

Special Meeting
South Orange-Maplewood
Board of Education
May 17, 2021

A Special Meeting of the Board of Education of South Orange-Maplewood was held using the online video conference platform on May 17, 2021.

Board President Thair Joshua called the meeting to order at 7:42 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 Zubieta,
Student Rep. Forman, Alt. Student Rep. Lodgson-McCray

Absent: Board Member Wright (due to technical difficulties)

EIGHT VOTING MEMBERS AND TWO STUDENT REPRESENTATIVES PRESENT

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

Motion passed 8 yes, 0 no.

RECOGNITIONS - *Jakhi Lodgson-McCray*

Student Recognitions:

NAME/SCHOOL	RECOGNITION
CHS Student: Julia A. Vitale, Senior	Congratulations to CHS senior, Julia A. Vitale for being named a winner of a 2021 National Merit® \$2500 Scholarship. Less than 1 percent of American high school students are so designated, and will compete for a scholarship in spring. Over 1.5 million students took the 2019 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT®) last October and entered the National Merit Scholarship Program, a nationwide competition for recognition and awards conducted by National Merit Scholarship Corporation (NMSC). As a semifinalists Julia have an opportunity to continue in the Merit Scholarship® competition and advance to Finalist standing by meeting a

	<p>number of additional requirements. Finalists will compete for one of 2,500 National Merit \$2,500 Scholarships, as well as 1,000 corporate scholarships. The next round will be announced in February.</p>
Columbia High School	<p>Congratulations to Columbia High School. Columbia High School was named as One of the Most Influential Public High Schools in the United States by Academic Influence. CHS was ranked #21 among 50 schools and was identified as a top 50 US public high school based on the accumulative influence of its alumni.</p> <p>Academic Influence ranks schools based on the influencers associated with them, with both faculty and alumni considered. They use machine learning to track influence and map the relevant connections between people and institutions. Based on their analysis, ranked schools display higher concentrations of influential people associated with them. Influence is based on web traffic analysis and citations of alumni associated with these high schools.</p>
CHS: Seth Peiris, Junior	<p>Seth Peiris, CHS Junior was featured as part of the 2021 NAFME All-Eastern Orchestra. Seth placed first among all bassoon players at the 2019-2020 New Jersey All-State band auditions, and performed as a member of the New Jersey All-State Wind Ensemble in February of 2020. This distinction qualified him for consideration for the 2020-2021 All-Eastern ensembles, and he was chosen to play with the orchestra. Seth is the first student from Columbia to accomplish and receive this tremendous honor. Seth has been mentored by CHS's band teacher, Mr. Peter Bauer.</p>
Columbia High School: Stanley Finlayan, Senior	<p>Congratulations to CHS Senior, Stanley Finlayan who earned the prestigious Dwight D. Eisenhower Leadership Award.</p>
Columbia High School: Olivia Brash, Senior	<p>Congratulations to CHS Senior, Olivia Brash who was selected by the Athletic Department as this year's NJSIAA Student-Athlete from Columbia High School. Olivia is a fencer who also dominated the books during the 2020-2021 season.</p>
Columbia High School: Parnassian Society	<p>Congratulations to this year's CHS Parnassian Society's performance, Duplicity. The performance received several nominations to Montclair State University's Theatre Night "Foxy" Awards, which will be held on Monday, May 17th. Here are the nominees:</p> <ul style="list-style-type: none"> ● Outstanding Production of a Virtual Play: Columbia High School, Duplicity - Stephen Student ● Outstanding Performance by an Actress in a

	<p>Virtual Play: Columbia High School, Duplicity - Sylvie Schuetz as Susan 1#</p> <ul style="list-style-type: none"> ● Outstanding Performance by an Actress in a Virtual Play: Columbia High School, Duplicity - Glynnis Goff as Irene#2 ● Outstanding Performance by an Actor in a Virtual Play: Duplicity Cyrus Shields as Paul ● Outstanding Achievement in Educational Impact & Community Outreach: Columbia High School, Duplicity - Stephen Stubelt ● The Jo Anne Fox Award: Columbia High School - Janet Bustrin & Stephen Stubel <p>Congratulations to Dr. Bustrin and to our talented performers for the nominations!</p>
<p>Columbia High School: <i>Students:</i></p> <p>Hafeez Hardin, Aydan Braunstein, Nina Kremen, Lawson Saby, Courtney Plaza, and Sam Harris</p> <p><i>Advisor:</i> Teacher, Paul Marigliano</p>	<p>Congratulations to CHS teacher, Mr. Paul Marigliano and his students Hafeez Hardin, Aydan Braunstein, Nina Kremen, Lawson Saby, Courtney Plaza, and Sam Harris who won an award at the Montclair Emerging Filmmaker Competition for a film named "Lockdown Logins". The award is called the "2021 EFC Showcase: My Covid Life! Special Jury Award." The LINK to the film is: https://drive.google.com/file/d/1eNi6_QYJk6SY3RR-ztY-4cZKJJGI-9KW/view</p>
<p>South Orange Middle School:</p> <p>Molly Graham, 7th Grade</p>	<p>Congratulations to SOMS 7th grader, Molly Graham for receiving an Honorable Mention for her submission the North Jersey Transportation Planning Authority (NJTPA) On Air Kids' Future of Transportation Contest. Teachers at SOMS circulated the NJTPA contest information and Molly submitted her entry in March; in April she received notice that her work was selected for an honorable mention in the 12 - 13 age group. Her work will be featured on the North Jersey Transportation Authority website at www.njtpa.org/onair.</p> <p>The NJTPA received more than 150 submissions from children ages 5 to 15 from across the region. Entries included videos, drawings, animations, poems and essays. The input received from the contest participants is being incorporated into the NJTPA's next long-range transportation plan for our region. Plan 2050: Transportation, People, Opportunity will recommend policies, programs, and investments that will affect everyone in northern and central New Jersey.</p>

