

Regular Meeting
South Orange-Maplewood
Board of Education
April 19, 2021

A Regular Meeting of the Board of Education of South Orange-Maplewood was held using the online video conference platform on April 19, 2021.

Board President Thair Joshua called the meeting to order at 7:35 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 the District website.

PLEDGE OF ALLEGIANCE

ROLL CALL: Present: Board Member Bergin, Board Member Cuttle
Board Member Joshua, Board Member Maini,
Board Member Malespina, Board Member Siders,
Board Member Winkfield, Board Member Wright
Board Member Zubieta, Student Rep. Forman

Absent: None

NINE VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

Motion made by Board President Joshua seconded by Board Member Malespina to allow distance participation in our monthly Regular Board Meeting during the COVID-19 emergency.

Motion passed 9 yes, 0 no.

RECOGNITIONS - Lily Forman

Student/Department Recognitions:

NAME/SCHOOL/DEPARTMENT	RECOGNITION
South Orange Music Program	Once again, the South Orange & Maplewood School District (SOMSD) music program has been recognized by the philanthropic arm of the National Association of Music Merchants (NAMM) trade association for its commitment to music education with a 2021 Best Communities for Music Education Award (BCME). SOMSD was one out of 686 school districts that are among the Best Communities in the nation for music education. The award program recognizes outstanding efforts by teachers, administrators, parents, students and community leaders who have made music education part of a well-rounded education. Designations are made to districts and schools that demonstrate an exceptionally high

	<p>commitment and access to music education. Congratulations to James Manno, Supervisor of Fine Arts and to all of our amazing District music educators and student musicians.</p>
<p>CHS: Elianna Perlman</p>	<p>Congratulations to CHS student, Elianna Perlman, for being selected for this summer's New Jersey Scholars Program, <i>Mind and Body: The Future of Being Human</i>.</p> <p>The New Jersey Scholars Program is a tuition-free five-week summer program for rising seniors of any high school in New Jersey. Each school is permitted to submit up to two applications and the process is coordinated by the Director of Guidance. Applicants write essays, submit a paper written for a class, a letter of recommendation and a transcript of their grades. If selected as a semifinalist, applicants are invited to participate in a group interview with NJSP. The Program selects thirty-nine Scholars from among the semifinalists.</p> <p>The mission of the New Jersey Scholars Program is to reach out to able and enthusiastic students who come from a broad cross-section of the state's population. The program creates an intense, interdisciplinary intellectual experience that will change students' lives by teaching them to think in a new way – relating disciplines instead of dividing them. Scholars participate in lectures and small-group seminars where they actively engage with the disciplines.</p>

APPROVAL OF MINUTES

Board President Joshua declared the minutes of the March 15, 2021 Regular Meeting, Executive and Public Sessions 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

PHASE 3 REOPENING UPDATE - *Dr. Ronald G. Taylor, Superintendent*

Dr. Taylor provided an update on SOMSD Phase 3 Reopening which began today. The presentation outlined the following:

- Purpose
 - To update the Board of Education and our community regarding our Phased Reopening Plan. Inclusive of:
 - An update on the details of our families' hybrid selection
 - A breakdown of the demographics of those families who selected hybrid vs. virtual selection
 - To provide a brief update on our preparation for Phase 4 and Phase 5 of our reopening plans, including:
 - Ventilation upgrades
 - Partition usage to assist with social distancing

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

INTENTIONAL INTEGRATION ALGORITHM REPORT - *Alves Group*

Michael Alves and Nancy McArdle of the Alves Group presented the Intentional Integration Algorithm Report. SOMSD is using the Berkeley Approach for the Intentional Integration methodology which includes the development of an algorithm that creates micro-neighborhoods and utilizes key variables. The Alves group detailed the criteria used to create the algorithm. The District's Intentional Integration Initiative (III) will begin in September 2021, with the incoming Kindergarten class.

Board Members were given the opportunity to ask questions following each presentation.

BOARD PRESIDENT'S UPDATE

Today we resumed Phase 3 for virtual learning after a two week quarantine. We have just seen that 69% of families have opted for in-person instruction and as we move forward with Phases 4 and 5, it is incumbent on the district to ensure virtual learning does not suffer during this transition to greater in-person learning and it is incumbent on us families to remain vigilant and follow all health and safety guidance related to in person learning.

A quick note for those families excited about bringing their children to school, no dogs on district property.

Thank you to Dr. Taylor and Mr. Alves for your presentation this evening on the new student assignment algorithm. The Board is looking forward to its implementation as part of the Intentional Integration Initiative.

Thank you to Village President Sheena Collum and Mayor Frank McGehee for bringing your respective traffic bureaus and town engineers to the table to

work together with the district as we move forward with analyzing transportation routes.

Lastly, while it is not on the agenda yet, later this evening the board will be voting on a courtesy transportation resolution for the 2021-2022 school year.

STUDENT REPRESENTATIVE UPDATE - Lily Forman

Student Representative Forman provided an update on the following:

- CHS Spring Sports season is open
- Families and students are enjoying the virtual musical "2020 Hindsight"
- Seniors are developing their post-graduation plans
- Students are looking forward to returning to in-person instruction
- Discussions with Principal Sanchez and Dr. Taylor regarding the plans for the remainder of the 2020-21 school year including
 - Returning to hybrid instruction and ensuring students have the resources and support they need to finish their classes
 - Condensing three cohorts into two to allow more in-person instruction
- Conversations and necessary supports surrounding sexual harassment and assault

HEARING OF INDIVIDUALS AND DELEGATIONS

Glen Minerly - MAPSO RECREATIONAL FIELD TASK FORCE

Since the passing of the bond, likely because of COVID, the construction plans at each elementary school has not been transparent. Only recently have we learned that the field turf replacement at Underhill is not slated until the end of the timeline, potentially four years away. I am here today to advocate for a reprioritization of scheduling, to push the Underhill Field turf replacement to summer 2021. This project has already been green lit with earmarked funds and an approved plan. We are not asking for anything new. We are simply asking for a reprioritization to address the immediate health and safety issues that exist due to the current condition of the field as well as other community concerns.

Kandice Point Du Jour

On the District's website there is a banner that states "The District that celebrates diversity, human rights, students, teachers, parents, our community, our differences and our similarities". These words sound good and it even sounds like we are doing the work however behind closed doors, which I have been a part of for over 20 years, there are two districts and I am not referring to South Orange and Maplewood. I am referring to two schools within a school, white and black, white students and black students, black teachers and white teachers. Mrs. Point Du Jour continued by providing examples of inequities in the treatment and outcomes for black teachers and students in comparison to white teachers and students.

Stephanie Rivera

My name is Stephanie Rivera and I teach History at Columbia High School. About one month ago I received numerous emails from my students regarding stories about sexual assault, rape and other various forms of sexual harassment in our community. For nearly two weeks my students reached out to me sharing their trauma, fear and pain. I am speaking tonight because our kids are in pain and I refuse to let their pain go unnoticed. Tonight I am elevating their voices. My students were asked, what can our school district and community do to address rape culture and its effects on our community. Here is what they said:

1. The community needs to acknowledge how large a problem sexual assault and harassment are in MAPSO. The district should not shy away from the issues. I cannot believe the school still hasn't told the public about the gravity of what's actually happening.
2. Provide trained professionals who actually specialize in dealing with sexual assault.
3. There needs to be conversations about sexual assault, harassment and consent in school more than once, especially at a young age. This stuff begins before high school.
4. Address the culture of normalized harassment in our schools
5. Sexual assaulters and harassers need to be held accountable. A lot of the time they go unpunished and continue to do what they want because there is nothing stopping them.
6. All teachers need to be educated on rape culture and how to properly respond when someone confides in them about being harassed.
7. Our community is obsessed with the idea of reputation and they never seem to care about the victims stories. The schools need to listen and believe what victims tell them.
8. One of my students had particularly strong concerns and asked me "Is the district actually going to take action? I have zero faith that anything is actually going to change. They talk about change but it never happens".

