

Regular Meeting  
South Orange-Maplewood  
Board of Education  
June 22, 2020

A Regular Meeting of the Board of Education of South Orange-Maplewood was held using the online video conference platform on June 22, 2020.

Board President Annemarie Maini called the meeting to order at 7:41 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

Motion made by Board Member E. Baker, seconded by Board Member Zubieta to allow distance participation in our monthly Regular Board Meeting during the COVID-19 emergency.

Motion passed 8 yes, 0 no.

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

Absent: Board Member Mazzocchi,

8 VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

BOARD RECOGNITION - Lily Forman

NAME/SCHOOL	RECOGNITION
CHS Students: Achieve Foundation Volunteer Awardees	Every year the Achieve Foundation presents awards to exceptional volunteer tutors. An appreciation reception is usually organized by Achieve to honor and thank them, however, due to Covid other alternatives are being implemented. The CHS student award winners this are:  Dubrow Awards (outstanding volunteer tutors) Evan Fagan Alexis Halm Lila Promisel Jake Slade Katie Trzaska Addie Wiener Alex Yang  Super Seniors (graduating seniors who volunteered for 3 or more years) Hannah Anthony Evan Fagan Samuel Fleetwood Jeremy Giles

	<p>Ethan Goldman  Archie Jones  Anna Murray  Annabelle Roses  William Schabacker  Nicholas Shires  Sarah Solomon  Abby Strugger  Olivia VandeVusse</p> <p>Senior Stars (a new award this year for seniors who continued volunteering when we moved to remote sessions)  Ryane Barrett  Thandi Bernard  Karley Chambers  Sasha DuBose  Evan Fagan  Ayane Garrison  Jeremy Giles  Alex Glynn  Bryn Healy  Zubin Kremer Guha  Clara McCourt  Jordan Muhammad  Tate Olitt  Maya Peiris  Ainsley Pierson  Tim Rohan  Daniella Rothstein  Nicholas Shires  Jake Slade  Avery Souprios  Alexa Stephan</p>
--	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

**Staff Recognition**

<p>CHS:</p> <ul style="list-style-type: none"> <li>Noah Brauner, Engineering Teacher</li> </ul>	<p>Mr. Brauner created Intubation Box Project for hospitals in need. He designed, fabricated and built intubation boxes and worked with members of the community to deliver over 100+ boxes to local hospitals. The intubation process exposes medical personnel to infection from aerosolized particles carrying a high viral load emanating unimpeded from the patients lungs. The intubation box acts as a barrier to that flow. The construction from clear acrylic allows for visibility during the procedure.</p> <p>URL: <a href="https://youtu.be/t4-TI1xVpUY">https://youtu.be/t4-TI1xVpUY</a></p>
<p>Food Services Department: Patricia Johnson &amp;</p>	<p><b>Message of Appreciation/Recognition:</b></p> <p>Hi Dr. Taylor, Dr. Carrick and Annemarie,</p>

Staff	<p>I'm writing to sing the praises of Pat Johnson and her food service staff. If there's some way to recognize them officially, please do. They deserve every award there is.</p> <p>Pat and her team have gone above and beyond (and I know everyone says that about everything, but in this case it's true) to feed families during this period of distance learning. I deliver some lunches through SOMA Justice Cougar Cares and the Parenting Center, so I see them at work every day.</p> <p>One weekend I got a call with a request to start delivering to a family with 5 kids. I emailed Pat, acknowledging that she probably wouldn't have that many meals ready for Monday, but she got back to me on Sunday to say they'd be ready.</p> <p>In the run up to Memorial Day, Pat was worried about the families who wouldn't get food over the long weekend, so every day the week prior she put something else extra into the bags to tide families over.</p> <p>She noticed that one family was picking up food very irregularly. She found out the mom had just had a new baby so wasn't able to get out of the house to pick up lunch every day, and arranged for food to be delivered to the family instead so that they wouldn't go without.</p> <p>I wish I knew all their names, I only know Pat and Colleen. I also want to shout out Mr. DeWitt and the other security staff who help carry boxes and bags to my car every day. My only regret is that it took a pandemic for me to meet Pat. She's fabulous and we're so very lucky to have her.</p> <p>Sincerely,</p> <p>Jocelyn Ryan</p>
-------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

APPROVAL OF MINUTES

Board President Maini declared the minutes of the May 11, 2020 Reorganizational Meeting, May 4, 2020 and June 13, 2020 Special Meetings, and the amended minutes of May 18, 2020 Special Meeting approved as presented.

LGBTQ+ PRIDE MONTH

June is LGBTQ+ Pride month, celebrating 50 years of pride and 51 years since the Stonewall uprising against police brutality that galvanized the

modern LGBTQ+ civil rights movement. By proclaiming and recognizing LGBTQ+ pride month, the SOMSD Board of Education welcomes, affirms and stands with our students, staff caregivers and families and commits to providing a welcoming, respectful, inclusive and safe learning environment for all of our students. To our LGBTQ+ students, staff, families and community, we see you, we celebrate you and we support you. We stand committed to the well-being and safety of all of our students and staff with a focus on equity and inclusion. We also recognize the needs of students who live at intersections, who are disproportionately impacted, by racism and homophobia, transphobia and school based victimization because they are both black and LGBTQ+. We stand committed to ensuring that school policies and practices are inclusive, and supportive of all of our students. Especially with regard to antiracism and antidiscrimination inclusive of sexual identity, gender, orientation and expression. We also support the State's new curricular requirements to commemorate and recognize the diverse contributions that LGBTQ+ individuals have made in our culture, history and society by championing civil rights. South Orange Maplewood Board of Education along with the School District is committed to creating a welcoming environment for all our students. By recognizing LGBTQ+ Pride Month, we encourage all students, staff and families to listen to each other with the intention to understand and not to reply. Listen with the intention to grow and expand understanding beyond your own experiences. Listen and be present.

#### 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

Board President Maini read the following letter written to Dr. Taylor by a community member:

*Dr. Taylor,*

*I appreciate the time, attention and thoughts put into your letter. I am a full-time father of two. I just read your letter to my children. I can definitely identify with everything you said. Thank you for sharing, enjoy your weekend and have a wonderful Father's Day.*

*Kindest Regards*

## RETIREE RECOGNITIONS

Dr. Taylor presented the video of the Virtual Retiree Ceremony. The ceremony acknowledged and celebrated the contributions made to the South Orange Maplewood School District and Community by each retiree.

## BRIEF REVIEW OF INTENTIONAL INTEGRATION INITIATIVE JOURNEY

The purpose of this presentation is to give a summary of our Intentional Integration work for the 2019-2020 school year. The presentation briefly reviewed the process that has led to the Intentional Integration Initiative Resolution on tonight's agenda for Board approval. The presentation outlined the following:

- Previous Presentations
  - Equity in Integration Symposium 1/8/2020
  - Equity in Integration Discussion (Elementary Staff) 2/4/2020
  - Intentional Integration Initiative Community Town Hall 2/19/2020
  - Intentional Integration Initiative Digital Update (Webinar)
- Literature Review
- Parental/Community Feedback
  - Our research and review was paired with community feedback, this was then analyzed and used to create a 'draft framework' that was shared with the Board of Education for further discussion. The Board gave valuable feedback and insight into the framework, as well as tentative approval for Administration to take the feedback and synthesize it to prepare for our next community presentation for discussion.
- Framework Design
- Next Steps
  - The Board is considering a resolution that we believe captures our current context and beliefs, while sharing a clear direction for our District to actualize our Intentional Integration Initiative.
  - If the Board supports this resolution, we will move forward with procuring a 3<sup>rd</sup> party expert to assist in bringing our proposed algorithm to fruition.
  - The Board will also be able to determine from the simulations the desired parameters of school demographics.
  - Once the draft algorithm is completed we will test its effectiveness in simulations. Which we will use to determine the recommended weights needed for each variable to achieve the desired outcomes. We will also be able to use these simulations to avoid unintended outcomes.

## SOMSD DISTANCE LEARNING UPDATE - END OF YEAR

The purpose of the brief review is to bring the public up to date with our Distance Learning Methodology including:

- Brief review of the circumstances and guidelines for distance learning including:
  - Initial Emergent Requirements

- o Governor Mandated Extension of closure
- o Health Related Closure Update
  - Instructional Planning Process
  - Technology Distribution
  - Food Distribution
  - Mental Health Support
- o Survey Results
  - Parents & Students
  - Next Steps
    - In preparation for the possibility of distance learning being required for the 2020-2021 school year:
      - ❖ Age appropriate live digital instruction will be mandated for all.
      - ❖ We are preparing for traditional, hybrid, and distance learning scenarios. While this may be determined by the NJ Department of Education later in the summer we are preparing to make the decision if need be.