Staff:

NAME/SCHOOL/DEPARTMENT	RECOGNITION
<p>Columbia High School: Stephanie Rivera, Social Studies Teacher</p>	<p>Ms. Stephanie Rivera a CHS Social Studies teacher was named during a Teacher Appreciation Week special on WNYC's Brian Lehrer Radio Show on May 3. Ms. Rivera's contribution as an AP History Teacher at CHS was honored, via a parent who shared how much Ms. Rivera goes over and beyond to meet her students' needs.</p> <p>The caller shared that during a pandemic she has kept her students engaged and excited about learning. The caller also shared how Ms. Rivera visited all of her student's homes and waved and brought gifts; she makes sure to reach out to struggling kids and their parents and she has done a great job of meeting not only their academic needs, but also in providing emotional support. Congratulations to Ms. Rivera.</p>
<p>Maplewood Middle School: Rich Palmgren, Social Studies Teacher</p>	<p>Mr. Rich Palmgren -- a Social Studies Teacher -- appeared on The Kelly Clarkson Show in February spotlighting his "Dear Future Me" project (which highlighted students from over 20 years ago). Mr. Palmgren was asked to participate in an audience of "amazing teachers" for the show episode which was focused on spotlighting educators (with special guest star Laura Bush). As a "special thank you" all teachers in the audience were given a \$5,000 Scholastic Book Giveaway donation for books for their district. The show will be airing this Tuesday 5/18 at 2 pm on NBC.</p>

APPROVAL OF MINUTES

Board President Joshua declared the minutes of the April 19, 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.

**Board Member Wright Joined the Meeting at 7:53 p.m.
Nine Voting Members and two Student Representatives Present**

SUPERINTENDENT'S UPDATE - *Dr. Ronald Taylor*

STUDENT SAFETY DATA SYSTEM REPORT

Dr. Taylor presented the Annual Report of Student Safety Data System for the 2020-2021 school year. By law all New Jersey public school districts must use the Student Safety Data System (SSDS) to report all incidents of violence, vandalism, weapons, substance abuse, and HIB incidents that occur in their schools. SSDS has replaced the Electronic Violence and Vandalism Reporting System (EVVRS) and the Harassment, Intimidation, Bullying investigations trainings and programs systems.

A total of nine incidents (5 HIB alleged, 4 HIB confirmed) were recorded for the 2020-2021 school year in all categories. In comparison to the prior year totals, the number of incidents reported decreased drastically in all categories due to the COVID-19 emergency which placed students in a virtual instructional setting instead of in-person instruction. Additionally numbers reported reflect incidents reported for period 1 only (September 2020-December 2020). Additional reports will be entered closer to the required deadline, which is the close of school in June.

The report also included data regarding HIB Training provided to staff and the District's participation in the Week of Respect for the 2020-2021 school year. The Week of Respect is another opportunity to draw attention to improving the culture and climate in the District. The Anti-Bullying Bill of Rights Act requires that the week beginning with the first Monday in October of each year be designated as the Week of Respect and School Violence Awareness Week in New Jersey. All schools participated virtually in Week of Respect activities and programs.

[presentation on file in Board Secretary's Office and the District Website].

BOARD PRESIDENT'S UPDATE - *Board President Joshua*

The Essex County SBA meeting is this Wednesday and our own Board Member Cuttle is nominated for County VP - Legislation. Good luck to Board Member Cuttle. NJSBA's 2021 virtual workshop, slated for late October, is now open for registration and I encourage the board to register and participate as your schedules allow.

The Board will have several special meetings in June to begin the evaluation of the Superintendent and will also do a Board Self-Evaluation as part of a summer retreat. In June will feature several in-person end of year celebrations with students and families, and the board looks forward to participating and celebrating with our community.