Greg Tuttle

My name is Greg Tuttle and I am alumnus and current History Teacher at Columbia High School. This weekend I heard Eric Arroyo Montano say, "Sometimes when we think of accountability we forget about support and sometimes when we think about support we forget about accountability". We are all here to support young people's development and growth. We are accountable to them. So, in the spirit of accountability and support we need to examine the policies and evaluate our accountability. Is the sexual harassment policy going to aid in the prevention of future sexual harassment and assault or is just checking legal boxes? Will the sexual harassment policy offer professional help to the untold number of students who have come out as survivors of sexual assault over the last few weeks? Will the sexual harassment policy be an avenue of justice for survivors and assaulters? Will the policy allow for survivors and assaulters to sit next to each other in class because that is going to start happening on Monday, April 26. Our sexual harassment policy does not address these very real issues facing our students today. If we are not passing this policy for them, we are passing this policy to check a box; we are passing it for ourselves. Not only do we need a purposeful policy, we also need purposeful

professional development. Everyday students come to our classes, and to quote Dr. Bettina Love, "They are spirit murdered" in our schools. By sticking to the script and employing a conservative stance on curriculum we have become tone deaf in our classrooms. As a district we have ignored the Amistad Curriculum and we will ignore the new LGBTQ+ curriculum law too. Our students need to see themselves in the curriculum and in a community that proudly advertises how diverse and inclusive it is, need our staff to be prepared and comfortable to talk and teach about race, gender and anything else to support our youth.

Bob Zuckerman - South Orange Village Board of Trustees

I want to urge everyone on the Board to support policy 5756, to provide a safe and supportive environment for transgender students, gender non-conforming and non-binary students. As most of you know the transgender community is under attack in this country especially transgender children and even more specifically transgender children of color. By enacting a policy like this you are going a long way towards saying that you really care about our transgender children and that you are willing to provide a safe and supportive environment for them to learn. We are at the forefront of a tremendous policy shift and I am very proud to be on the Board of Trustees and represent one of our two towns and to know that our school district is supporting such a wonderful policy that will make the lives better for children in our schools. I want to thank the Board, Dr. Taylor, President Joshua and Shannon Cuttle.

Matthew Safer

Thank you for revising the hazardous routes policy. I would like to speak about the possible safety implications when eliminating courtesy bussing. If bussing is eliminated or reduced there will be significant amounts of additional traffic around the schools, which is already chaotic and dangerous during pickup and drop-off times, particularly at elementary schools. There may be as many as a few hundred more cars if courtesy bussing is eliminated and these students are driven to school instead. These areas can and should be made safer, but to do so requires a careful plan identifying walking routes, locations for crossing guards and targeted infrastructure improvements, working along with the municipalities. There are resources available from the State and our local transportation authority. I have contacts at these agencies that can help the district identify best practices and techniques to encourage safe routes to schools. But to simply reduce bussing without making these improvements both in policy and infrastructure can be quite dangerous and pretty irresponsible. It is not that courtesy bussing is necessary but in its absence other steps need to be taken.

Maplewood Township Committeeman Dean Dafis

I would like to express my support for the Board's new policy that will update and expand district support and protections for our LGBTQ+ youth students, especially our transgender and non-binary students. As Trustee Zuckerman has already expressed, it is especially critical right now that we be proactive in affirming all of our students. 2021 is a record breaking year for anti-transgender legislation across the country, legislation that is attacking our youth in particular. There are over 100 bills that are

making their way across state legislatures in 34 states including New Jersey. In New Jersey there are two bills that attack our transgender and non-binary students with respect to access to bathrooms and locker rooms, sports and medical care. This legislation has the effect to dehumanize our students and our medical professionals are sounding the alarm. Already we know our LGBTQ+ youth especially our transgender and non-binary students are already susceptible to high suicide rates and this type of legislation is going to make that even worse. So, doing what we can to affirm our students is saving lives. I applaud the Board for proposing this new policy. I hope that in its first reading this evening, it is unanimously supported and adopted by the entire Board and I want to thank especially Vice President Shannon Cuttle for their leadership in this regard. Truly we can save lives here with this kind of policy and we should.

Thank you for the opportunity and all the best to all of you.

TJ Whitaker

My name is TJ Whitaker, I am a teacher at Columbia High School, but also I have worked as an Assistant Affirmative Action Officer for the last 3-4 years. I just want to note that during that time it has come with various levels of willingness to protect the institution over what is simply doing right on behalf of former Assistant Supervisors. Dr. Perez has been the most open and transparent person in that position since my time working. As such we have had regular meetings with the team that has assumed the undertaking to complete various tasks with regard to the CEP, the Black Parents Workshop Lawsuit Settlement, Amistad and other issues with regard to gender and LGBTQ+ issues. I am here tonight to call on the Board and Central Office to commit to more ongoing and genuine professional development with regard to these issues. In subcommittee meetings and interviews with various colleagues throughout the district, it has become clear that many of my colleagues are afraid to address the issues of racism because they feel unprepared, while others feel that they may be prepared but if they make a mistake that they will be punished. If we are to meet the demands and terms of the Black Parents Workshop settlement we must commit to the training and accountability necessary to avoid future lawsuits. Accountability would include things like an equity score card where students, teachers and administrators would commit to addressing these issues and then addressing whatever data comes out of it. Finally in support of Student Representative Forman and some of my colleagues who have spoken earlier, due to the high turnover rate that exists in central office and some building administration, there is a historical memory that some of you may not know. There have been patterns of behavior that occurred in this district over the last couple of decades that often get marginalized, circumvented and out right silenced. When this history and these patterns are not dealt with in earnest, not only is the issue silenced but the suffering of our students and colleagues happens in silence. We have to have the courage dismantle this culture of misogyny that is occurring right under our noses. I am here to help and look forward to being a part of any future solutions.

Thank you

Abigail Murtagh

The recent switch from elementary cohorts for in-person learning surprised many in our community. The district gave no indication of this possibility when asking families to commit and therefore had parents make this important decision without affording them a complete understanding of what they might be committing to. This has left many virtual families reeling. The new reality will be much more isolating and alienating for virtual students in the cohort system. Virtual students will suddenly find themselves in the vast minority in their classrooms. In some classrooms there are only 2 or 3 virtual learners. Some of these are the youngest learners and many are students of color. I strongly believe that any policy must consider those most negatively affected, here that is clearly virtual students. So I am asking 1) What specifically has the district done in the planning and implementation of this new plan to identify and address specific challenges, concerns and frustrations of virtual learners? 2) Given the new elimination of cohorts, changing COVID numbers and new safety measures you presented tonight, given that these things may now effect how families are feeling are you currently allowing virtual families to change their status to in person? 3) In recent days some parents have circulated letters advocating for the end of computer use in the live classroom citing concerns that computers diminish the experience of the live class. This would obviously be devastating for virtual learners. Can you definitively say now that computers will continue to be used by in-person students in any classroom with virtual learners through the end of the school year, so the virtual learners will not lose this vital connection to their classmates?

Nicole Stewart

Thank you all for your time and dedication. At the last two Board meetings our team at the SOMA Community Alliance for Education have received a lot of praise for "Making it to the End". We want to recognize that you are the ones truly doing the work. Thank you to the Board Members for their time since the last meeting and for the kind and thoughtful words that were exchanged. As we get to know the ins and outs, we continue to see many great things that can be easily overshadowed by the chaos that we all find ourselves in. To that end, we wanted to follow-up and continue conversations that have already been started. We want to help make sure that great ideas get turned into action and that nitty gritty details get shared in the broad topics. First and foremost, Lily Forman courageously began a public conversation on sexual assault in our schools and I want to applaud her call to action and the courage of her peers for sharing their stories. We must prioritize this critical conversation immediately and actionably and look to our district leaders to show swift and supportive leadership and to demonstrate to our children that the adults in the room will not fail them again.

Shifting to reopening and looking to the future, much of the trust has been disrupted by the challenges we face and our goal is to work toward restoring that trust. We have been encouraged by the increase in communication with the community. The Board meetings are very informative but not a conversation with the public. Many of the questions we posed to district leadership last week on phases 3-5 were answered this evening, but the answers were not directed towards parents, students and families who

these answers impact the most. We are personally still waiting for direct answers to our questions and believe the information presented tonight needs to be effectively distributed to families not simply placed on the website. We also continue to be concerned about the transparency around decision making. For instance, the hybrid survey, what was the number of parents who elected to opt into hybrid? As we know from experience many families selected that option may not intend to send their kids in person. When will information be released to compare actual attendance with the results of the survey? How will you support students who remain virtual and are requiring increasing amounts of intervention?