We are forming a Task Force, made up of our SLT Members, Academic Supervisors, Principals and teacher representatives. The Task Force will be focusing on the previously mentioned items separated into subgroups based on the component area design of our previously discussed NJDOE closure document, i.e. Instruction, SPED, ELL, Attendance, Facility etc., understanding that the NJDOE/Governor's Executive Order takes precedence.

BOARD PRESIDENT'S UPDATE - *Annemarie Maini*

- Congratulations Board Member Cuttle on receiving New Board Member Certification. This requires that in the first two years the Board member accumulates at least ten Board Member Academy credits, attend in-person Governance I New Board Member Orientation, attend at least one statewide regional professional development program, attend at least two Essex County Association meetings and attend at least one NJSBA Workshop Conference. Thank you Board Member Cuttle for your dedication to training and leadership.
- The June 25, 2020 Executive Session is cancelled. The Board will meet with Dr. Taylor on Monday, June 29, 2020 to review the Superintendent's Evaluation.
- A three session Board Retreat has been scheduled. Sessions one and two will focus on Board Governance and the third session will focus on District Goal Setting.

STUDENT REPRESENTATIVE UPDATE - *Lily Forman*

The Student Representative update focused on the following:

- Due to COVID-19 school closures the student council will hold its election to select a new Student Representative in September instead of June. Ms. Forman will remain Student Representative until the September election.
- Columbia High School Virtual Graduation will take place, Wednesday, June 24, 2020.

- CHS Seniors participated in a virtual Prom on Instagram Live.
- Thank you Dr. Taylor for presenting the information from the online learning student survey and for being so willing to listen to student voices and take them seriously.
  - There were mixed results on teacher engagement. Many students expressed frustration due to lack of communication from individual teachers when asking for help with assignments, while other students thanked the District and their teachers for being responsive and helpful.
- MAPSO Youth Coalition is working with Ms. Forman to determine what more can be done to support black students. Students shared their experiences with discrimination in SOMSD.
- In support of SOMA Justices' petition to remove police officers from SOMSD schools and events.
- Encouraged Board members to view the Instagram account @blackatsomds. The account allows students to safely and anonymously post their experiences growing up in the SOMSD and community.
- Passing and implementing the Intentional Integration Initiative will be a significant much needed step forward and hopefully it will improve the experiences of all future students, although it will not help students who have already reached middle school. More needs to be done to help current students to make sure that no matter what their experiences have been so far, that it can be improved before they graduate.
- Looking forward to working with Dr. Taylor and the new CHS principal to host consistent conversations about students' concerns.

Dr. Taylor commented that administration is working with the new Director of Guidance and CHS Principal to develop a comprehensive approach to equity across our secondary schools, specifically when it comes to students of color having an increased enrollment in higher level courses.

#### HEARING OF INDIVIDUALS AND DELEGATIONS

##### Marian Cutler

- Q. What are the insights/key learning's from the CHS survey? While only 25% of students are included, making the results hard to extrapolate from/towards, what was the desired result of sharing the responses?
- A. Throughout the presentation I was able to provide views around some of the key learning points and give emphasis to reiterate some of the points being made by the student responses. I agree that 25% of student responses is not as great as 80% or 100%, but I am happy that we have the feedback of 600 students. It offers insight and some of the feedback that I found very interesting was from a teenagers perspective. They have different needs they cannot all use the same support. The more that we can customize the plan the more impactful it will be.

##### Elissa Malespina

- Q: Where is the survey result of teachers? What do they need and want? Do they want a new system? How do you plan to train all these teachers

and parents on a new system? Why was no teacher survey done?

- A. I've given the opportunity to ASCA and SOMEA to give us feedback on the teacher survey and they have agreed to do so. I would like to send the survey out before teachers leave for the end of the school year. I think it is important to get feedback from teachers and it is also why I mentioned having teacher representatives on the Taskforce as well.

Marian Cutler

Q: Just trying to understand what points from the survey are being applied to our 2020-21 school year plans, if any.

- A. One of the obvious connections from the survey to the 2020-2021 plans is that we are adding more mandatory student engagement and we are adding a tool that hopefully allows us to more closely monitor and give wider reviews of student engagement.

Elissa Malespina

Q. What was the process for choosing a principal for CHS? How many candidates were there? Who was involved in the review? Were there any objections to this candidate?

- A. As we have done with almost every vacant position, we start with advertising the vacancy using many different platforms. We review the responses, backgrounds and certifications of the candidates to ensure they are qualified for the vacancy. Applications are reviewed by the Human Resources Department and candidates are selected to be interviewed by the panel. Because we are currently in a distance learning methodology candidates were interviewed virtually by the panel. To add more rigor we asked each of our candidates to give us a digital introduction of themselves and as the candidates moved forward we also asked for very significant writing prompts and data review prompts. Candidates were given a final interview with myself and Dr. Carrick, followed by a deep dive using a third party to complete background checks beyond what the state requires.

MAPSO Youth Coalition

We are the MAPSO Youth Coalition. Three weeks ago, a group of around twelve youth from the community got together with the interest of organizing a protest in solidarity with Black Lives Matter movements around the country. We quickly realized that we wanted to do more to directly reform our MAPSO community. Recently, we have grown into a collective of 100 and counting, including high schoolers, graduates and a few middle schoolers (though we would love more). We want to be a part of the changemaking process in our community to implement truly beneficial reforms. As we see Black Lives Matter signs put up around the town and teachers showing full support for the movement, we realized that though the district says Black Lives Matter, it does not show it in every sense with its policies, systems, and the staff it employs. At protests and virtual events, we have heard students talk about the very real problems that exist within the walls of our school district. We wanted to hear more about student experience, so we put out a survey asking for SOMSD students



to share their experiences and thoughts concerning systemic issues and how we change them. In addition to many students sharing instances of appalling and apparent segregation in almost every classroom at Columbia High School, we heard a number of Black students lament that when they went to their guidance counselors to request level changes, they were met with the question of, "Are you sure? Do you really want to make this decision?" and we're made to feel insecure about a request they had deeply thought on. Another student said that when she told her guidance counselor that she was worried she'd be late to school because the location of her home made it much more difficult for her to arrive before the bell--a situation common for many students of color--the counselor just said dismissively, "Then get to school on time," and no effort was made to solve the problem. A middle school student talked of a teacher who explicitly targeted black and brown students. One Black student at a Zoom meeting spoke of an elementary school teacher who had made them feel less than human because of where they came from and how they looked. The teacher wouldn't give them the same help that she gave white students, telling them that they would never achieve their dreams and that they were not worth it. This woman is still an employee in the district. These are just a few examples of the systemic issues that remain prevalent in our district.

We understand that you as the school Board are conscious of these issues. But we also know that so many of them remain unaddressed. This is not a statement against you; rather, it is a commitment on our behalf that we, as students, want to be a part of the process to implement real systemic change. We not only want to make this a better district for younger students and students to come, but improve our district for ourselves right now. That is why we have decided to develop a SOMSD student Bill of Rights within the coming months. Though we understand Columbia High School is a big part of the problem, we know this is a comprehensive issue of systemic racism and institutional problems existing at every level in the district. We appreciate Dr. Taylor for committing to help us craft and implement this Bill of Rights and we would welcome any others allies or supporters. We are planning to present it at the July Board of Education meeting. We'd love to get as many students involved as possible. For this project to have a long lasting effect it is essential that a diverse myriad of voices are represented, so please reach out! If anyone is interested in getting involved or helping out please DM us on instagram @mapsoyouthcoalition or email us at [mapsoyouthcoalition@gmail.com](mailto:mapsoyouthcoalition@gmail.com).

A. I believe this letter speaks for itself. I would really like to focus on our students and their advocacy. This letter is powerful and I am honored to be the Superintendent of students who have this type of insight and advocacy and I look forward to working with them. Part of my monthly discussion with Student Representative Forman centered around the best ways and processes for us to work together to ensure the circumstances they are describing are addressed. We want our students to be connected to and proud of their schools.

ITEM FOR ACTION MOVED FORWARD

Motion made by Dr. Taylor seconded by Board Member R. Baker to sever resolution 4027.