In January, the Board proactively sought an advisory opinion from the NJ School Ethics Commission regarding the appropriate boundaries for Board Member Malespina's participation in the implementation of the BPW Settlement Agreement. The School Ethics Commission only offers opinions to those considered school officials, which is defined as "a board member, an

administrator or a managerial employee or officer of the New Jersey School Boards Association (NJSBA), as well as members of the board of trustees of a charter school." The board could not seek the advisory opinion any earlier since Board Member Malespina was not a "school official" until being sworn in back in early January. The Board of Education recently received the advisory opinion from the NJ School Ethics Commission, which is now posted on our website.

It is important to note that Board Member Malespina was not accused of anything improper that caused the Board to seek the advisory opinion. I, on behalf of the Board, and Board Member Malespina, on her own behalf, collaborated throughout the process to seek the advisory opinion, submitting our request(s) in February. The Commission met in March to discuss the request and delivered the Advisory Opinion to the Board in late April.

The guidance from the Commission states in part Board Member Malespina must recuse herself from "any and all matters related to the litigation". The Board has met with our counsel to discuss how to interpret the guidance provided by the Commission to determine what on our annual agenda should be considered "matters related to the litigation." The Board expects to have a framework shortly that will cover most matters, but will continue to see counsel's advice when necessary, to determine if a particular agenda item or discussion is considered a matter "related to the litigation".

Per Board Member Malespina's suggestion, part of our process going forward will be to indicate what items on the meeting agenda, either here or in committee, are ones she must recuse herself from participating in either discussions or votes. For example, Resolution 4147B on this evening's agenda covers Policy 5120 which is related to the District's Integration Plan. The Plan is noted in Paragraph 4 of the Settlement Agreement and is therefore a matter "related to the litigation".

In conclusion, the Board will continue to work with each other and counsel when needed to ensure Board Member Malespina is allowed to participate in Board matters to the fullest extent possible while staying within the guidance provided by the School Ethics Commission.

STUDENT REPRESENTATIVE UPDATE - *Jahki Lodgson-McCray*

Student Representative McCray's update included:

- The following Senior events have been planned and preparations are running smoothly:
 - The Hall of Fame is now a Seniors Only event and will be held at Underhill Field.
 - CHS Prom will also be a Seniors Only event. All attendees must be a CHS Senior. No one from a lower grade or outside school can attend.
 - Midnight Madness is moving forward as planned using sports plus and other COVID-19 safety protocols.
 - Graduation will be streamed online and everyone is hopeful that COVID-19 related capacity restrictions will soon be lifted to allow more attendees per family.

- o CHS will host a Lavendar Graduation to celebrate LGBTQ+ seniors.
- All major assignments are due June 11 for seniors and June 18 for all other grades. Teachers will notify administration of any students who may require summer school or are missing assignments.
- Administration is working towards altering grading policies to allow students to submit late assignments and there will be no finals.
- There will be changes to the Code of Conduct and school curriculum to address sexual assault and related topics. A senior event regarding consent will be held soon. Dr. Perez and Mr. Sanchez discussed training to help staff learn the best ways to handle and report instances of sexual misconduct.

HEARING OF INDIVIDUALS AND DELEGATIONS

Holly Raye

I acknowledge it has been a year of challenge and adaptation. I want to thank you for all your efforts. I have become increasingly concerned regarding the content and presentation of the curriculum in our schools. Among the many subjects such as Critical Race Theory, Project 1619, and other political social issues that have become the theme, there has not been acknowledgement, regard or openness to diversity of thought, Even when diversity of thought is supported. Kids have not been given the opportunity to share their views. Teachers are singling out kids, and using shame tactics and manipulation to reinforce their agenda. I feel that our district is relying on parents feeling silenced and too intimidated to speak out. However there are an increasing number of SOMA parents who are expressing their concern. I ask that this very important topic be taken seriously, and an open forum for discussion and change be created.

Dr. Taylor

Ms. Raye your concerns are acknowledged. To any parent who has concerns about the curriculum that your child is receiving, the first person to speak with is the teacher who is engaging with your child. If you are not satisfied with your interaction with the teacher you should follow the chain of command starting with the Assistant Principal, Principal etc. Parents may also send me a direct email and we will investigate any concerns.