Thank you

Liz Callahan

My name is Liz Callahan, I am a Maplewood Resident, Parent and Co-founder of the SOMA Community Alliance for Education. The excitement about phase 3 was really personal for me as a parent this morning, as I watched my eager, excited and slightly nervous son enter Tuscan School for the first time in his kindergarten career today. Also, as someone in education on the side of planning for reopening, I know and acknowledge the hard work planning and collaboration it takes to achieve returning to in-person instruction. It is a hopeful promising step as we know many of our kids, teachers and parents are eager to be safely return to classrooms. I appreciate the time you took tonight to review the reopening plan, social distancing guidelines and additional mitigation strategies that the district plans to use. Yet, it is important to consider that at the same time that we embark on this rigorous reopening schedule that SOMAs COVID-19 numbers are higher than they have been in a year and nearly half of the countries new cases are in five states and New Jersey is one of them. New variants are spreading rapidly and are more contagious and effects children more than previous strains. When we consider this we must also consider the disproportionate impact that COVID-19 continues to have on communities of color and the intersectional impact to health and educational inequities. Given this context I am here speaking tonight as a concerned parent, advocate and resident and I strongly urge you to implement COVID-19 pool testing in our schools. We understand that the guidance the district cited, which is used by local health officials to advise schools does not include testing even in areas of very high risk profiles, however these guidelines do suggest moving to remote learning. We also acknowledge that the CDC also indicates that same layered approach to prevention strategies requiring masks and social distancing while referring to vaccines and testing as additional layers. We believe our community deserves those additional layers of protection that school based testing may provide and there is growing community support to that end, as per the petition and letter writing campaign. While we appreciate the local testing options that have been provided we're asking the district to add COVID-19 testing strategies to their mitigation efforts. It's been a long arduous struggle in our district to return to in-person learning, met with setbacks, challenges and public outcries. We want to make sure that this can act as a guardrail for our in-person learners to prevent outbreaks and community spread that might lead back to remote learning.

Rhea Beck

For two years concerned parents in the district have been asking first Dr. Ficarra and at the short lived Integration Committee meetings run by Karen Weiland and Ann Bodnar this very basic question, "What is being done to prepare teachers in the district to be ready to welcome and care about the educational outcomes of black students post intentional integration plan?". What precise resources are being allocated toward this end? Integration refers to a process where members of different racial groups or members of different racial groups experience fair and equal treatment within a desegregated environment. Integration in fact, is the step that comes after desegregation. I was disappointed but not surprised to hear from Board member Winkfield at the last meeting that per available data black students this past school year are almost two hundred times more likely to be assigned a failing grade than their white peers. Unless we are simply to accept that black students are more likely to be just incapable of virtual learning then we can extrapolate that there continues to be a disconnect between black students and those charged with teaching them. Dr. Taylor points to no silver bullets or quick fixes, but really unless there is a transparent well-resourced ongoing anti-bias plan for training our teachers, I recommend that the district be more precise and refer to this algorithm as a desegregation algorithm and not an intentional integration plan. I want to use my remaining time to say that since these meetings tend to demand participants have the stamina to sit through several hours before being able to participate publicly, that community groups not use this opportunity to plug themselves and the work they are doing and in fact stay focused on the work of the Board.

Matt Smollen

Hello, I was hoping that this statement would be read into the public record for the BOE meeting taking place on Monday, April 17th of this year. I would have appeared in person to address the BOE but I am a coach for my daughter Regan's softball team and we have a game this evening.

We (my wife and I) recently reached out to Ms. Irby, and Dr. Taylor that Regan would like to attend hybrid learning that commences this Wednesday, 4/19 but have been informed because of a missed deadline will not be eligible to do so. Neither of us received any specific correspondence with this date mentioned, and were not aware of such a date. We thought the school would be open to allowing one more student to the elusive in person learning experience but have been told she cannot attend because of, "I must follow the directives of the superintendent of schools." It was presented to us that it is simple, you missed the deadline, Regan can't go. We opted out of hybrid because of the February COVID outbreak but were never told specifically this will leave her (Regan) on the opt out list for the remainder of the year. The BOE and administration have asked over and over for, "patience and understanding" as they navigate these unprecedented times but when asked for some of the same patience and understanding we receive none.

Matt Smollon

Dr. Taylor provided me with a, "SOMSD School Reopening Update" from March 26 that states no deadline, and offers no specifics in regard to what are

the guidelines, class sizes, or criteria by which the superintendent must follow for the safety of the students. He even asked to check my spam folder? This is a solution?

We made it clear that Regan is suffering educationally with virtual, and would greatly benefit from in person learning. We have asked numerous 6th grade parents if they knew of any deadline or the opt out scenario and have met with a unanimous, "no." So as it stands, our our 12 year-old daughter is not allowed to attend the PUBLIC school in the town her parents pay taxes, and where they reside because of undefined and elusive protocols.

We have been patient throughout this, often defending the school, and teachers as other schools in other districts have gone back to in person learning, as friends have had to pay for either religious or private school, sold or are beginning to sell their homes with the frustration with the schools has grown, and grown. But now we find ourselves in the same situation, frustrated with the lack of transparency, and wondering, "what the hell is going on" with the district? Shouldn't they be welcoming a student back to school, not keeping her out?

Moving forward, we, we will do what is best for our daughter and her education, uncomfortable in the knowledge that neither the administration of the BOE is an ally in her development but a hinderance.

Shayna Sackett-Gable

In regards to Dr. Taylor's presentation, is the district looking into why some students may be having a more successful learning experience virtually than they had in person? Are there any specific learning's from these experiences that can be applied to future in-person instruction?

Thank you

Lynne Daley

The addition of partitions for elementary students is not a bad idea, but in general, not as helpful as using testing as a way to determine asymptotic transmission in our community. While we currently have wonderful, accessible, local testing options, having some onsite testing options at schools that are free and optional would be a useful mitigation strategy.

Chicago is doing this. NYC is doing this. Even Millburn is doing this - why can't we? I know that some affordable options have been presented to SOMSD - and when the CDC suggests "Viral testing strategies in partnership with schools should be part of a comprehensive prevention approach. Testing should not be used alone, but in combination with other prevention to reduce risk of transmission in schools. When schools implement testing combined with prevention strategies, they can detect new cases to prevent outbreaks, reduce the risk of further transmission, and protect students, teachers, and staff from COVID-19." - Why is SOMSD not actively exploring this sensible option? Thank you.

Keli Tianga

Dear Dr. Taylor—Based on your reports over the past few months, I am concerned that the difference in grades received by white students and students of color at the high school during the pandemic will grow even greater as they return to the building this year and into next school year. And while it may be an easier way to explain these differences, considering overall numbers of Black and Brown students in the district, we know these differences can not all be chalked up to economic status.

When a young person is struggling, it is because an adult is failing them in some way. When the struggle is academic, we rightly look to educators for answers. As professional educators—both teachers and administrators, that buck stops with you all. I implore teachers and administrators to get on the same page and work together to ensure that your academic plans and teacher professional development are tailored to the student as they are—not who adults assume them to be. Be collaborative, be creative, and most of all, be inclusive of all our learners and be anti-racist in your plans to engage and serve students so that they are ALL supported emotionally, and performing academically at the level we ALL know they ALL can. District families are expecting real change and are paying attention.

Thank you

Dr. Taylor thanked everyone for their comments and responded with the following comments:

- To those families who reached out to me and shared their concerns regarding Underhill Field renovations, these large projects take time to be approved. Even though funding has been approved by the Board of Education and Board of School Estimate, the drawings from the architect needs to be shared with stakeholders and approved by the state before we can solicit bids. When dealing with a space like Underhill Field that has an active season, we have to be sure we will not be interrupting the active season and have consequences that were not predicted. We have reached out to our architect to ask if there is a way for us to consider expediting Underhill Field renovations. There is a finite amount of time for this work to be done because of fall sports and summer prep for fall sports.
- Multiple teachers gave public comments this evening. I will respond but part of my response to our employees who bring concerns about our schools is this is why we have collective bargaining units; to have these conversations so that they do not have to take up the time of our Board meetings to speak about these very important topics. We encourage teachers to please use your organization to have these conversations so we are not limited to back and forth.
- It is very concerning to hear the description of a feeling that black and white teachers and students have a much different experience at Columbia High School. There were comments around feeling a racial divide and a chokehold when it comes to the black and white experience. I will take this comment to Dr. Perez and Principal Sanchez to give this the space that it

deserves for more conversation. One thing this Board and I hope that I have demonstrated is that we are not just committed to equity in the division of assets but equity in all that we do. I truly appreciate the bravery that it took these teachers to come forward and we will investigate.