Motion to sever resolution 4027 passed 8 yes, 0 no.

4027. WHEREAS, the School District of South Orange and Maplewood's (SOMSD) Board of Education, has recognized that the demographics of the elementary schools in our school district do not consistently reflect the overall demographics of our community.

WHEREAS, the South Orange Maplewood School District (SOMSD) Board of Education, acknowledges the preponderance of scholarly research that supports the assertion that students who attend schools that are both racially and social economically integrated benefit in many ways (Century Foundation, 2019) including:

- Reduction of anxiety...
- Less likelihood to have racial biases;
- Enhanced leadership skills;
- Reduction of achievement gaps;
- Increased standardized test outcome averages;
- Increased likelihood to enroll in college;
- Decreased likelihood to drop out of school; and,
- Improved intellectual self-confidence (stamina).

WHEREAS, the School District of South Orange and Maplewood's (SOMSD) Board of Education, has directed the Administration to research best practices in the area of school integration and to lead the community through this important discussion with opportunities to offer feedback.

WHEREAS, the School District of South Orange and Maplewood's (SOMSD) Board of Education, acknowledges that the Administration has had multiple public presentations on this important topic including an Intentional Integration Webinar which yielded more than 3000 individual views.

WHEREAS, the School District of South Orange and Maplewood's (SOMSD) Board of Education, believes in the spirit of its moniker, '*a district that celebrates diversity*', and also reiterates the following beliefs that have been shared consistency throughout this process:

1. We believe that educating our children in schools that accurately reflect their communities will best prepare them for success as adults...
2. We believe that our students will benefit both academically and social-emotionally by being educated in diverse schools that closely mirror the demographics of their communities...
3. We believe that no singular school community (nor ethnicity) should bear the majority of the burden of this transition...
4. We believe that 'together,' we can create an intentional strategic plan of action, that can seamlessly complete this transition for our community in a thoughtful and effective way.

WHEREAS, the School District of South Orange and Maplewood's (SOMSD) Board of Education, condemns racism, prejudice, bigotry, intolerance and inequities both in our educational practices and the world as a whole.

WHEREAS, the School District of South Orange and Maplewood's (SOMSD) Board of Education, acknowledges and understands that change in school design and methodology can cause anxiety and angst for students, families and staff members.

WHEREAS, the School District of South Orange and Maplewood's (SOMSD) Board of Education, acknowledges the overwhelming community support received by the public during this process, which is in alignment to the recently shared research from Harvard University (Torres and Weissbourd, 2020).

WHEREAS, the School District of South Orange and Maplewood's (SOMSD) Board of Education, has a strong commitment to address the needs and concerns of our families and also acknowledges the major areas of concern expressed by our community regarding our Intentional Integration Initiative which include:

- Ensuring that students with Special Services are included in a meaningful and thoughtful manner that complies with best practices in educational pedagogy;
- Taking into consideration the need for a systemic pacing of our integration that ensures its success and reduces the potential mental health impact on students; and,
- Understanding the impact and need for consistency in the district's before and after school childcare services.

WHEREAS, the School District of South Orange and Maplewood's (SOMSD) Board of Education, as previously stated in its joint letter with the Superintendent of Schools, recognizes the timeliness of this generational action as our country continues to struggle with the scourge of racism and intolerance.

THEREFORE, BE IT RESOLVED, that the School District of South Orange and Maplewood's (SOMSD) Board of Education, hereby approves the Superintendent of Schools' recommendation and directs the Administration to move forward with the launching and applicable investment in the Intentional Integration Initiative (III) as described below (and in our April 2020 District/Community-wide Webinar):

1. A *pacing of implementation*, beginning with the rising kindergarteners of September 2021 (yr. 1). We believe this decision both controls for construction unknowns and deescalates what we know is currently the #1 parental concern. This will allow us to also do this work very well (registration/assignment etc.) with what could be considered a pilot approach. Next we would apply our algorithm to rising 6th graders and kindergarteners for September of 2022 (yr. 2).

2. The *Berkeley Algorithm*\* approach, inclusive of census Data (parental education, parental income and student's race) has the highest potential for success for our district.
  - a. Also implementing best practice special services instructional designs that meet the needs of our students with IEPs and 504s.
  - b. We believe that our algorithm should also have a variable that weighs- *proximity to schools and sibling preference*, as this will assist in minimizing the escalation of transportation cost.

Board discussion of resolution 4027 SOMSD Intentional Integration included but were not limited to the following comments/questions:

- How do we address the Marshall/Jefferson separation in the conversion to the K-5 model? How do we begin to fill grades K-2 at Jefferson School?
- What are we referring to when we use the term proximity? Are we referring to transportation or school assignment?
- The Intentional Integration will require significant sacrifice by families who may have purchased a home in order to have their child go to a particular school. But it is time now, more than ever for the community to rally behind taking action in support of this type of integration plan.
- Many of our students attend schools they are not zoned for.
- Are we moving forward with integrating kindergarten students in 2021 even if there are construction delays?
- The best way to inform parents who are new to the community that we no longer have neighborhood/zoned schools is to speak with realtors. It is important that potential buyers are informed of this change.
- If we are intentional in our plans we can start from the very beginning by anticipating and putting in place ways of measuring and monitoring the process to let us know if we are reaping the benefits of what we are doing and if we are seeing the changes we expected from this plan.
- Successfully implementing this plan is important for the success of SOMSD students.

Motion 4027 passed. YES: E. Baker, R. Baker, Cuttle, Joshua, Maini, Siders, Wright, Zubieta NO: None

#### COMMITTEE REPORTS

##### CURRICULUM & INSTRUCTION - Board Member E. Baker

The committee discussed the following:

- Curriculum Update - Supervisors present
  - Business Management
  - Advanced Topics
  - English 4
  - Grade 2 Social Studies

- o Grades 2 & 3 Math
- o Grades 2 & 3 Science
- o Animation 1
- o Animation 2
- o AP Music Theory
- o Drama (7-8)
- o Art 2D (6-8)
- Comprehensive Equity Plan Update
- Summer Curriculum Updates/Writers
- Curricula and Writers
- Summer School
- Planning for 2020-2021 School Year Online Learning Platforms IT and C&I have been researching different online platforms that are more advanced and less limiting than Google Classroom.
  - o Canvas - <https://www.instructure.com/canvas/>
  - o Hapara - <https://hapara.com/>
  - o Schoology - <https://www.schoology.com/>
 Platforms will allow for recorded and live instruction, link to PowerSchool, collects engagement matrix etc.
- Supervisors -12 month employment for 1 year in order to continue preparations for the possibility of distance learning in the fall (or some sort of hybrid) and curriculum writing efforts with our teachers.
- Special Education Update
  - o Preschool Program Expansion Update
  - o ESY Program
  - o Program Projections 2020-2021 - Individual meetings with administrators
- Policies

FINANCE FACILITIES & TECHNOLOGY - Board Member Joshua

The committee discussed the following:

- AED Policy
- YMCA Summer Field Use
- Summer Food Service
- Long Range Facility Plan - Code Review
- Projected Revenue
- Debt Service and Bonding
- Reappropriation of funds for safety and remote learning
- Contract Awards
  - o Custodial
  - o Security
  - o Lunch Monitors
- Special Education Service Expenditures
- Dental Insurance

Board Member E. Baker requested a meeting with the Board of School Estimate to give an update on the construction plans.

POLICY COMMITTEE - Board Member Siders

The committee discussed the following policies included on tonight's agenda for approval:

- Second Reading/Approval
  - 0169.02 Board Member Use of Social Networks - Revised
  - 1230 Superintendent's Duties (M) - Revised
  - 5752.1 Post Maternal Accommodations (Students)
  - 6110 Federal Funds
  - 6120 State Funds
  - 6141 Tax Revenues
  - 6160 Soliciting and Approval of Grants from Private Sources - Revised
  - 6210 Fiscal Planning
  - 6230 Budget Hearing
  
- First Reading
  - 0110 Identification
  - 0120 Powers and Duties
  - 0131.1 District Goals
  - 0135 Information Regarding District Accomplishments
  - 0141 Board Member Number and Term
  - 1220 Employment of CSA (M)
  - 2411 Guidance Counseling (Curriculum)
  - 2412 Home Instruction Due to Health Condition (M) (Curr/Spec Ed)
  - 6111 State Education Medicaid Initiative (SEMI) Program (Curr/Spec Ed)

PERSONNEL & LABOR RELATIONS - Board Member R. Baker

The committee discussed the following:

- Virtual Job Fair
- June 2020 Resolutions
- District's Grading Plan
- Review of the CHS Principal recommendation and the interview process
- One-time moratorium on vacation days for 12 month employees. The plan would permit a carry-over of all unused vacation days, one time only, for 2019-20 to 2020-21. The excess days must be used prior to June 30, 2021.
- As a result of budget constraints resulting from the COVID-19 closures, the district has decided to hold on hiring for the Director of Curriculum, 6-12 position and others prospective positions. They will progress as planned on hiring for an Assistant Superintendent for Access & Equity and an Assistant Superintendent for Curriculum and Instruction.
- The status on teacher observations will be revisited at a later date.
- Human Resources is looking at software to allow digital onboarding, employment contracts and other essential tasks including electronic signatures virtually.
- Pre-K and kindergarten lotteries were conducted last week. We are working diligently to give parents timely responses.