COMMITTEE REPORTS

CURRICULUM & INSTRUCTION - *Board Member Siders*

The committee discussed the following:

- Effective School Solutions Presentation
- SEL Program Proposal - Trauma Training, Adverse Childhood Experiences Training and Anti-Bias Anti-Racist Community of Care
- Portrait of a Graduate Overview - Ensuring Equity for All
- Answers to BOE Questions
 - o High School Data Presentation

- o Needs for 21-22
- o Floor Grades - Added for Q4
- o Code of Conduct
- o Summer program and failing students
- Danielson Group Training Overview
- Summer School
- Policies
- Special Services
- Equity and Access

PERSONNEL & LABOR RELATIONS - *Board Member Maini*

The committee discussed the following:

- May 2021 Personnel Agenda items were reviewed.
- Other Personnel Matters
 - o To date, retirements total 29 and resignations total 22.
 - o The committee reviewed recommendations for renewal and non-renewal of staff
 - o The committee stressed the need for consistency in evaluation measures. Dr. Taylor explained the challenges and the district's efforts toward centralizing evaluation structures and plans toward full implementation of the Danielson Framework.
 - o CHS Summer program
 - o Due to rapidly changing information, the vacancy chart will be provided at a later date.
 - o Ms. Robinson shared progress on the recently attended job fairs and her efforts to secure placements for the start of the school year.
 - o Director of Student Activities & Athletics position
 - o Substitute pay rate was reviewed
 - o Residency Update
 - o Home Instruction Program overview
 - o School Business Administrator Position
 - o Progress on policy review as it concerns FMLA and NJFLA.
 - o The committee also reviewed updates to 3 job descriptions; School & Community Safety Liaison Officers, Community Parent Involvement Specialist (PEEA), and Supervisor of Special Education and Pre-School Education Expansion Aid.
 - o Discussion about an open grievance (CR).

FINANCE FACILITIES & TECHNOLOGY - *Board Member Wright*

The committee discussed the following:

- Budget Surplus / Reserve Accounts
- Construction
- Contracts
 - o Transportation
 - o Danielson Training
 - o Portrait of a Graduate
- Technology Distribution Update
 - o Chromebook Distribution Numbers
 - o Hotspot Distribution Number

- o Chromebook Order Status As Of 12/3/20
- o Enrollment

POLICY COMMITTEE - Board Member Bergin

The committee discussed the following policies for first and second reading:

Policies for second reading

- 2415.02 - Title 1 Fiscal Responsibilities
- 6311 - Contracts for Goods and Services Funded by Federal Grants
- 6112 - Reimbursement of Federal or Other Grant Expenditures
- 2530 - Resource Materials
- 5120 - Assignment of Students
- 5533 - Student Smoking
- 5751 - Sexual Harassment
- 5756 - Transgender and Gender nonconforming Students
- 7441 - Electronic Surveillance on School Buildings and on School Grounds

Policies for first reading

- 2415 - Title 1 services-No Child Left Behind Programs/ Every Child Succeeds
- 2415.05 - Student Surveys, Analysis and/or Evaluations
- 2415.04 - Title I - District-Wide Parental Involvement
- 2422 - Health and Physical Education
- 5300 - Automated External Defibrillators (AEDs)
- 5350 - Student Suicide Prevention
- 5530 - Substance Abuse
- 5440 - Honoring Student Achievement
- 5519 - Dating Violence at School
- 8441.1 - Use of Defibrillators
- 9713 - Recruitment by Special Interests
- 1643 - Family Leave
- 3431.1 - Uncompensated Leave
- 4431 - Uncompensated Leave
- 4431.1 - Family Leave
- 5751 - Sexual Harassment

ITEMS FOR ACTION

Motion made by Board President Joshua, seconded by Board Member Maini that the Board of Education approve the following except 4142A, 4142U, 4144, 4145, 4147B, 4148.

4138. Approves the following Organizational Appointments for the 2021-2022 School Year:

1. Approve Dr. Ronald Taylor as the District Health and Safety Officer.
2. Approve Peter Romain as the Integrated Pest Management Coordinator, AHERA Coordinator and Asbestos Management Officer.