- Principal Sanchez and I have had multiple conversations regarding sexual assault allegations and rape culture as described by teachers and Student Representative Forman. Board Rep. Forman and I had a very important conversation not just addressing this most recent concern at CHS but as she noted, going back to our middle schools and making sure we are not afraid to have these very important conversations, because students need to have them as early as we can have them. We are 100% in support of Student Rep. Forman's comments about possible revisions to our health curriculum beginning as early as possible to help students be engaged and supported.
- Our sexual harassment policy cannot be a one off solution.
- I strongly disagree with comments that we are ignoring the Amistad curriculum requirement. We have updated our curriculum to include the Amistad standards. We still have work to do but it has not been ignored.
- Thank you to Trustee Zuckerman for lending such an important voice towards policy 5756. I am very happy to hear from you and your support of this very important work.
- I am happy to hear that Mr. Safer was able to recognize the work our Board Members, policy committee and executive committee has done regarding the transportation policy. It is not an easy policy to correct because we want to give our families whatever they need to be whole, even if it is transportation. But, understand that we do have limited resources and we have to target a make sure that we are being equitable about how we use them.
- It is always good to hear from Committeeman Dean Dafis. Thank you for reaching out and giving us some of your evening to support such a worthwhile effort supporting transgender and non-binary conforming students and sharing details of anti-transgender legislation that is happening in our country. We are happy to hear that you support this work and our Board is very enthusiastic about it and so am I.
- Thank You Mr. Whitaker for your kind words regarding Dr. Perez's work thus far. I am happy to hear that you are seeing the reflection of that appointment and the hard work that is encompassed by that position.
- I agree with the comments stating there is a need for more professional development so that teachers have more confidence and are able to be a part of the accountability loop.
- We are very aware of how combining cohorts can affect virtual learners. One of the reasons students need to stay connected to the computer for a strong portion of the day is to allow for students who are virtual to stay connected and to make sure that we can do small learning groups with virtual and in-person students.

- We have been very transparent regarding SOMA's COVID-19 numbers being higher and in speaking with our Departments of Health and getting their advice on moving forward, we understood and they understood in advising us that while our community COVID numbers have increased that research has been steadfast that in-person transmission is not occurring in schools. Not only in our state but also in others who had a strong mitigation stance.
- I am not a healthcare professional. I rely on medical professionals to give us this advice. Unanimously we have been advised that we should not be doing mandatory random testing of asymptomatic students and teachers. Some speakers have mentioned other school districts that they think are doing that. But when you pull back the onion on some of our neighbors who are doing testing, they are doing afterschool voluntary testing for anyone who wants it and we are doing that similar step here in our community with the partnership of our townships. Anyone who wants to get testing, we have ample testing opportunities for families, students and teachers. Mandatory testing is not recommended and is not part of our plans to continue to reopen.
- Thank you Ms. Beck for sharing your perception of the difference between integration and desegregation and the need to have the precise work done as one of our Board members also mentioned, being able to cite that work as teachers begin to engage with diverse students.
- We sent many communications regarding deadlines to opt in for hybrid instruction. It is not our goal to keep students from coming to school. It is our goal to be prepared to safely engage our students as they come. As I told every parent who has reached out to me regarding this, we will have an opportunity to determine if there can be another opt-in date once students begin to return and the Department of Health continues to monitor if there is an impact in our community of COVID-19 based on the return of students. We know that we cannot allow one, two or three parents to opt in without making that a wider opportunity for others.
- I agree 100% with the statement that we are tailoring opportunities so that all students can be successful. This is the work that we as a district and I as the superintendent, teachers and administration are dedicated to and will be reporting on.

COMMITTEE REPORTS

NJSBA BOARD OF DIRECTORS - *Board Member Cuttle, NJSBA Essex County Representative*

The NJSBA Board of Director's meeting was held on March 19th and included the following:

- Presidents Report - Dr. Larry Feinsod
- NJSBA Video for BOD
- Media Highlights:
- HIGHLIGHTED Legislation:

- o 2020 NJ S2691
- o NJSBA Jonathan Pushman reported that states are allowed to apply for federal flex spending.
- o School District Regionalization S-3488
- o Special Ed Services for 21+ Students S-3434
- o Grade Retention Due to COVID S
- o Mental Health Task Force S-555
- Other Legal:
- Community Outreach:
- NJSBA Annual Workshop Conference for 2021 will be all virtual again this year due to the pandemic.
- NJSBA May 2020 workshop ECC will be virtual and registration is open.
- Selection of Officers for 2021

CURRICULUM & INSTRUCTION - *Board Member Siders*

The committee discussed the following:

1. Rubicon ATLAS Curriculum presentation
2. CHS Struggling Student Presentation
 - Mr. Sanchez and Ms. Butler presented a PowerPoint about struggling students and the supports that are available for students.
3. Access and Equity (Dr. Perez): Update on Dr. Fergus' data collection at secondary level.
4. Policies for 1st Reading
 - 5519 Dating Violence at Schools
 - 5756 Transgender Students
 - 5530 Substance Abuse
 - 5533 Student Smoking
 - 2362 Library/Media Center
5. Special Services
 - Newsletter: <https://www.smore.com/eqn6a>
 - DLM Update
 - Cohort C Updates
 - ESY Update
 - PD Opportunities planned

PERSONNEL & LABOR RELATIONS - *Board Member Maini*

The committee discussed the following:

- April 2021 Personnel Agenda items were reviewed.
- Other Personnel Matters
 - There was discussion about an open grievance. Ms. Robinson will review the matter with counsel and advise the committee at a later date.
 - Committee wishes to be advised of the protocol for home instruction.
- Residency Update The committee also reviewed demographic reports concerning student-to-teacher ratio by school and by racial

groupings. The committee suggested adding a report model that is more closely align with the district's equity data reports.

- Committee requested a substitute teacher rate comparison report.
- Ms. Robinson will provide a status report on evaluations.
- Ms. Robinson will provide renewal/non-renewal staff information.
- Ms. Robinson will review 504 Accommodations and questions concerning staff vaccinations after conferring with the district's labor attorney.

FINANCE FACILITIES & TECHNOLOGY - Board Member Wright

The committee discussed the following:

- Budget Update
- Construction Update
- Job Descriptions
 - Assistant Transportation Coordinator
 - Dispatcher
 - Assistant Food Service Director
 - Facility director
- Public FFT Meetings
- Contracts
 - Renewal
 - Awards

POLICY COMMITTEE - Board Member Bergin

The committee discussed:

- Preview of Intentional Integration Algorithm presentation
- Policies for second reading:
 - 0164 Conduct of Board Meeting
 - 8600 Student Transportation
- Policies for First Reading:
 - 2362 Library Media Center
 - 2415.02 Title I - Fiscal Responsibilities
 - 2530 Resource Materials
 - 5120 Assignment of Students
 - 5533 Use of Tobacco Products
 - 5751 Sexual Harassment
 - 5756 Transgender and Nonbinary Students
 - 6112 Reimbursement of Federal and Other Grant Expenditures
 - 6311 Contracts for Good or Services Funded by Federal Grants
 - 7441 Electronic Surveillance in School Buildings and on School Grounds

Board Members discussed policy 0164. Board President Joshua read an email from NJSBA regarding public committee meetings.

ITEMS FOR ACTION

Motion made by Board President Joshua, seconded by Board Member Maini to add resolution 4134.

Motion to add resolution 4134 passed 9 yes, 0 no.

Board President Joshua read resolution 4134 into the record.

Motion made by Dr. Taylor seconded by Board Member Maini to approve resolutions 4124-4134. Motion passed 9 yes, 0 no.

Motion to approve 4124-4134 withdrawn.

Motion made by President Joshua seconded by Board Member Malespina to approve resolutions 4124-4134 except resolutions 41270 and 4127AC.

Motion passed 9 yes, 0 no.

Motion to approve 4124-4134 except resolutions 41270, 4127AC withdrawn.