- Dr. Carrick is continuing to conduct exit interviews. There has been limited response to this request due to COVID-19.
- The committee will review and revisit the following policy amendments at its next scheduled meeting:
  - 3212 Attendance
  - 4431.1 Family Leave
  - 5756 Transgender
- The committee also briefly discussed reopening options and the challenges facing the district as well as suggestions on improving online instruction.

ITEMS FOR ACTION

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

4017A. RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Ospina-Smith, Beatrix	T Math MM - 1.0 FTE	7/1/20	27

4017B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE
Bunce, Jamie	T Music CHS - 1.0 FTE	7/1/20
Candela, Lexi	T H/PE MM - 1.0 FTE	7/1/20
Helfrich, Andrew	T SPED/INC CLIN - 1.0 FTE	7/1/20
Lashley, Jacob	T Science MM - 1.0 FTE	7/1/20

4017C. 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
Buckley, William	T SS SOM - 1.0 FTE	9/1/20 6/30/21	\$62,460
Chiang, Chia-Chi	T Chinese MM - 1.0 FTE	9/1/20 6/30/21	\$64,460
Conway,* Hilary	School Nurse MM - 1.0 FTE	9/1/20 6/30/21	\$59,060
Correa, Zoila	Assistant Principal CLIN - 1.0 FTE	7/16/20 or sooner 6/30/21	\$99,200
Cortes, Sarah	School Counselor CHS - 1.0 FTE	9/1/20 6/30/21	\$56,460
Geraghty, Kaitlin	T STEM SOM - 1.0 FTE	9/1/20 6/30/21	\$62,460
Hannemann,	T Biology	9/1/20	\$76,660

Monika	CHS - 1.0 FTE	6/30/21	
Krumholz, Drew	T Spanish SOM - 1.0 FTE	9/1/20 6/30/21	\$74,360
Lam, Dorothy	T English CHS - 1.0 FTE	9/1/20 6/30/21	\$56,460
Leggio, Vincent	T Science MM - 1.0 FTE	9/1/20 6/30/21	\$65,460
Panzone, Jeanine	Clerk DIST - 1.0 FTE	7/1/20 6/30/21	\$11.00/hour
Peterson, Emma	T Music JEFF - 1.0 FTE	9/1/20 6/30/21	\$57,260
Philemon, Kevin	School Counselor MM - 1.0 FTE	9/1/20 6/30/21	\$56,460
Sanchez, Frank	Principal CHS 1.0 FTE	No later than 8/24/20 6/30/21	\$161,521
Sartorio, Aaron	T SPED CHS - 1.0 FTE	9/1/20 6/30/21	\$56,460
Vansickle, Meryl	T Health/PE MM - 1.0 FTE	9/1/20 6/30/21	\$56,460
Vite, Emily	T Music CHS - 1.0 FTE	9/1/20 6/30/21	\$51,860
Zavocki, Mary-Alice	T STEM MM - 1.0 FTE	9/1/20 6/30/21	\$65,460
Zielinski, Rebecca	T SPED SOM - 1.0 FTE	9/1/20 6/30/21	\$73,660

\* NJ Certification is pending

4017D. LEAVE REPLACEMENT APPOINTMENT

(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
Steiner, Michael	T Physics CHS - 1.0 FTE	9/1/20 TBD	\$53,660

4017E. TRANSFERS/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Keegan, William	T SPED SOM - 1.0 FTE	T SPED CHS - 1.0 FTE	9/1/20 6/30/21
Mamrak, Emily	T KDG SB - 1.0 FTE	T KDG MAR - 1.0 FTE	9/1/20 6/30/21

4017F. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Banner, Abiodun	T Math CHS - 1.0 FTE	9/1/20-6/30/21 (Paid Sabbatical @ 70%)
Giovannelli, Christina	T SPED TUS - 1.0 FTE	4/29/20-6/30/20 (Paid Maternity Leave)
Mondelli, Carissa	T SPED SM - 1.0 FTE	4/20/20-6/3/20 (Paid Maternity Leave)



		6/4/20-6/5/20 (Unpaid Medical Leave) 6/8/20-6/30/20 (Unpaid FMLA)
--	--	----------------------------------------------------------------------------

4017G. SUSPENSION

NAME	EFFECTIVE DATE
Employee #635	3/1/20 - TBD (w/o pay)

4017H. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Boni, Susan	T Math CHS - .2 FTE	9/5-10/19 5/1-5/15/20 (15 days)	\$82.15 (per day)	\$1,232.25
Buzar, Marisa	T SPED CHS - .2 FTE	9/5-10/19 5/1-5/29/20 (23 days)	\$54.70 (per day)	\$1,258.10
D'Alessio, Tara	T SPED CHS - .2 FTE	5/1-5/15/20 (11 days)	\$91.85 (per day)	\$1,010.35
Degioia, Mia	T SPED CHS - .2 FTE	5/1-5/15/20 (11 days)	\$65.50 (per day)	\$720.50
Endlich, Matthew	T SPED CHS - .2 FTE	9/5-10/19 5/1-5/15/20 (15 days)	\$97.55 (per day)	\$1,463.25
Femenella, Matthew	T SPED CHS - .2 FTE	9/5-10/19 (4 days)	\$61.70 (per day)	\$246.80
Stradford, Lynn	T SPED CHS - .2 FTE	9/5-10/20 (4 days)	\$97.55 (per day)	\$390.20
Gregory, Marilu	Social Worker (Non-CST) CHS - .2 FTE	5/18- 5/29/20 (8 days)	\$58.53 (per day)	\$468.24
Perez, Jorge	T Math CHS - .2 FTE	5/1-5/29/20 (19 days)	\$68.80 (per day)	\$1,307.20
Wojcio, Michael	T SPED MAR - .2 FTE	11/11/19 1/10/20 (35 days)	\$64.70 (per day)	\$2,264.50
Abdelhadi, Mazin	T Math CHS - .2 FTE	5/1-5/29/20 (19 days)	\$91.85 (per day)	\$1,745.15
Banner, Abiodun	T Math CHS - .2 FTE	5/1-5/29/20 (19 days)	\$77.30 (per day)	\$1,468.70
Lucas, Justin	T Math CHS - .2 FTE	5/1-5/29/20 (19 days)	\$80.20 (per day)	\$1,523.80
Massoud, Nicole	T Math CHS - .2 FTE	5/1-5/29/20 (19 days)	\$57.90 (per day)	\$1,100.10
Richman, Mark	T Math CHS - .2 FTE	5/1-5/29/20 (19 days)	\$97.55 (per day)	\$1,853.45
Krantz-Savoia, Elizabeth	T Math CHS - .2 FTE	5/1-5/29/20 (19 days)	\$58.30 (per day)	\$1,107.70
Lucchetta, Joseph	T Math CHS - .2 FTE	5/1-5/29/20 (19 days)	\$91.85 (per day)	\$1,745.15

Noonan, Pamela	T Math CHS - .2 FTE	5/1-5/29/20 (19 days)	\$82.15 (per day)	\$1,560.85
Pociask, John	T Math CHS - .2 FTE	5/1-5/29/20 (19 days)	\$91.85 (per day)	\$1,745.15
Wilson, David	T Math CHS - .2 FTE	5/1-5/29/20 (19 days)	\$82.80 (per day)	\$1,573.20
Alexander, Marvin	T PE/H CHS - 2 FTE	5/1-5/29/20 (19 days)	\$56.50 (per day)	\$1,073.50
Cahill, Allison	T PE/H CHS - .2 FTE	5/1-5/29/20 (19 days)	\$91.85 (per day)	\$1,745.15
Pilone, Joe	T PE/H CHS - .2 FTE	5/1-5/29/20 (19 days)	\$97.55 (per day)	\$1,853.45