3. Approve Peter Romain as the Right To Know Officer.
4. Approve Andrea Del Guercio as the Indoor Air Quality Officer.
5. Appoint Andrea Del Guercio as Board Secretary and authorize her to sign checks, notes, drafts, bills of exchange, acceptance, undertakings or other orders for payment of money.
6. Appoint Andrea Del Guercio as the Qualified Purchasing Agent and authorize her to negotiate and award contracts pursuant to NJSA 18A:18A-3.
7. Appoint Andrea Del Guercio as the Custodian of Records for the school district.
8. Appoint Andrea Del Guercio as Assistant Board Secretary and authorize her to sign checks, notes, drafts, bills of exchange, acceptance, undertakings or other orders for the payment of money in the absence of the Board Secretary.
9. Approve Andrea Del Guercio as the Public Agency Compliance Officer for the school district.
10. Approve Dr. Gretel Perez as the Affirmative Action Officer for the school district.
11. Approve Dr. Melody Alegria as District Liaison for the Education of Homeless Children (per N.J.A.C. 6A:17-2.5).
12. Approve Dr. Melody Alegria as the Liaison to the Department of Children and Families Division of Child Protection and Permanency.
13. Approve Dr. Melody Alegria as the District ADA/504 Compliance Committee Coordinator for students.
14. Approve Stacey Robinson as the District ADA/504 Compliance Committee Coordinator for employees.
15. Appoint Dr. Gretel Perez as the Anti-Bullying Coordinator for the school district.
16. Appoint Dr. Gretel Perez as the District Title IX Coordinator.
17. Approve Matthew Friedman or Designee to implement the district's approved vocational and technical education safety and health programs (per N.J.A.C. 6A:19-10.2(b)).
18. Appoint Dana Sullivan as Treasurer for the school district.
19. Appoint Dr. Michael Kelly of West Orange, New Jersey as School Physician at an annual fee of \$36,500.
20. Appoint the firm of Hodulik & Morrison as the independent statutory auditor for the school district at an annual fee of \$61,000.
21. Appoint the Patrick Carrigg Esq. and the Law Firm of Lenox Socey, Fomidoni, Giordano, Carrigg, Lange and Casey as Special Counsel for Labor, Employment and other overflow legal matters at the following rates: Partners \$175 per hour, Associates \$145 per hour and Paralegals \$95 per hour.
22. Appoint David B. Rubin, Esq. of David B. Rubin, PC and Busch Law Group as Special Counsel to the Board of Education at a rate of \$185 per hour, plus reimbursement of all costs, disbursements and expenses reasonably and necessarily incurred in connection with this agreement.
23. Appoint the law firm of Schenck, Price, Smith & King as the school district's attorney at the rate of \$170 per hour for legal work performed by attorneys of the firm to provide services on legal matters including work as special counsel related to Harassment, Intimidation, and Bullying and litigation, \$125 per hour for

paralegals and \$160 per hour for Joanne Butler to act as In-house Counsel.

24. Appoint the law firm of Wilentz Attorneys at Law as the Bond Counsel firm to provide specialized legal services necessary in connection with the authorization and the issuance of bonds or notes by the Board of Education; fees are determined per agreement on file in the Board Secretary's Office.
25. Appoint the firm of Phoenix Advisors, Inc. as the Continuing Disclosure Agent, Municipal Advisor of Record and to provide annual Financial Advisory Services necessary by the Board of Education; fees are determined per agreement on file in the Board Secretary's Office.
26. Appoint Willis of New Jersey, Inc. as insurance broker of record.
27. Appoint Balken Risk as insurance agent for school district employee benefits.
28. Appoint the firm of Spiezle Architectural Group as the school district's architect; fees are determined per agreements on file in the Board Secretary's Office.
29. Approve the following depositories for school monies:
 - Bank of America
 - NJ ARM
 - PNC Bank
 - Chase Manhattan Bank
 - Wells Fargo Bank
30. Adopt the following approved District secondary school, middle school and elementary school curricular programs as presently written for the 2021-2022 school year, with new/revised curricula brought forward for adoption as they are completed and prior to their implementation: [curriculum on file in the office of the Assistant Superintendent for Curriculum and Instruction]:
 - Art K-12
 - Career & Technical Education 9-12
 - Counseling 6-12
 - Educational Media & Technology K-12
 - English as a Second Language K-12
 - English/Language Arts K-12
 - Health/Family Life K-12
 - Mathematics K-12
 - Music K-12
 - Physical Education K-12
 - Science K-12
 - Social Studies K-12
 - World Languages 4-12
 - Pre-K [Tools of the Mind]
31. Accept the existing master agreements with the following units:
 - a. South Orange-Maplewood Education Association (SOMEA); and
 - b. Association of Supervisors, Coordinators and Administrators (ASCA)
32. Adopt the following newspapers for legal advertisements for the 2021-2022 school year: The Star Ledger, News Record, TAPintoSOMA.net, villagegreennj.com or the New York Times.
33. Authorize the Board Secretary to purchase the following types of securities for the purpose of investment on a short-term basis:

- a. Bonds or other obligations of the United States of America or obligations guaranteed by the United States of America; or
 - b. Bonds of any Federal Intermediate Credit Bank, Federal Home Loan Bank, Federal Land Bank, Federal National Mortgage Associates or of any United States Bank for Cooperatives which have a maturity date not greater than twelve months from the date of purchase; or
 - c. Bonds or other obligations for other school districts.
(18A:20-37)
34. Authorize the Superintendent or designee, to approve such line item budget transfers as are necessary between Board of Education meetings, and that such transfers shall be reported to the Board of Education, ratified and duly recorded in the minutes of the next regular meeting.
 35. Authorize the Board Secretary to establish the following imprest petty cash fund accounts for the period July 1st through June 30th during the next fiscal year in accordance with N.J.S.A.18A:19-13. Business Administrator's office, amount of fund to be set at \$1,000. Assistant Business Administrator's office, amount of fund to be set at \$50.
 36. Authorize the Business Administrator to issue bids on behalf of the Board of Education, as necessary.
 37. Approve continued membership in the New Jersey Interscholastic Athletic Association and agree to be governed by the Constitution, By-laws and Rules and Regulations of the Association, including all rules governing student athlete eligibility, for the 2021-2022 school year.
 38. Approve continued membership in New Jersey School Boards Association, Minority Student Achievement Network and Garden State Coalition of Schools for the 2021-2022 school year.
 39. Establish a photocopy fee of \$0.05 (\$0.10 color copy) per letter size page or smaller and \$0.07 (\$0.12) per legal size page or larger of official Board Minutes and other public documents. A special service fee may be added for irregular size copies or requests that require an extraordinary amount of time or effort to accommodate the request.
 40. Approve procurement of goods and services through state agencies and Morris County Cooperative Pricing Council, Educational Services Commission of New Jersey Cooperative (Middlesex Regional), the Educational Services Commission of Morris County Cooperative, Educational Data Services, Inc., and the Hunterdon County Educational Services Commission Cooperative.
 41. Approve the attendance and related travel expenses for regular district business as caused by or subject to contractual provisions, other statutory requirements or federal requirements and approve the reimbursement for such regular district travel expenses not to exceed \$1,500 per employee.
 42. Adopt Code of Student Conduct through June 30, 2022.
 43. Approve the Emergency Management Plan and the Bio-security Plan as recommended by the Superintendent of Schools.
 44. Approve the Business Office Purchasing Manual and Business Office Standard Operating Procedures Manual as recommended by the Superintendent of Schools.

- 45. R & L Data Centers, Inc. Payroll Company.
- 46. Adopt the 403(b) and 457(b) Plan Documents for Public Education Organizations
- 47. Approve 403B Tax Shelter Annuity Brokers
 - a. Ameriprise Financial Services
 - b. AXA Equitable
 - c. Great American Life
 - d. The Legend Group
 - e. MetLife
 - f. AIG Retirement-VALIC
- 48. Adopt the Board Policy Manual for the 2021-2022

4139A. BE IT RESOLVED THAT THE Board of Education approve the following memorials:

Jacqueline Frydman, former substitute teacher/secretary passed away on April 12, 2021.

The Superintendent is asked to convey our condolences to the family and friends of Jacqueline Frydman.

4139B. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Bracey, Barbara	T 3 rd Grade TUS - 1.0 FTE	7/1/21	17
Johnson, Pat	Food Services Director DIST - 1.0 FTE	9/1/21	19
Leone, Anne Marie	T 1 st Grade TUS - 1.0 FTE	7/1/21	19
Prato, Laura	Crisis Counselor CHS - .8 FTE	7/1/21	17

4139C. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Colon, Geraldine	Supervisor of SPED, 9-12 DIST - 1.0 FTE	7/1/21	17
Darius, Christina	Speech/Language Specialist TUS/SM - 1.0 FTE	7/1/21	.5
Huszar, Evelyn	T Math MM - 1.0 FTE	7/1/21	2
Rucker, Courtney	Guidance Counselor CHS - 1.0 FTE	7/1/21	3

4139D. 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
Thomas,	T PE/Health	5/14/21	

Jarell	SOM - 1.0 FTE	6/30/21	\$50,060
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4139E. APPOINTMENTS FOR THE 2021-22 SCHOOL YEAR

(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
Seavers, Kevin	T SS CHS - 1.0 FTE	9/1/21 6/30/22	\$56,460*
Thomas, Jarell	T PE/Health SOM - 1.0 FTE	9/1/21 6/30/22	\$50,060*

* SOMEA salary based on 2020-21 agreement

4139F. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Stewart, Kandice	T Art CHS - 1.0 FTE	5/1/21	5/10/21

4139G. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Cordasco, Vincent	T PE/Health SOM - 1.0 FTE	5/21/21	5/14/21
Rickard, Katie	T SPED/EBR TUS - 1.0 FTE	5/8/21	6/30/21

4139H. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Wrembel, Stefanie	T 5 th Grade CLIN - 1.0 FTE	T 5 th Grade TUS - 1.0 FTE	9/1/21 6/30/22

4139I. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Beck, Denise	T 5 SB - 1.0 FTE	4/19/21-4/25/21 (Paid Sick Days)
Bond, Marsha	School Bus Aide DIST - 1.0 FTE	5/4/21-5/10/21 (Unpaid Medical Leave)
Dillon, E. Brady	BCBA DIST 1.0 FTE	4/19/21-5/20/21 (1/2 day) (Paid Maternity Leave) 5/20/21 (1/2 day) - 6/30/21 (Unpaid Medical Leave) 9/1/21-10/27/21 (Unpaid FMLA)
Donovan, Kelly	T PreK MONT 1.0 FTE	4/22/21-5/25/21 (1/2 day) (Paid Sick/Personal Days) 5/25/21 (1/2 day) - 6/16/21 (Unpaid Medical Leave)
Ellis,	Supervisor SPED	4/23/21-4/30/21