Motion made by President Joshua, seconded by Board Member Zubieta that the Board of Education approves resolutions 4124-4134 and to sever resolutions 41270, 4127AC and 4128:

4124A. MEMORIAL

BE IT RESOLVED THAT THE Board of Education approve the following memorials:

Denise Burgermaster, retired school secretary at Marshall passed away on April 5, 2021.

The Superintendent is asked to convey our condolences to the family and friends of Denise Burgermaster.

4124B. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Dempsey, Marguerite	T PE MM - 1.0 FTE	7/1/21	37
Dodd, Kate	T Art CHS - 1.0 FTE	5/1/21	19
Lamkin, Kathleen	T 5 th Grade TUS - 1.0 FTE	7/1/21	25
Tighe, Donald	T Music SOM - 1.0 FTE	9/1/21	15
West, Carol	T 3 rd Grade SB - 1.0 FTE	9/1/21	7

4124C. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Alexander, Marvin	T H/PE CHS - 1.0 FTE	5/18/21	12

Cordasco, Vincent	T H/PE SOM - 1.0 FTE	5/21/21	1.5
Munoz, Leslie	Occupational Therapist DIST - 1.0 FTE	4/21/21	2

4124D. 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
Hargrave-Kerns, Maureen	T SPED/INC CLIN - 1.0 FTE	3/1/21 6/30/21	\$50,060

4124E. APPOINTMENT OF LEAVE REPLACEMENT

(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
Velez, Dina	LR 4 th Grade Teacher JEFF - 1.0 FTE	4/20/21 6/30/21	\$76,260

4124F. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Diaz, Joaquin	School Bus Driver DIST - .5 FTE	4/5/21 or sooner	3/23/21

4124G. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Thomas, Jarell	LR T H/PE SOM - 1.0 FTE	4/15/21	5/13/21

4124H. SUSPENSION

NAME	EFFECTIVE DATE
Employee #2446	4/1/21-9/30/21 (w/o pay)

4124I. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Akinrolabu, Jade	Guidance Counselor CHS - 1.0 FTE	3/1/21-4/8/21 (Paid Sick Days)
		4/9/21-4/23/21 (Unpaid Medical Leave)
Betcher, Susan	School Social Worker DIST - 1.0 FTE	4/26/21-6/30/21 (Unpaid FMLA)
		9/1/21-9/22/21 (Unpaid FMLA)
		3/5/21-3/19/21 (Paid Sick Days)

Carney, Vanessa	Athletic Trainer CHS - 1.0 FTE	4/5/21-6/30/21 (Paid Sick Days)
Ng. Suzanne	Media Specialist CHS - 1.0 FTE	1/21/21-3/26/21 (Paid Sick Days)
Prall, Stephanie	Guidance Counselor SOM 1.0 FTE	2/8/21-3/25/21 (Paid Sick Days) 3/26/21-6/30/21 (Unpaid FMLA)
Rynar, Craig	T 4 SM - 1.0 FTE	4/5/21-6/30/21 (Paid Sick Days)
Sharma, Gopika	T SS CHS - 1.0 FTE	9/1/21-6/30/22 (Unpaid Childcare Leave)
Spagnuolo, Meghan	T SS SOM 1.0 FTE	2/1/21-3/4/21 (1/2 day) (Paid Maternity Leave) 3/4/21 (1/2 day) - 4/5/21 (Unpaid Medical Leave) 4/6/21-6/30/21 (Unpaid FMLA) 9/1/21-9/2/21 (Unpaid FMLA)
Sumner, Jacob	T SS SOM - 1.0 FTE	3/16/21-3/26/21 (Paid Sick Days)
Williams, Ingrid	S4/12, Secretary (SPED) DIST - 1.0 FTE	4/7/21 (1/2 day) - 6/30/21 (Unpaid Personal Leave)
Wilson, Vanessa	T SPED/INC SM 1.0 FTE	3/1/21- 4/13/21 (Paid Sick/Personal Days) 4/14/21-5/3/21 (Unpaid Medical Leave) 5/4/21-5/28/21 (Unpaid FMLA)
Zavocki, Mary-Alice	T STEM MM 1.0 FTE	4/5/21-4/7/21 (1/2 day) (Paid Personal Days) 4/7/21 (1/2 day) - 4/9/21 (Unpaid Medical Leave)

4124J. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Clyburn, Brian	School Counselor CHS - .2 FTE	3/1-3/26/21 (20 days)	\$83.86 (per day)	\$1,677.20
Mooney-Chavis, Danielle	School Counselor CHS - .2 FTE	3/1-3/26/21 (20 days)	\$83.39 (per day)	\$1,667.80
Renelle, Stephanie	School Counselor CHS - .2 FTE	3/1-3/26/21 (20 days)	\$78.91 (per day)	\$1,578.20
Rucker, Courtney	School Counselor CHS - .2 FTE	3/1-3/26/21 (20 days)	\$66.46 (per day)	\$1,329.20
Williams, Adrian	School Counselor CHS - .2 FTE	3/1-3/26/21 (20 days)	\$60.46 (per day)	\$1,209.20
Alexander, Marvin	T PE/H CHS - .2 FTE	3/1-3/26/21 (20 days)	\$76.26 (per day)	\$1,525.20
Cahill, Allison	T PE/H CHS - .2 FTE	3/1-3/26/21 (20 days)	\$93.25 (per day)	\$1,865.00

Iraggi, Taylor	T PE/H CHS - .2 FTE	3/1-3/26/21 (20 days)	\$51.86 (per day)	\$1,037.20
Maggiore, Molly	T PE/H CHS - .2 FTE	3/1-3/26/21 (20 days)	\$67.76 (per day)	\$1,355.20
Pilone, Jr., Joseph	T PE/H CHS - .2 FTE	3/1-3/26/21 (20 days)	\$93.25 (per day)	\$1,865.00
Trieu, Johnathan	T PE/H CHS - .2 FTE	3/1-3/26/21 (20 days)	\$55.46 (per day)	\$1,109.20
D'Alessio, Tara	T SPED CHS - .2 FTE	3/1-3/26/21 (20 days)	\$93.25 (per day)	\$1,865.00
Kaller, Nichole	T SPED CHS - .2 FTE	3/1-3/26/21 (20 days)	\$76.26 (per day)	\$1,525.20
Keegan, William	T SPED CHS - .2 FTE	3/1-3/26/21 (20 days)	\$93.25 (per day)	\$1,865.00
Simon, Kenneth	T SPED CHS - .2 FTE	3/1-3/26/21 (20 days)	\$83.86 (per day)	\$1,677.20
Spina, Kathleen	T SPED CHS - .2 FTE	3/1-3/26/21 (20 days)	\$93.86 (per day)	\$1,877.20
Degioia, Damiana	T SPED CHS - .2 FTE	3/22-3/26/21 (5 days)	\$68.46 (per day)	\$342.30
Femenella, Matthew	T SPED CHS - .2 FTE	3/22-3/26/21 (5 days)	\$64.46 (per day)	\$322.30
Grasso, Linda	T SPED CHS - .2 FTE	3/22-3/26/21 (5 days)	\$83.55 (per day)	\$417.75
Regler, James	T SPED CHS - .2 FTE	3/22-3/26/21 (5 days)	\$63.16 (per day)	\$315.80
Stradford, Lynn	T SPED CHS - .2 FTE	3/22-3/26/21 (5 days)	\$98.95 (per day)	\$494.75
Pierre, Yves	T Math CHS - .2 FTE	3/1-3/26/21 (20 days)	\$86.46 (per day)	\$1,729.20
Barber, Kristin	T SCI/B CHS - .2 FTE	3/1-3/25/21 (10 days)	\$98.95 (per day)	\$989.50
Gallof, Pamela	T SPED CHS - .2 FTE	3/8-3/26/21 (8 days)	\$83.55 (per day)	\$668.40
Hannemann, Monika	T SCI/B CHS - .2 FTE	3/1-3/5/21 (3 days)	\$76.66 (per day)	\$229.98
Hatchell, Lucinda	T SPED CHS - .2 FTE	3/9-3/25/21 (7 days)	\$93.86 (per day)	\$657.02
Silver, Bianca	T SCI/B CHS - .2 FTE	3/2-3/4/21 (2 days)	\$68.26 (per day)	\$136.52
Steiner, Michael	T SCI/P CHS - .2 FTE	3/2-3/26/21 (10 days)	\$53.66 (per day)	\$536.60
Tedeschi, Chasity	T SCI/B CHS - .2 FTE	3/2-3/26/21 (10 days)	\$72.06 (per day)	\$720.60
Moran, Colleen	T SPED MM - .15 FTE	3/1-3/12/21 (10 days)	\$44.30 (per day)	\$443.00
Nicosia, Nicole	T SPED MM - .05 FTE	3/1-3/12/21 (10 days)	\$18.07 (per day)	\$180.70
Silva, Debra	T SPED/ELA MM - .2 FTE	3/1-3/12/21 (10 days)	\$93.25 (per day)	\$932.50
Vorona, Heather	T SPED MM - .2 FTE	3/1-3/12/21 (10 days)	\$64.46 (per day)	\$644.60