4017I. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Rowe, Amy	Team Leader, 8A SOM - .5 FTE	5/1/20 6/30/20	\$2,972
Rosen, Hilary	Team Leader, 8A SOM - .5 FTE	5/1/20 6/30/20	\$2,972
Bustrin, Janet	National Board Certification CHS - 1.0 FTE	9/1/19 6/30/20	\$1,500
Cahill, Alison	National Board Certification CHS - 1.0 FTE	9/1/19 6/30/20	\$1,500
Frascella, Beth	National Board Certification CLIN - 1.0 FTE	9/1/19 6/30/20	\$1,500
Froelich, Susan	National Board Certification CLIN - 1.0 FTE	9/1/19 6/30/20	\$1,289
Karis, Katerina	National Board Certification SOM - 1.0 FTE	9/1/19 6/30/20	\$1,500
Kelly, Lynn	National Board Certification SB - 1.0 FTE	9/1/19 6/30/20	\$1,289
Tedeschi, Chasity	National Board Certification CHS - 1.0 FTE	9/1/19 6/30/20	\$1,500

4017J. APPROVE MENTOR PAYMENT

NAME	ASSIGNMENT	MENTOR TO	EFFECTIVE DATE	ACTUAL SALARY
Andrews, Shawana	T LA SOM - 1.0 FTE	Joanna Carluccio (20 weeks of mentoring)	11/5/19 5/15/20	\$367
Biasucci, Amy	T SCI/Physics CHS - 1.0 FTE	Michael Steiner (20 weeks of mentoring)	1/29/20 6/30/20	\$367
Bonheur, Pierreline	T SPED CLIN - 1.0 FTE	Julia DelGrande (15 weeks of mentoring)	9/1/19 6/30/20	\$275

Costello, Katherine	AIT CLIN - 1.0 FTE	Courtney Storms (30 weeks of mentoring)	9/1/19 6/30/20	\$550
DeMartinis, Raffaella	T 3 JEFF - 1.0 FTE	Allisandra Lamhing (30 weeks of mentoring)	9/1/19 6/30/20	\$550
Dennehy, Caitlin	T SPED SOM - 1.0 FTE	Hannah Govrin (30 weeks of mentoring)	9/1/19 6/30/20	\$550
Dodd, Kate	T Art CHS - 1.0 FTE	Kirk Maynard (30 weeks of mentoring)	9/1/19 6/30/20	\$550
Duffey, Dallas	T Math MM - 1.0 FTE	Evelyn Huszar (30 weeks of mentoring)	9/1/19 6/30/20	\$550
Dynega, Nicole	T 1 SMA - 1.0 FTE	Sarah Barlow (20 weeks of mentoring)	9/1/19 6/30/20	\$367
Gordon, Dawn	T SPED/INC CLIN - 1.0 FTE	Shannon Colonna (15 weeks of mentoring)	9/1/19 1/10/20	\$275
Guastella, Frank	T Science SOM - 1.0 FTE	Vincent Cordasco (30 weeks of mentoring)	9/1/19 6/30/20	\$550
Hansen, Meredith	T SPED MM - 1.0 FTE	Jazmine Phillips (34 weeks of mentoring)	9/1/19 6/30/20	\$1,000
Hart, Yves	T 1 <sup>st</sup> /2 <sup>nd</sup> (Multiage) MAR - 1.0 FTE	Raquel Williams (30 weeks of mentoring)	9/1/19 6/30/20	\$550
Hurley, Pat	T H/PE CHS - 1.0 FTE	Taylor Iraggi (20 weeks of mentoring)	9/1/19 6/30/20	\$183.33
Kaesshaefer, Jeffrey	T PE SM - 1.0 FTE	Christian Sousa (10 weeks of mentoring)	9/1/19 6/30/20	\$183
Keegan, Lauren	T SS SOM - 1.0 FTE	Johanna Barnhart (34 weeks of mentoring)	9/1/19 6/30/20	\$1,000
Kelly, Lynn	T 1 <sup>st</sup> /2 <sup>nd</sup> (Multiage) SB - 1.0 FTE	Amanda Ward (30 weeks of mentoring)	9/1/19 6/30/20	\$550
Latimer, Jennifer	Media Specialist CLIN 1.0 FTE	Caroline Warshany (20 weeks of mentoring) Eryn Degnan (20 weeks of mentoring)	9/1/19 6/30/20 9/1/19 6/30/20	\$367 \$367
Loupis, Michael	SAC CHS - 1.0 FTE	Nicole Eustice (14 weeks of mentoring)	1/2/20 4/9/20	\$257
MacPherson, Lisa	T Art SOM - 1.0 FTE	Haneefah Holmes (10 weeks of mentoring)	9/1/19 6/30/20	\$183

Marfo, Mikita	T PreK/INC MONT - 1.0 FTE	Christa Goliszkeski (34 weeks of mentoring)	9/1/19 6/30/20	\$1,000
Massung, Patrice	T 2 MAR - 1.0 FTE	Shannon Colonna (15 weeks of mentoring)	1/15/20 6/30/20	\$275
Mauritzen, George	T Math MM - 1.0 FTE	Jennifer Fagan (8 weeks of mentoring)	11/25/19 2/10/20	\$146.67
Mazzarella, Amanda	T SPED SM - 1.0 FTE	Vanessa Wilson (16 weeks of mentoring)	9/1/19 6/30/20	\$293
McCarl, Danielle	T SPED SB - 1.0 FTE	Anna Colasuonno (30 weeks of mentoring)	9/1/19 6/30/20	\$550
Miller, Colleen	T SPED/INC MM - 1.0 FTE	Monica Johnson (20 weeks of mentoring)	9/1/19 6/30/20	\$367
Pierce, Kyndell	T LA SOM 1.0 FTE	Francesca Goglia (30 weeks of mentoring)	9/1/19 6/30/20	\$550
Pilone, Jr. Joe	T PE/H CHS - 1.0 FTE	Dallas Clem (30 weeks of mentoring)	9/1/19 6/30/20	\$550
Shannon, Robert	T PE CHS - 1.0 FTE	Taylor Iraggi (20 weeks of mentoring)	9/1/19 6/30/20	\$183.33
Silvestri, Colleen	T 3 TUS - 1.0 FTE	Darlene Burnett (30 weeks of mentoring)	9/1/19 6/30/20	\$550
Stradford, Lynn	T SPED CHS - 1.0 FTE	David Mudrak (30 weeks of mentoring)	9/1/19 6/30/20	\$550
Sumner, Jacob	T SS SOM - 1.0 FTE	Shajei Haider (30 weeks of mentoring)	9/1/19 5/3/20	\$550
Tait, Richard	T PE SM - 1.0 FTE	Nicholas Messineo (20 weeks of mentoring)	9/1/19 6/30/20	\$367
Van Tine, Claire	T Music TUS - 1.0 FTE	Jenna Heaslip (30 weeks of mentoring)	9/1/19 4/10/20	\$550
Vorona, Heather	T SPED MM - 1.0 FTE	Lindsay Reed (30 weeks of mentoring)	9/1/19 6/30/20	\$550
Watkinson, Serena	T KDG SM - 1.0 FTE	Sarah Kehoe (20 weeks of mentoring)	9/1/19 6/30/20	\$367
Wright, Glen	T Science MM - 1.0 FTE	Jacob Lashley (30 weeks of mentoring)	9/1/19 6/30/20	\$550

4017K. APPROVE 2020-21 SALARIES (See attached lists)  
List No. 1 - Approve 2020-21 Salaries for Non-Tenured Staff  
List No. 2 - Approve 2020-21 Salaries for All Other Staff

4017L. APPROVE SUMMER EMPLOYMENT  
See attached list

4017M. APPROVE SUMMER CURRICULUM WRITING  
See attached list

4018A. APPOINTMENT OF HOME INSTRUCTOR FOR THE 2019-2020 SCHOOL YEAR  
PAID AT THE HOURLY RATE OF \$35

NAME	CERTIFICATION
Debra Silva	Reading Specialist Elementary School Teacher CE-Teacher of Students w/Disabilities