Susan	DIST - 1.0 FTE	(Paid Vacation Days)
McMahon, Bridget	T 4 JEFF 1.0 FTE	4/19/21-6/30/21 (Paid Maternity Leave) 9/1/21-11/30/21 (Unpaid FMLA)
Pomeranc, Deborah	T 1 SMA - 1.0 FTE	5/7/21-5/14/21 (Paid Sick/Personal Days)
Van Wert, Cynthia	T SPED/EBR TUS - 1.0 FTE	5/12/21-6/30/21 (Unpaid Childcare Leave)

4139J. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Clyburn, Brian	School Counselor CHS - .2 FTE	4/1-4/30/21 (20 days)	\$83.86 (per day)	\$1,677.20
Mooney-Chavis, Danielle	School Counselor CHS - .2 FTE	4/1-4/30/21 (20 days)	\$83.39 (per day)	\$1,667.80
Renelle, Stephanie	School Counselor CHS - .2 FTE	4/1-4/30/21 (20 days)	\$78.91 (per day)	\$1,578.20
Rucker, Courtney	School Counselor CHS - .2 FTE	4/1-4/30/21 (20 days)	\$66.46 (per day)	\$1,329.20
Williams, Adrian	School Counselor CHS - .2 FTE	4/1-4/30/21 (20 days)	\$60.46 (per day)	\$1,209.20
Alexander, Marvin	T PE/H CHS - .2 FTE	4/1-4/12/21 (6 days)	\$76.26 (per day)	\$457.56
Cahill, Allison	T PE/H CHS - .2 FTE	4/1-4/12/21 (6 days)	\$93.25 (per day)	\$559.50
Iraggi, Taylor	T PE/H CHS - .2 FTE	4/1-4/12/21 (6 days)	\$51.86 (per day)	\$311.16
Maggiore, Molly	T PE/H CHS - .2 FTE	4/1-4/12/21 (6 days)	\$67.76 (per day)	\$406.56
Pilone, Jr., Joseph	T PE/H CHS - .2 FTE	4/1-4/12/21 (6 days)	\$93.25 (per day)	\$559.50
Trieu, Johnathan	T PE/H CHS - .2 FTE	4/1-4/12/21 (6 days)	\$55.46 (per day)	\$332.76
Cahill, Allison	T PE/H CHS - .2 FTE	4/13-4/30/21 (14 days)	\$93.25 (per day)	\$1,305.50
Crimi, Orla	T PE/H CHS - .2 FTE	4/13-4/30/21 (14 days)	\$55.46 (per day)	\$776.44
Hurley, Pat	T PE/H CHS - .2 FTE	4/13-4/30/21 (14 days)	\$93.25 (per day)	\$1,305.50
Pilone, Jr., Joseph	T PE/H CHS - .2 FTE	4/13-4/30/21 (14 days)	\$98.95 (per day)	\$1,385.30
Shannon, Rob	T PE/H CHS - .2 FTE	4/13-4/30/21 (14 days)	\$93.25 (per day)	\$1,305.50
D'Alessio, Tara	T SPED CHS - .2 FTE	4/1-4/30/21 (20 days)	\$93.25 (per day)	\$1,865.00
Kaller, Nichole	T SPED CHS - .2 FTE	4/1-4/30/21 (20 days)	\$76.26 (per day)	\$1,525.20
Keegan, William	T SPED CHS - .2 FTE	4/1-4/30/21 (20 days)	\$93.25 (per day)	\$1,865.00

Simon, Kenneth	T SPED CHS - .2 FTE	4/1-4/30/21 (20 days)	\$83.86 (per day)	\$1,677.20
Spina, Kathleen	T SPED CHS - .2 FTE	4/1-4/30/21 (20 days)	\$93.86 (per day)	\$1,877.20
Degioia, Damiana	T SPED CHS - .2 FTE	4/1-4/23/21 (15 days)	\$68.46 (per day)	\$1,026.90
Femenella, Matthew	T SPED CHS - .2 FTE	4/1-4/23/21 (15 days)	\$64.46 (per day)	\$966.90
Grasso, Linda	T SPED CHS - .2 FTE	4/1-4/23/21 (15 days)	\$83.55 (per day)	\$1,253.25
Regler, James	T SPED CHS - .2 FTE	4/1-4/23/21 (15 days)	\$63.16 (per day)	\$947.40
Stradford, Lynn	T SPED CHS - .2 FTE	4/1-4/23/21 (15 days)	\$98.95 (per day)	\$1,484.25
Pierre, Yves	T Math CHS - .2 FTE	4/1-4/30/21 (20 days)	\$86.46 (per day)	\$1,729.20
Barber, Kristin	T SCI/B CHS - .2 FTE	4/5-4/16/21 (6 days)	\$98.95 (per day)	\$593.70
Gallof, Pamela	T SPED CHS - .2 FTE	4/6-4/16/21 (5 days)	\$83.55 (per day)	\$417.75
Hatchell, Lucinda	T SPED CHS - .2 FTE	4/5-4/16/21 (6 days)	\$93.86 (per day)	\$563.16
Steiner, Michael	T SCI/P CHS - .2 FTE	4/6-4/16/21 (5 days)	\$53.66 (per day)	\$268.30
Tedeschi, Chasity	T SCI/B CHS - .2 FTE	4/6-4/16/21 (5 days)	\$72.06 (per day)	\$360.30
Scalise, Selina	Crisis Counselor CHS - .2 FTE	4/16/21 (1 day)	\$58.46 (per day)	\$58.46
Piccirillo, Lynn	T Science SOM 1.0 FTE	9/1/20 6/30/21	+\$6,400	\$56,460
Robinson, Kathleen	Clerical Aide CLIN - 1.0 FTE	4/28/21 (7 ½ hours)	\$8.60	\$64.50