Tyson, Angela	School Bus Aide DIST - .5 FTE	3/1-3/31/21 (36 hours)	\$9.78 (per hour)	\$352.08
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4124K. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Buzar, Marissa	Outdoor Track, Freshmen/Asst. Coach CHS - 1.0 FTE	3/1/21 6/30/21	\$3,811

4124L. APPROVE JOB DESCRIPTIONS

NEW -Facilities Director
Assistant Food Services Director
Assistant Transportation Coordinator
Dispatcher

4125A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2020-2021 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Innocent, Reginald	Bloomfield College	8/2015	BA
Lewis-Johnson, Patricia	Clark Atlanta University	7/1986	MBA
Long, Bryant	Portland State University	12/2014	BS
Trovamala, Larissa	Monmouth University	5/2016	BA

NON-DEGREE SUBSTITUTE(S)

Julianne Caccavale
Samantha Johnson
Lynn Tecza

4125B. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHER(S) FOR THE 2020-2021 SCHOOL YEAR PAID AT A DAILY RATE OF \$100

Traci Zaretzka

4125C. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHER(S) FOR THE 2020-2021 SCHOOL YEAR PAID AT A DAILY RATE OF \$160

Reginald Innocent Samantha Johnson Robin Strauss
Taylor Sullivan Larissa Trovamala

4125D. APPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2020-2021 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$12.00

Larissa Trovamala

4125E. APPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2020-2021 SCHOOL YEAR
PAID AT A HOURLY RATE OF \$18.00

Mayann Post

4125F. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2020-2021 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Luoma, Jarrett	Lacrosse (Boys) Freshman	3/1/2021 6/30/2021	\$3,749
Rabiecki, Nicholas	Lacrosse (Girls) Assistant Varsity	3/1/2021 6/30/2021	\$5,490

4125G. APPOINTMENT OF HOME INSTRUCTORS FOR THE 2020-2021 SCHOOL YEAR

Name	Certification(s)
Michael Steiner	Teacher of Physics Teacher of Mathematics

4126. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2020-2021 school year [list on file in Board Secretary's Office].

4127A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated March 31, 2021
2. Expense Account Adjustment Analysis dated March 31, 2021
3. Revenue Account Adjustment Analysis dated March 31, 2021
4. Check Register #408257- 408544 in the amount of \$4,452,614.03
5. Check Register #200734-200735 in the amount of \$1,695,063.26
6. Check Register #200736 for March 2021 payroll in the amount of \$7,054,195.60
7. Treasurer's Report of February 2021

4127B. Certify the Board Secretary's Monthly Financial Report.

4127C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

Employee	Workshop/Conference	Travel Date(s)	Location	Estimated Cost(s)
Andrea Del Guercio Central Office	NJASBO Virtual Conference	6/9/2021- 6/11/2021	Online	\$150.00
Andrea Del Guercio Central Office	NJASBO Legislative and School Official Update	4/29/2021	Online	\$50.00
Kandice Stewart Columbia HS	Advance Placement Summer Institute Training	8/2/2021	Online	\$1,450.00
Anide Eustache Central Office	NJSBA's Public Relations Forum: Getting your community ready for September	6/3/21	Online	\$50.00

4127D. Approves the following provider(s) for 2020-2021 school year for the service indicated:

Soliant Peachtree Corners, GA	Special Education Teacher	\$72.00/hour
	Teacher of the Deaf/Hard of Hearing	\$70.00/hour
	Orientation & Mobility Specialist	\$80.00/hour
	Sign Language Interpreter	\$67.00/hour
	School Nurse (RN, BSN-RN, LSN) Price contingent upon type of nursing license	\$65-72/hour
	School Psychologist	\$85.00/hr
	School Social Worker	\$75.00/hr
	Board Certified Behavior Analyst	\$80.00/hr
	Educational Diagnostician (Ed Diag)	\$75.00/hr
KidsPeace Schnecksville, PA	Educational Services for resident student	\$255/day

4127E. Approves the use of the following vendors in excess of the \$40,000 for the 2020-2021 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
Kin Contractors	Fencing Repair and Replacement	Co-op
Rich Tree Service	Tree Service	State Contract
Medify Air	Air Purifiers	Quote

4127F. Accepts a donation to the Parenting Center in the amount of \$200.

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

20-019-200-890 Parenting Center \$200.00

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.

4127G. Accepts a donation from SOMA Cross Cultural Works, Inc. to the Clinton Elementary School Library in the amount of \$500.

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

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.

4127H. Approves the fee schedule for use of district facilities effective July 1, 2021:

<u>Facility:</u>	<u>Facility Use</u> <u>Per Hour</u>	<u>Custodial</u> <u>Fees</u> <u>Per Hour</u>
Columbia High School:		
Auditorium	\$250.00	\$50.00
Black Box Theatre	\$100.00	\$50.00
Gym	\$120.00	\$50.00
Cafeteria	\$90.00	\$50.00
Classrooms per room/Library	\$50.00	\$50.00
Ritzer Field	\$50.00	\$50.00
Project Adventure	\$50 per person people *	- minimum 10
Underhill Complex:		
Football Field	\$150.00	\$50.00
Baseball Field	\$100.00	\$50.00
Track	\$75.00	\$50.00
Middle Schools:		
Auditorium	\$150.00	\$50.00
Gym	\$120.00	\$50.00
Cafeteria	\$90.00	\$50.00
Classrooms per room/Library	\$50.00	\$50.00
Elementary Schools:		
Auditorium	\$100.00	\$50.00
Little Theater	\$75.00	\$50.00
Gym	\$100.00	\$50.00
Cafeteria	\$90.00	\$50.00
Classrooms per room /Library	\$50.00	\$50.00

- Custodial hours will be charged at the custodial rate of \$50 per hour per custodian (minimum 4 hours).
- Security guard (required for groups with more than 100 people in attendance) \$50 per hour per guard for a minimum of 4 hours.
- Use of kitchen will require a cafeteria worker who must be compensated at their overtime rate (4 hour minimum). Dishes, silverware, and utensils of the cafeteria may not be used.
- Use of stage lighting/sound and stage equipment must be under the supervision of a representative of the Board of Education to be paid by the applicant at a rate of \$55 per hour. The following fees will be charged for all other equipment or services used:

Stage Manager/Staff	\$55 per hour per person
Projector	\$25 per event
VCR/DVD	\$25 per event
Microphone	\$20 per event (each microphone)
Tripod Screen	\$20 per event
Stage Screen	\$20 per event
Overhead	\$25 per event
Audio System	\$30 per event (and requires Stage Manager)
Stage Lighting	\$35 per event (and requires Stage Manager)
Underhill Sound Booth	\$100 per event
Underhill Concession Stand	\$100 per event
CHS Cafeteria Equipment	\$30 per event (and requires Stage Manager)

* Use of Project Adventure must be under the supervision of a Project Adventure certified representative of the Board of Education.

4127I. Enters into an agreement with Essex Regional Educational Services Commission for the period of July 1, 2021 to June 30, 2022 to provide eligible students in South Orange and Maplewood nonpublic schools with the following services: Compensatory Education, English as a Second Language, Home Instruction, Supplementary Instruction, Speech-Language, and Evaluation and Determination of Eligibility at a per student rate established by the New Jersey Department of Education.

4127J. Enters into an agreement with Essex Regional Educational Services Commission to provide Public Home Instruction Services for the period of July 1, 2021 to June 30, 2022 at the rate of \$55.00 per hour.

4127K. Enters into an agreement with Essex Regional Educational Services Commission to provide Child Study Team Services to students in the South Orange Maplewood School District for the period of July 1, 2021 to June 30, 2022 at the following rates:

Social Assessment	\$400.00
Educational Evaluation	\$400.00
Psychological Evaluation	\$400.00
Speech Evaluations	\$400.00
Bilingual Evaluations	\$500.00
Physical Therapy Evaluations	\$450.00
Occupational Therapy Evaluations	\$450.00

CST MEETINGS

LDTC	\$125.00
Social Worker	\$125.00
School Psychologist	\$125.00

- 4127L. Enters into an agreement with Essex Regional Educational Services Commission for IDEIA-B Services for the 2021-2022 school year for the proportionate share of non-public IDEIA-B funds.
- 4127M. Enter into a contract with the Essex Regional Services Commission for the 2021-2022 school year to provide nursing services to non-public schools located in South Orange and Maplewood at an amount not to exceed the amount of state funding received for these services.
- 4127N. Approves an agreement with Sussex County Regional Cooperative to provide transportation coordination services for transporting special education, private school, vocational-technical school and other school students during the period of July 1, 2021 through June 30, 2022 for an administrative fee of 3% of the actual cost paid for transportation.
41270. Approves the following organizational appointments for the 2020-2021 school year:
1. Appoint Andrea Del Guercio as Acting Board Secretary and authorize her to sign checks, notes, drafts, bills of exchange, acceptance, undertakings or other orders for payment of money.
 2. Appoint Andrea Del Guercio, Acting Business Administrator as the Qualified Purchasing Agent and authorize her to negotiate and award contracts pursuant to NJSA 18A:18A-3.
 3. Appoint Andrea Del Guercio, Acting Business Administrator as Custodian of Records for the school district.
 4. Appoint Dr. Gretel Perez, Assistant Superintendent of Access & Equity as the District Title IX Coordinator. In accordance with Title IX of the Education Amendments of 1972, and its implementing regulations regarding sexual harassment, 32 C.F.R. 106, the Board herein ratifies the actions of the Superintendent of Schools in appointing Dr. Gretel Perez, the Assistant Superintendent for Access and Equity, as the District's Title IX Coordinator. The Board shall require that all findings after investigations conducted pursuant to the requirements of the Title IX Regulations shall be subject to a preponderance of the evidence.

4127P. Approves the establishment of a partnership with the following private child care providers in the 2021-2022 school year, as required by the Division of Early Childhood Education in the New Jersey State Department of Education. Projected enrollment includes a total of 312 general education students who are eligible to participate in the District's Pre-School Program in 2021-2022.

Applecore Learning
Le Petit Academy
Zadie's of the Oranges
Kinder Gan
Curious Children Childcare Center
Iris Family Center for Early Childhood Education

4127Q. WHEREAS, the Public School Contracts Law, N.J.S.A. 18A:18A-4.1a, authorizes district boards of education to competitively contract for the procurement of proprietary computer software and services; and

WHEREAS, the New Jersey School Boards' Association (NJSBA), N.J.S.A. 18A:6-45 et. seq., on behalf of its membership has competitively contracted to procure on an aggregated basis digital and electronic products and services, ERate Consulting and Processing Services, and other technology products and programs to enhance Members readiness for Future Ready Schools, as well as energy aggregation services, supplies and materials, time and materials; and such other services and products as two or more participating local boards in the system agree can be purchased on a cooperative basis; and

WHEREAS, N.J.S.A. 18A:18A-11 specifically authorizes two or more local district boards of education (hereinafter referred to as local boards) to enter into a Cooperative Pricing Agreement for the purchase of work, materials, and supplies; and

WHEREAS, NJSBA is conducting a voluntary Cooperative Pricing System within the State of New Jersey, utilizing the administrative purchasing services and facilities of NJSBA; and

WHEREAS, this Cooperative Pricing Agreement (hereinafter referred to as the Agreement) is to effect substantial economies in the purchase of energy and technology products and services for local boards across this State; and

WHEREAS, all parties to this Agreement have approved this Agreement by resolution, in accordance with N.J.S.A. 18A:18A-1 et. seq. and regulations promulgated thereunder; and 2

WHEREAS, it is the desire of all parties to enter into such Agreement for said purposes; NOW,

THEREFORE, IN CONSIDERATION OF the promises and of the covenants, terms, and conditions hereinafter set forth, it is mutually agreed as follows:

1. The products and services to be priced cooperatively may include,

on an aggregated basis or not, digital and electronic products and services, E-Rate Consulting and Processing Services, and other technology products and programs to enhance Members readiness for Future Ready Schools-NJ, as well as energy aggregation services, supplies and materials, time and materials; and such other services and products as two or more participating local boards in the system agree can be purchased on a cooperative basis.

2. The services and classes of services which may be designated by the participating local boards hereto may be purchased cooperatively for the period commencing with the execution of this Agreement and continuing until terminated as hereinafter provided.
3. The NJSBA, on behalf of all participating contracting units, shall, upon approval of the System's registration and upon the anniversary of the system's registration publish a legal ad in such format as required by N.J.A.C. 5:34-7.12 in a newspaper normally used for such purposes by it, to include such information as: a. NJSBA's full name and the fact that it may be soliciting competitive bids or informal quotations; and b. NJSBA's address and telephone number; and c. The names of the participating contracting units; and d. The State Identification Code for the Cooperative Pricing System, and e. The expiration date of the Agreement.
4. Each of the participating local boards shall designate, in writing, to NJSBA, products and services to be purchased and indicate therein the approximate quantities desired, the location for delivery and other requirements, to permit the preparation of specifications as provided by law.
5. The specifications shall be prepared and approved by NJSBA and no changes shall thereafter be made except as permitted by law. Nothing 3 herein shall be deemed to prevent changes in specifications for subsequent purchases.
6. A single advertisement for bids or the solicitation of informal quotations for the work, materials or supplies to be purchased shall be prepared by NJSBA on behalf of all of the participating local boards desiring to purchase products and services and some or all of the other services specified in this Agreement.
7. NJSBA shall receive bids or quotations on behalf of all Participating local boards. Following the receipt of bids, NJSBA shall review said bids and on behalf of all participating local boards, either reject all or certain of the bids or make one award to the lowest responsible bidder. This award shall result in the opportunity for individual local boards to enter into individual contracts with the successful bidder providing for the estimated aggregate quantities to be purchased during the term of the individual contracts.
8. Upon determining to accept the bid provided through this

Agreement, each participating local board shall: a. Certify the funds available only for its own needs ordered; b. Enter into a formal written contract directly with the successful bidder(s); c. Issue purchase orders in its own name directly to successful bidder(s) against said contract; d. Accept its own deliveries; e. Be invoiced and receive statements from the successful bidder(s); f. Make payment directly to the successful bidder(s) and g. Be individually responsible for any tax liability associated with the individual contract.

9. No participating local board in the Cooperative Pricing System shall be responsible for payment for any services ordered or for performance generally by any other participating local board. Each participating local board shall, accordingly be liable only for its own performance and for items ordered and received by it and none assumes any additional responsibility or liability. The provisions of paragraphs 7, 8 and 9 above shall be quoted or referenced and sufficiently described in all specifications so that each 4 bidder shall be on notice as to the respective responsibilities and liabilities of the participating contracting units.
10. No participating local board in the Cooperative Pricing System shall issue a purchase order or issue a contract for a price which exceeds any other price available to it from any other such system in which it is authorized to participate or from bids which it has itself received.
11. NJSBA reserves the right to exclude any item or service from within said system if, in its opinion, the pooling of purchasing requirements or needs of the participating contracting units is either not beneficial or practicable.
12. NJSBA shall appropriate sufficient funds to enable it to perform the Administrative responsibilities assumed pursuant to this Agreement.
13. This Agreement shall become effective upon signing, subject to the review and approval of the Director of the Division of Local Government Services and shall continue in effect for the duration of the Cooperative Pricing System's Registration with DCA unless any party to this Agreement shall give written notice of its intention to terminate its participation.
14. Additional local boards may from time to time, execute this Agreement by means of a Rider attached hereto, which addition shall not invalidate this Agreement with respect to the other signatories. NJSBA is authorized to execute the Rider(s) on behalf of the members of the Cooperative Pricing System.
15. All records and documents maintained or utilized pursuant to the terms of this Agreement shall be identified by the code number assigned to the System by the Director, Division of Local Government Services, and such other numbers as are assigned by

the Lead Agency for purposes of identifying each contract and item awarded.

16. This Agreement shall be binding upon and inure to the benefit of the successors and assigns of the respective parties hereto.

4127R. Approves the purchase and installation of 17 LTE radios on district buses, 1 base station for the transportation office and the annual maintenance charge from ACE COM of East Hanover, New Jersey for a total cost of \$18,423.00 as detailed below.

<u>Quantity</u>	<u>Item</u>	<u>Unit Cost</u>	<u>Total</u>
17	IP501M radio systems & Installation	\$735	12,945.00
1	IP501 Base Station Package	\$960	\$960.00
18	Annual network charge per unit	\$276	\$4968.00

4127S. Renews the contract with South Orange Disposal of South Orange, New Jersey for Refuse Disposal Services for the 2021-2022 school year at the following rates:

Refuse Disposal	\$91,582.01
Alternate 1: Recycling	\$27,383.08
Total	118,965.09

4127T. Renews the contract with Ahera Consultants, of Oceanville, NJ for environmental testing during the 2021-2022 school at the rate of \$66.00 per hour plus the cost of parts and materials.

4127U. Renews the contract with Fire Security Technologies of Lebanon, New Jersey for Fire Alarm Services for the 2021-2022 School Year as follows:

Annual Inspection of Alarms services	\$8,428.00
Monitoring Annual Rate	\$3,717.00
Work outside of the scope at the following rates:	
Weekday Hourly Rate	\$125.00
Weekend/Nightly Hourly Rate	\$187.50

4127V. Renews the contract with Wisdom Protective Services of Westbury, New York for Security Services for the 2021-2022 school year at the following rates:

- Security Guard Hourly Rate \$20.32/hour
- Lead Guard Hourly Rate \$28.45/hour

4127W. Renews the contract with Kelin Heating and Air Conditioning of

Colonia, NJ for HVAC and refrigeration Repair services for the 2021-2022 at following rates plus the cost of materials:

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

4127X. Awards the contract for Therapeutic Mental Health Wrap Around Program to Effective School Solutions, LLC of Summit, New Jersey in the amount of \$487,690.

4127Y. Approves the purchase of the following wireless access points and core network infrastructure from Dyntek Technologies of Irvine, California.

Vendor	Item	Cost
DynTek, Inc	Core infrastructure switching	\$132,611.56
DynTek, Inc	Wireless Access Points (Cloud Managed)	\$513,861.80

4127Z. Renews the contract for Wide Area Network (WAN) and Internet Services with Data Network Solutions of Little Silver, NJ for a term of 36 months. WAN connectivity services between each school location will be provided utilizing two 10 Ge aggregation switches. Internet services of 5 Gbps will be provided to the district's main distribution frame (MDF) and delivered to the schools via the WAN.

4127AA. Approves the disposal either by auction or as refuse of the following items deemed unusable by the district based on knowledge of existing programs and based on the age and condition of the itemsSOs.

BE IT FURTHER RESOLVED THAT the Board of Education approves the sale of the surplus property through GovDeals pursuant to the terms and conditions of State Contract A-70967/T2581,

4127AB. Approves an agreement with Frontline Education of Malvern, Pennsylvania, for Document Translation Services for 2020-2021 school year. There are no fees for activation of this feature, unless translation services are actually provided. Fees for each document translation are quoted electronically to the district, and require approval prior to the commencement of each job.

4127AC. Approves an agreement with The Institute for the Study of Knowledge (ISKME) of Half Moon Bay, California to provide professional development to support the District's efforts to advance in the area of Open Educational Resource curation, evaluation and implementation plan for curriculum improvement and to ensure students have equitable access to high-quality education. The cost for OER Professional Learning Academy is \$15,000.

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

4127AD. Approves the purchase of air purifiers from Medify Air, LLC of Deerfield, Florida in response to the COVID-19 Public Health Emergency in New Jersey and in light of the District's planned re-opening of schools for in-person instruction on April 19, 2021.

4128. Adopt the following policies as presented:

- 0164 Conduct of Board Meeting
- 8600 Student Transportation

4129. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of March 2021.

4130. WHEREAS, on February 22, 2021, the Board of Education approved a settlement agreement for special education Student ID #7232387602 (Resolution #4109B) and authorized the Board President to execute the settlement agreement.

NOW THEREFORE BE IT RESOLVED, That resolution #4109B is rescinded.

4131A. Approves a settlement agreement for special education Student ID #3699345206 and authorizes the Board President to execute the settlement agreement.

4131B. Approves a settlement agreement for special education Student ID #9258661976 and authorizes the Board President to execute the settlement agreement.

4132. WHEREAS, on March 16, 2021, the Board approved Resolution # 4118 approving the carryover of vacation days for 12 month staff from the 2020-2021 school year to the 2021-2022 school year.

NOW, THEREFORE BE IT RESOLVED, That Resolution #4118 is rescinded.

4133. 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 2020-2021 to 2021-2022. The excess carryover days must be used prior to June 30, 2022. 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 2021-22 school year or thereafter.

4134. WHEREAS, elementary families residing in the geographic zones for Marshall and Jefferson that attend either school receive courtesy transportation if they live more than one (1) mile away from Marshall or Jefferson; and WHEREAS, elementary families residing in the geographic zones for Clinton, Jefferson, Marshall, South Mountain and Tuscan elementary schools have the choice of enrolling in the Seth Boyden Demonstration School, and receive courtesy transportation if

they reside more than one (1) mile away from the school; and WHEREAS, elementary families residing in the geographic zone for Seth Boyden have the choice of enrolling in either Marshall or Jefferson, and receive courtesy transportation if they reside more than one (1) mile away from the designated school; BE IT RESOLVED that the Superintendent and the Administration are directed to provide transportation to the students attending elementary school outside their zoned school and more than one mile from their zoned elementary school as a result of (1) the Marshall/Jefferson pairing, (2) families zoned for Seth Boyden that have opted in to the Marshall/Jefferson pairing, or (3) families zoned for other elementary schools opting in to Seth Boyden.

ROLL CALL: Motion 4124A-L, 4125 A-G, 4126, 4127B-N, 4127P-4127AB, 4127AD, 4129, 4130, 4131, 4132, 4133, 4134 passed. YES: Bergin, Cuttle, Joshua, Maini, Malespina, Siders, Winkfield, Wright, Zubieta NO: None

Motion 4127A passed. YES: Bergin, Cuttle, Joshua, Maini, Siders, Winkfield, Wright, Zubieta NO: None ABSTAIN: Malespina (payments to any vendor or matter in the check register from which Board Malespina is conflicted; including but not limited to Follett, Mackin, and Edmodo)

Motion 4127O, 4127AC passed. YES: Bergin, Cuttle, Joshua, Maini, Siders, Winkfield, Zubieta NO: Malespina, Wright

Motion 4128 passed. YES: Bergin, Cuttle, Joshua, Maini, Malespina, Siders, Winkfield, Wright, Zubieta NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

NONE.

NEW BUSINESS

- Mrs. Wright spoke in support of prioritizing the Underhill Field renovations. Board members discussed funding and timelines for the renovation. Mrs. Del Guercio will speak with bond counsel and the architect and report back to the Board and Dr. Taylor.

Future Meetings

The Board of Education will meet in Special Public Session on Monday, May 3, 2021 at 6:30 pm via online video conference platform for a Budget Hearing. Immediately following the Public Session, the Board of Education will meet in Closed Session at 7:30 pm to discuss personnel and legal issues, negotiations and other matters to be announced at a later date. The community can view the meeting by following the steps which will be listed on the agenda. Action will be taken.

The Board of Education will meet in Public Session on Monday, May 10, 2021, at 6:30 pm via online video conference platform. Immediately following the roll call the Board of Education will meet in Closed Session 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 for the Organizational/Staff Renewal Meeting using the online video conference platform. The community can view the meeting by following the steps which will be listed on the agenda. Action will be taken.

The Board of Education will meet in Closed Session on Monday, May 17, 2021 at 6:30 pm via online video conference platform 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 Special Public Session at 7:30 pm using the online video conference platform. The community can view the meeting by following the steps which will be listed on the agenda. Action will be taken.

MOTION made by Board President Joshua that the Board of Education adjourns. Motion unanimously approved at 12:46 a.m.

Andrea Del Guercio, Board Secretary