4018B. APPOINTMENT OF SUBSTITUTE BUS AIDES FOR 2020-2021 SCHOOL YEAR  
PAID AT THE HOURLY RATE OF \$11.50

Winona Clark
Terrance Mingo

4018C. APPOINTMENT OF SUMMER MAINTENANCE WORKERS FOR 2020-2021 SCHOOL  
YEAR PAID AT THE HOURLY RATE OF \$16.88

Juan Bas
Evyn Degnan
Raymund Mantes
Miguel Pena

4018D. APPOINTMENT OF SUMMER MAINTENANCE WORKER FOR 2020-2021 SCHOOL  
YEAR PAID AT THE HOURLY RATE OF \$11.00

Christian Sanducci
--------------------

4018E. APPOINTMENT OF SUMMER SUBSTITUTE TEACHER FOR 2020-2021 SCHOOL  
YEAR PAID THE DAILY RATE OF \$90

Jermaine Royster
------------------

4018F. APPOINTMENT OF SUMMER SUBSTITUTE TEACHERS FOR 2020-2021 SCHOOL  
YEAR PAID THE DAILY RATE OF \$100

Robert Ellis
Claudette Exil
Michael Steiner

4018G. REAPPOINTMENT OF HOME INSTRUCTORS FOR THE 2020-2021 SCHOOL YEAR  
PAID THE HOURLY RATE OF \$35.00

Kristen Barber

Tanya Barr

Pierre Charles Benoit

Rashida Berry	Kathleen Bohm	Erin Bolstad
Matthew Borkowski	Noah Brauner	Carole Bucher
Janet Bustrin	Danielle Cayo	Deborah Ceccacci
Angela Celio	Tara D'Alessio	Damiana DeGioia
Kelli Dios	Susan Donatelli	Kendra Faison
Mara Fox	Stephen Fradkin	Pamela Gallof
Beatrice Greenberg	Leshia Johnson	Gwen Karl
Melissa Koes	Takia Logan	Janet Mandel
Eva Marin	David Mastrodonato	Phillip McCormick
Lynn McGlotten	Tracy McNamara	Raymond Michels
Colleen Moran	Mabel Obasi	Lori Pham
James Regler	Steve Reichenstein	Mark Richman
Lynn Schiavo	Alyssa Schlatmann	Santa Maria Shoats
Debra Silva	Monica Soliman	Kathleen Spina
Ezra Stewart	Lynn Stradford	Kristie Thomas
Ryann Varney	Thomas Whitaker	Janine Williams

4018H. REAPPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2020-2021 SCHOOL YEAR PAID THE HOURLY RATE OF \$11.50

Edith Alvarado	Sabrina Bethea	Catherine Cadorette
Fay Clark	Lisa Fallone	Treena Goodman
Stacey Maebert	Sandra Ritchwood	Kathleen Robinson
Elizabeth Simmons	Maria Toledo	

4018I. REAPPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2020-2021 SCHOOL YEAR PAID THE HOURLY RATE OF \$11.00

Sandra Criscuolo	Margaret Dempsey	Sharon Rago
Debra Trebitz	Renee Wyatt	

4019A. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2019-2020 school year [list on file in Board Secretary's office].

4019B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2020-2021 extended school year.

4019C. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2020-2021 school year.

4020A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated May 31, 2020
2. Expense Account Adjustment Analysis dated May 31, 2020
3. Revenue Account Adjustment Analysis dated May 31, 2020
4. Check Register #405788-406228 in the amount of \$5,280,158.89
5. Check Register #200706 in the amount of \$1,323,715.58
6. Check Register #200707 for May 2020 payroll in the amount of \$6,775,100.67
7. Treasurer's Report of April 2020

4020B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

4020C. Approves the following providers for 2020-2021 school year for the service indicated:

Provider	Service	Rate
Learning Tree Multicultural /Multilingual Evaluation and Consulting	Bilingual Child Study Team & Speech Evaluations - other languages	\$800/eval
GreenBrook, NJ	Evaluations - Spanish	\$750/eval
	Child Study Team Conference	\$120/hr
Summit Speech School	Itinerant Teacher of the Deaf	\$160 or \$165/hr
New Providence, NJ	Staff/Student In-service	\$160 or \$165/hr
	Consultative Services	\$160 or \$165/hr
	Review/Observation/Intake (ROI) Provided by the coordinator/supervisor of the Itinerant Program	\$250/hr
	To consult directly or indirectly with the Educational Audiologist in the form of an email, phone call, tex and/or email	\$200/hr
	Extensive record review at district with recommendations	\$200/hr
	Diagnostic report review via email	\$100/hr

4020D. Authorizes the Board Secretary to transfer at the close of the 2019-20 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.

4020E. Authorizes the transfer of the interest earned on Capital Projects Funds to the General Fund.

4020F. Authorizes the cancellation of the 2018-19 Open Purchase Orders and that said funds be returned to the General Fund Balance.

4020G. Authorize the cancellation of outstanding warrants dated prior to June 30, 2020, and that said funds be returned to General Fund Free Balance.

4020H. 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.

4020I. 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.

4020J. 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.

4020K. 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.

4020L. 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, 2020 to June 30, 2021.

4020M. Establishes 2020-2021 tuition rates as listed below:

Grades 9-12	\$ 14,552
Grades 6-8	\$ 14,563
Grades 1-5	\$ 13,925
Pre-K/Kindergarten	\$ 12,073
Learning and/or Language Disabilities	\$ 67,897
Multiple Disabilities	\$ 78,845

4020N. Awards the contract for athletic training supplies for Columbia High School for the 2020-21 school year to Henry Schein of Melville, New York [supply list on file in Board Secretary's office].

4020O. Submit a renewal application for temporary instructional space for the 2020-2021 school year.

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

4020P. Enters into an agreement with Mercer County Special Services School District for Coordinated Transportation Services for the 2020-2021 school year.

4020Q. 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
Apple Inc.	Apple products	Co-op
Shi International Corp.	Software, licensing, data, communications, computers	State Contract
Mathusek	Stage, gym wood floors	Co-op

4020R. Approves a tuition agreement with Union County Educational Services Commission for each district resident special education student referred to them for the 2020-2021 school year at the following annual tuition rates:

	<u>TUITIONS</u>
<u>Westlake School:</u>	
Multiply Disabled Program (Elementary/Middle School)	\$53,640.00
Multiply Disabled Program (High School)	\$54,035.00
Autistic Program (Elementary/Middle School)	\$75,070.00
Autistic Program (High School)	\$75,630.00
<u>Half-Day Shared Program - Ages 16-21</u>	
Focus on Vocational and Life Skills Development	\$35,085.00
Half-Day Shared Personal Aide	\$31,825.00
<u>Crossroads School:</u>	\$75,070.00
<u>Lamberts Mill Academy Behavioral</u> Behavioral Disabilities Program Middle School / High School	\$56,835.00
<u>New Point Specialty Program (ages 13-21)</u>	\$56,835.00
<u>Transition Services Department</u>	
Work Readiness Academy - Full Time	\$59,000.00
Project SEARCH at Overlook Medical Center	\$46,000.00
Contracted SLE Programs (Rates vary based on district needs)	
<u>Personal Aides - All (3) Three Schools:</u>	\$47,750.00
Related Services - Speech, OT, PT, Counseling	\$78.00/session
Group Speech Therapy (LMA Only)	\$25.00/session
<u>Hospital Services</u> - Behavioral Unit	\$70.00/hour
Children's Specialized - Home Instruction-Regular	\$388.00/week
Special Education Classified	\$770.00/week
<u>Child Study Team Services</u>	
Educational Psychological, Social and Speech	\$420.00/eval
Required CST meeting	\$100.00/hour
Administrative Support including due process hearings, Travel record reviews and additional meetings	\$125.00/hour
½ Day and Full Day Services available	Call for rates

Extended School Year

Westlake School	\$6,325.00
Westlake School - Autistic Program	\$8,740.00
Crossroads	\$8,740.00
Lamberts Mill Academy	\$9,405.00
New Pointe Specialty Residential Treatment Facility	\$9,405.00
Personal Aides - All (3) Three Schools	\$4,245.00

Work Readiness Training Program

Half-day Program	\$5,035.00
Full-day Program	\$9,405.00

4020S. Authorizes the Business Administrator to transfer up to \$30,000.00 from the general fund to the food service fund to resolve outstanding food service meal charges.

4020T. Renews a contract with Balken Risk Management, of Morristown, New Jersey for Insurance Broker of Record - Health Benefits in the amount of \$72,500.