4139K. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
DeMartinis, Raffaella	Elementary Subject Leader: ELA JEFF - 1.0 FTE	4/19/21 6/30/21	\$3,335
McMahon, Bridgett	Elementary Subject Leader: ELA JEFF - 1.0 FTE	9/1/20 4/18/21	\$3,335

4139L. APPROVE JOB DESCRIPTIONS

REVISED: Community Parent Involvement Specialist (PEEA)
NEW: Preschool Intervention Referral Specialist - PIRT (PEEA)

4139M. SUMMER EMPLOYMENT (see attached list)

4140A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2020-2021 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Brown, Marcus	William Paterson University	5/2015	BFA
Caccavale, Julianne	Saint Elizabeth University	5/2021	BA

NON-DEGREE SUBSTITUTE(S)

Marolla, Daria
Robinson, Jody Ann
Zomer, Christie

4140B. APPOINTMENT OF OUT-OF-DISTRICT COACH FOR THE 2020-2021 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Wexler, Ariana	Fencing (Girls) JV/Asst Coach	12/20 3/21	\$5,531

4140C. APPOINTMENT OF HOME INSTRUCTORS FOR THE 2020-2021 SCHOOL YEAR

Name	Certification(s)
Elaine Weiland	Teacher of Mathematics
David Wilson	Teacher of Mathematics

4140D. APPOINTMENT OF SUMMER SUBSTITUTE TEACHER(S) FOR THE 2021-2022 SCHOOL YEAR PAID AT A DAILY RATE OF \$100

Ellis, Robert
Jackson, Dwayne
Olinsky, Benjamin
Pope-Forbes, Lauren
Sudit, Leana

4140E. APPOINTMENT OF SUBSTITUTE SECRETARIES (S) FOR THE 2021-2022 SCHOOL YEAR PAID AT A HOURLY RATE OF \$12.50

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

4141A. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2020 extended school year [list on file in Board Secretary's office].

4141B. 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].

4141C. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2021-extended school year [list on file in Board Secretary's office].

4141D. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2021-2022 school year [list on file in Board Secretary's office].

4142A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated April 30, 2021
2. Expense Account Adjustment Analysis dated April 30, 2021
3. Revenue Account Adjustment Analysis dated April 30, 2021
4. Check Register #408545-409071 in the amount of \$4,408,967.44
5. Check Register #200737-200738 in the amount of \$1,400,678.61
6. Check Register #200739 for April 2021 payroll in the amount of \$7,118,747.65
7. Treasurer's Report of March 2021

4142B. Certify the Board Secretary's Monthly Financial Report.

4142C. 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)
Anide Eustache Central Office	NJSBA Public Relations Forum	6/3/2021	Online	\$50.00
Ramon Robles-Fernandez Columbia High School	Reimagining Education: Teaching & Learning	7/12/2021-7/15/2021	Online	\$550.00
Nicole Guilino Marshall School	Well Equipped Therapist	5/26/2021-5/27/2021	Online	\$390.00
Rebecca Milligan Central Office	ASQ Online Hand on Learning Session	9/17/2021	Online	\$350.00
Kandice Stewart Columbia High School	Advance Placement Summer Institute Training (revised dates)	8/2/2021-8/6/2021	Online	\$1,450.00
Yves Pierre Columbia High School	Computer Science A	6/21/2021-6/25/2021	Online	\$550.00

4142D. Approves the following provider(s) for 2020-2021 school year for the service indicated:

Progressive Option Support Services Hoboken, NJ	Psychological Assessment Service	\$600/eval
	Educational Assessment Service	\$600/eval
	Social Assessment Service	\$600/eval
	Speech & Language Assessment	\$600/eval
	Functional Behavioral Assessment	\$1400/eval

Summit Speech School New Providence, NJ	Speech & Language Evaluation & