts a grant from Montclair State University Foundation, in the amount of \$500 to South Mountain School.

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

20-045-200-890 South Mountain School \$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.

3985L. Accepts a donation for the Parenting Center in the amount of \$9,913.26

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 \$9,913.26

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.

3985M. Approves an agreement with Atlantic Tomorrow's Office of Bloomfield, New Jersey for a 60-month lease for the following Digital Imaging System copy machines:

- (1) - Savin C3500
- (4) - Savin 7503

- (2) - Savin 9003
- (1) - Savin 6055

The total combined monthly lease cost of \$2,725.00 for an annual combined cost of \$32,700.00 plus the cost of \$.0053 per page for maintenance and supplies (excludes paper and staples).

- 9385N. Establishes a sick bank committee comprised of three Board members and three SOMEA members to establish standards and procedures that it deems appropriate for the operation of the sick leave bank.
- 3985O. Authorize an agreement with Essex County Towing, of South Orange, New Jersey to provide towing services for vehicles illegally parked on District property.
- 3985P. Authorize an agreement with Maplewood Township to mount antennas on school district facilities in an effort to provide free internet service for economically disadvantaged students.
- 3985Q. Authorize an agreement with South Orange Village Water Authority to mount antennas on school district facilities to allow the water authority to remotely read water meters.
- 3985R. Approves an agreement with Public Consulting Group, Inc. of Boston, Massachusetts, to provide an internet-based special education tool *Easy IEP* to assist with reporting requirements pursuant to the IDEA Act, for the period of July 1, 2019 through June 30, 2020 at a cost of \$31,720.

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.

- 3986. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of January 2020.
- 3987A. Approves a settlement agreement for special education Student ID #3751798335 and authorizes the Board President to execute the settlement agreement.
- 3987B. Approves a settlement agreement for special education Student ID #6234174491 and authorizes the Board President to execute the settlement agreement.
- 3987C. Approves a settlement agreement for special education Student ID #6074469738 and authorizes the Board President to execute the settlement agreement.
- 3988. Orders the transfer or removal of the students identified below.

<u>STUDENT</u>	<u>SCHOOL</u>	<u>GRADE</u>
2971726219	CHS	10th
2136178360	CHS	10th
4983874653	CHS	9th

3989. Approve the revised Board of Education Committees and officers for the 2020 Calendar Year as presented [list on file in Board Secretary's Office].

3990. Approves a settlement agreement with former employee ID# 3634 and authorizes the Board President to execute the settlement agreement.

ROLL CALL: Motion 3973, 3981A-B, 3981D-K, 3982A-E, 3983, 3984, 3985B-R, 3986 (as amended), 3987A-C, 3988, 3989, 3990 passed.

YES: E. Baker, R. Baker, Cuttle, Joshua, Maini, Mazzocchi, Siders, Wright, Zubieta NO: None

Motion 3985A passed. YES: R. Baker, Cuttle, Joshua, Maini, Mazzocchi, Siders, Wright, Zubieta NO: None ABSTAIN: E. Baker (payments to any vendor or matter in the check register from which Board Member E. Baker is conflicted; including but not limited to Pomptonian Food Service, Atalian Global Service, and U.S. Security Associates, Inc.)

Motion made by Board Member Wright, seconded by Board Member Joshua to sever resolution 3981C. Motion to sever passed 9 yes, 0 no.

Motion 3981C passed. YES: E. Baker, R. Baker, Cuttle, Joshua, Maini, Mazzocchi, Siders, Zubieta NO: Wright

Dr. Taylor introduced newly appointed Asst. Superintendent of Special Services, Dr. Melody Alegria. Dr. Alegria thanked Dr. Taylor and the Board for the opportunity and expressed her excitement to join SOMSD to continue the work Dr. Morana has started and to continue to lead the district forward in Special Education.

HEARING OF INDIVIDUALS AND DELEGATIONS

None.

NEW BUSINESS

Board Member Cuttle made the following announcements:

- February is Teen Dating Violence Awareness Month
- Maplewood Memorial Library will hold a free suicide prevention training on March 6.
- Hetrick-Martin Institute (HMI) will provide support to Columbia High School students Tuesdays and Thursdays during lunch periods. HMI will also host biweekly LGBTQ+ Parent Support Group at Dehart Community Center.

Future Meetings

The Board of Education will meet in Closed Session on Monday, March 16, 2020 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 Maini, seconded by Board Member Joshua, that the Board of Education meet in Executive Session prior to the March 16, 2020.

MOTION made by Board Member Maini, seconded by Board Member R. Baker, that the Board of Education adjourn to executive session. Motion unanimously approved at 9:49 p.m.

Paul Roth, Board Secretary