4020U. The South Orange Maplewood Board of Education hereby approves the renewal of the Delta Dental plan from July 1, 2020 through June 30, 2021.

4020V. Enters into an agreement with Cape May County Shared Services Transportation to provide transportation services for the 2020-2021 school year for students placed by the Department of Special Services.

4020W. Approves the submission of an application for FY 2021 Individuals with Disabilities Education Improvement Act entitlement funds as follows:

Part B Allocation	\$1,574,624
Preschool Allocation	\$ 43,371

4020X. Approves the submission of an application for Federal FY2021 Elementary and Secondary Education Act (ESEA) Consolidated Entitlement Funds (in the amount of \$693,779 as follows:

Public School

Title I, Part A: Improving Basic Programs	\$493,145
Title I, Reallocated	13,263
Title II, Part A: Teacher/Principal Training/Recruiting	120,239
Title III, English Language Acquisition/Language Enhancement	15,650
Title III, Immigrant	12,514
Title IV, Part A: Student Support and Academic Enrichment	35,530
Total Public School Allocation	\$690,341

Non-Public School Title I Title II-A Title III Title III Title IV  
Immigration

Total Non-Public Allocation	0	2,654	0	0	784	<u>3,438</u>
-----------------------------	---	-------	---	---	-----	--------------

TOTAL ESEA ALLOCATION \$693,779

4020Y. Approve the submission of an application for federal fiscal year 2021 Carl D. Perkins Vocational and Technical Program Entitlement Funds in the amount of \$39,198 to provide supplementary services to vocational students during the 2020-2021 school year.

4020Z. Awards the bid of Miscellaneous Printed Forms for the 2020-21 school year to Ridgewood Press Company of Ridgewood, NJ for the following items:

Ridgewood Press:		
		Price
<u>Item</u>	<u>Unit</u>	<u>Each</u>
CHS Discipline Referral Form (NCR-4)	Each	0.32
SHS-74 Deposit Slips (NCR-2)	Each	0.18
SHS-75 Withdrawal Slips (NCR-2)	Each	0.18
Purchase Orders	Bx/500	100.00
BOE Return Address #10 w/Return Service Requested	Bx/500	14.10
BOE Return Address Window Envelope #10-RSR	Bx/500	13.60
Human Resources Return Address Window Envelope #10	Bx/500	14.15
Board of Education Return Address Bulk Mail Window Envelope #10	Bx/500	21.40
Board of Education Return Address Bulk Mail Envelope #10	Bx/500	21.00
B15 Permanent Record of Cert Personnel (two-sided) card 8x5	Each	0.17
B16 Application for Use of School Facility (NCR-4) two-sided	Each	0.50
B26 Request for Absence Authorization & Reimbursement (NCR-3)	Each	0.125
Bus Conduct Report (NCR-4)	Bx/500	0.234
B30 Application for Approval of Educational Course & Semester Hours of Credit	Each	0.21
B50 Personnel Resolution Information (NCR-3)	Each	1.20
Incomplete Personnel Records (NCR-2)	Each	0.55
Application for Approval of Courses (Support Staff) (NCR-2)	Each	0.42
Tuition Reimbursement Request (NCR-3)		0.35
Application for Substitute Employee	Each	0.55
Personnel File for Certified Positions	Each	0.60
M30 - Pass to Nurse Card	Each	0.08
S26 - Report Card Envelopes	Each	0.075
S28 - Guidance Folders	Each	0.40
JHS-2 - Pupil Permit	Pads	0.80
JHS-21 - (SHS-34) Tardiness	Pads	2.20
#10 White Envelopes with School Return Address		
· Maplewood Middle School	Box	14.10
· South Orange Middle	Box	14.00

·	Jefferson Elementary	Box	15.00
·	Marshall Elementary	Box	14.60
·	Seth Boyden Demonstration	Box	14.60
·	South Mountain Elementary	Box	15.00
·	Tuscan Elementary	Box	14.60
#10 White Window Envelopes with School Return Address			
·	Maplewood Middle School	Box	14.50
·	Superintendent's Office	Box	21.00

4020AA. Awards the bid for Refuse Disposal for the 2020-2021 school year to South Orange Disposal Company of South Orange, New Jersey, for the lowest responsible bid of:

Refuse Disposal	\$90,060.00
Alternate 1: Recycling	\$26,928.00

4020AB. Awards the bid for Custodial Services for the 2020-2021 school year to Atalian US Northeast, LLC of Jersey City, NJ for the lowest responsible bid of \$4,258,513.20 with the following hourly rates for additional services:

- Boiler Operator \$35.00/hr
- Snow Removal (before or after shift) \$30.00/hr
- Holidays and weekends \$45.00/hr
- Community Functions/Extracurricular Activities \$30.00/hr

4020AC. Awards a contract for Fire Alarm Services for the 2020-2021 School Year to Fire Security Technologies of Lebanon, New Jersey, for the lowest responsible bid of \$8,428.00 and for services outside of the scope at the following rates:

\$125.00 per hour weekdays  
 \$187.50 per hour weekend/night

4020AD. Awards the bid for Plumbing Repair services for the 2020-2021 school year to United Welding and Plumbing of Caldwell, NJ for the lowest responsible bid of:

Mechanic:	\$93.51 per hour
Mechanic Helper	\$31.16 per hour

4020AE. Awards the environmental testing for the 2020-2021 school years to Ahera Consultants, of Oceanville, NJ for the lowest responsible bid of \$65.00 per hour plus the cost of parts and materials.

4020AF. Awards the bid for HVAC and refrigeration Repair services for the 2020-2021 school year to Kelin Heating and Air Conditioning, of Colonia, New Jersey at following rates plus the cost of materials:

Mechanic: \$66.00 per hour  
 Mechanic Helper: \$26.40 per hour

4020AG. Approves the submission of bid specifications to the Executive County Superintendent for the following transportation routes:

- SR-1
- SHP-1
- Athletics
- Regular and Special Education

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

4020AH. Approves payment to Maplewood Township Recreation Department for the Summer Meal Program, cost not to exceed \$10,000.

4020AI. Approves 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 High School	Full-time	\$9,000.00*
Union County Academy for the Performing Arts	Full-time	\$9,000.00*
Union County Vocational-Technical High School	Shared-time	\$3,750.00*
All Self-Contained Special Needs Vocational-Technical Programs	Shared-time	\$6,000.00*
Transition Program (attends AM & PM Class)	Full-time	\$15,000.00*

\* reflects out of county tuition rates

4020AJ. Amends resolution 3882AC Delta-T related services fee schedule to include the hourly rate for certified special education teachers.

<u>Service</u>	<u>Hourly Rate</u>
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
LDTc	\$60.00
Sign Language Interpreters	\$65.00
Teacher	\$29.00
<b>Certified Special Education Teacher</b>	<b>\$40.00</b>

4020AK. Approves David B. Rubin, Esq. of David B. Rubin, PC and Busch Law Group of Metuchen, New Jersey as Special Counsel to the Board of Education through June 30, 2021 at a rate of \$185 per hour, plus reimbursement of all costs, disbursements and expenses reasonably and necessarily incurred in connection with this agreement.

4020AL. Accepts a donation for the Parenting Center in the amount of \$1550.00.

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	\$725.00
20-019-200-890-GR-5902	Matthew Adam Gray Memorial Fund	\$825.00

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.

4020AM. Accepts a donation of art supplies to the Fine Arts Department. The approximate value of this donation is \$6,775.00.

4020AN. Authorize the Business Administrator to submit the following elementary school projects for code review:

Clinton ES	4900-060-19-2000	Add Air Conditioning
Clinton ES	4900-060-19-5000	Add Classrooms
Clinton ES	4900-060-19-1000	Renovations
Jefferson ES	4900-090-19-2000	Add Air Conditioning
Jefferson ES	4900-090-19-5000	Add Classrooms
Jefferson ES	4900-090-19-1000	Renovations
Marshall ES	4900-100-19-2000	Add Air Conditioning

Marshall ES	4900-100-19-5000	Add Classrooms
Marshall ES	4900-100-19-1000	Renovations
Seth Boyd ES	4900-130-19-2000	Add Air Conditioning
Seth Boyd ES	4900-130-19-5000	Add Classrooms
Seth Boyd ES	4900-130-19-1000	Renovations
South Mountain Elem Annex	4900-301-19-2000	Add Air Conditioning
South Mountain Elem Annex	4900-301-19-5000	Add Classrooms
South Mountain Elem Annex	4900-301-19-1000	Renovations
South Mountain ES	4900-140-19-2000	Add Air Conditioning
South Mountain ES	4900-140-19-5000	Add Classrooms
South Mountain ES	4900-140-19-1000	Renovations
Tuscan ES	4900-150-19-2000	Add Air Conditioning
Tuscan ES	4900-150-19-5000	Add Classrooms
Tuscan ES	4900-150-19-1000	Renovations

4020AO. Renews the contract for Lunch Monitor Services for the 2020-2021 school year to Precision HR of Bryn Mawr, PA at the following hourly rates:

- Lunch Monitor                      \$17.50/hr
- Lead Monitor                         \$19.50/hr
- Supervisor                            \$22.00/hr

4021. Adopt the following new and revised curricula:

Resolution Number	New/Revised	Department	Subject
4021A	REVISED	STEM 9-12	Advanced Topics in Mathematics
4021B	REVISED	STEM 9-12	Business Management
4021C	REVISED	Fine Arts K-12	Animation 1
4021D	REVISED	Fine Arts K-12	Animation 2
4021E	REVISED	Fine Arts K-12	AP Music Theory
4021F	REVISED	Fine Arts K-12	Art 2D
4021G	REVISED	Fine Arts K-12	Drama Grade 7&8
4021H	REVISED	ELA K-12	English 4
4021I	REVISED	Math/Science K-8	Math Grade 2
4021J	REVISED	Math/Science K-8	Science Grade 2
4021K	REVISED	Math/Science K-8	Math Grade 3
4021L	REVISED	Math/Science K-8	Science Grade 3
4021M	REVISED	Social Studies K-12	Social Studies, Grade 2



4022. Affirms the HIB investigations reported to the South Orange Maplewood School District for the month of May 2020.

4023. Adopt the following policies as presented:

- 0169.02 Board Member Use of Social Networks
- 1230 Superintendent's Duties
- 5752.1 Post Maternal Accommodations (Students)
- 6110 Federal Funds
- 6120 State Funds
- 6141 Tax Revenues
- 6160 Soliciting and Approval of Grants from Private Sources
- 6210 Fiscal Planning
- 6230 Budget Hearings

4024A. Approves a settlement agreement for special education Student ID 2418659515 and authorizes the Board President to execute the settlement agreement.

4024B. Approves a settlement agreement for special education Student ID 2058818685 and authorizes the Board President to execute the settlement agreement.

4024C. Approves a settlement agreement for special education Student ID# 6103433191 and authorizes the Board President to execute the settlement agreement.

4025. Approved a confidential special education settlement agreement for Student ID # 7601593453;

WHEREAS, the Board and the Parents seek to amend that settlement agreement;

NOW THEREFORE BE IT RESOLVED, that the Board of Education amends a settlement agreement for Student ID # 7601593453 and authorizes the Board President to execute the settlement agreement.

4026. APPROVES FOR 12 MONTH STAFF THAT:

Notwithstanding limits in any individual contracts and collective bargaining agreements, the Board authorizes that all personnel shall be permitted to carry all unused vacation days one time only from 2019-20 to 2020-21. The excess carryover days must be used prior to June 30, 2021. Those days in excess of what would otherwise have been permitted under individual contract or collective bargaining agreement have no cash value should the employee retire or separate from employment during the 2020-21 school year or thereafter.

4028. WHEREAS, the School District of South Orange and Maplewood Board of Education ("Board") and the Superintendent, Dr. Ronald G. Taylor, entered into an employment agreement ("Contract") for a period commencing on July 8, 2019 through June 30, 2023; and

WHEREAS, the Superintendent is eligible to receive a merit bonus totaling a percentage of his annual base salary; and

WHEREAS, the Board having conducted its annual evaluation of the Superintendent, finds that said goals have been met; and

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the payment of the merit bonus as outlined in Article IV, Section A, subsection 2 of the Contract; and

BE IT FURTHER RESOLVED, that while the Board certifies that the quantitative merit and/or qualitative merit criterion have been satisfied, the Board acknowledges that said payment is subject to the approval of the Executive County Superintendent of Schools.

ROLL CALL: Motion made by Dr. Taylor, seconded by Board Member R. Baker to sever resolutions 4017C and 4021.

Motion to sever passed 8 yes, 0 no.

Motion 4017C and 4021 passed. YES: E. BAKER, R. Baker, Cuttle, Joshua, Maini, Siders, Zubieta NO: Wright

Motion 4017A-B, 4017D-M, 4018A-I, 4019A-C, 4020B-AO, 4021, 4022, 4023, 4024A-C, 4025, 4026 passed. YES: E. Baker, R. Baker, Cuttle, Joshua, Maini, Siders, Wright, Zubieta NO: None

Motion 4020A passed. YES: R. Baker, Cuttle, Joshua, Maini, 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.)

#### **HEARING OF INDIVIDUALS AND DELEGATIONS**

Sage Territo:

Congrats on passing that motion! Let's see it through.

---

Khadijah Costley White:

Dear Superintendent Taylor and Members of the Board,

I hope you are well.

I'm sure you all have watched the events that have unfolded in recent weeks in the aftermath of the heinous killing of George Floyd by four white police officers in Minneapolis. And I'm sure you are also aware of the police brutality experienced by young people and others in our own two towns.

You have likely stood with the rest of the country and wondered what it is that you can do to make things better. I am writing with some recommendations requested by SOMA Justice and supported by SOMA

Action and the MAPSO Youth Coalition. A statement of support from MAPSO Youth Coalition is also included below.

These proposals are outlined in a petition to limit police contact with children in SOMSD ([link:https://www.change.org/p/somdsd-board-of-education-keep-cops-out-of-soma-schools](https://www.change.org/p/somdsd-board-of-education-keep-cops-out-of-soma-schools)). Over 1,000 concerned residents, alumni, and parents have signed our petition as of this date.

Specifically, the petition asks that (to the extent legally possible), that the BOE and district leadership: remove any programs that put children in regular contact with the police (such as LEAD or after-school mentoring) that occur on school grounds and eliminate police presence on school grounds outside of emergencies and what is mandated by the state MOA with Law Enforcement Officials.

We ask that, instead, you: prioritize our student's safety and health by hiring more social workers and replace our current School Safety Director with someone experienced with comprehensive safety experience to address a wide range of issues outside of school hardening measures.

We call on you, the leaders of our district, to make a good faith effort in showing your commitment to the safety of our children in regards to their interactions with police officers by IMMEDIATELY PASSING A BOE RESOLUTION THAT BANS POLICE OFFICERS FROM SERVING AS SCHOOL RESOURCE OFFICERS IN THE SOUTH ORANGE-MAPLEWOOD SCHOOL DISTRICT.

Thank you for your attention to this important matter.

We request a response from all Board members and Superintendent Taylor on these proposals as soon as possible. We look forward to hearing from you soon.

Thank you,

SOMA Justice

---

Board Member E. Baker commented that the Board of Education has already rejected the use of School Resource Officers and armed private security in SOMSD schools in the revised Security Policy adopted last year. School Security Guards are unarmed and required to attend HIB training, anti-bias and restorative practices training. We have also limited to the furthest extent allowable by law the use of police officers in schools in our Memorandum of Understanding with the police departments.

#### NEW BUSINESS

- Board Member Cuttle reminded the community of the Township's partnership with Hetrick Martin Institute. LGBTQ+ youth support groups and one on one student supports are available online. Appointments can be made through [www.hminj.org](http://www.hminj.org).
- Tuesday, June 23, 2020 HMI will host a Pride Month Forum for LGBTQ+ youth. Information can be found at [www.hminj.org](http://www.hminj.org)
- Thank you Dr. Taylor, SLT and the Board for their continued support and partnership with HMINJ. They have reported that they have seen five times the amount of youth coming to them for support.

- All culminating activities will be available on the District website.

#### Future Meetings

The Board of Education will meet in Executive Session on Monday, June 29, 2020 at 7:00 p.m. using the online video conference platform to perform the Superintendent's Evaluation. No action will be taken.

Motion made by Board Member Maini, seconded by Board Member Cuttle that the Board of Education will meet in Executive Session on Monday, June 29, 2020.

MOTION made by Board Member Wright, seconded by Board Member Joshua that the Board of Education adjourns. Motion unanimously approved at 11:15 p.m.

---

Paul Roth, Board Secretary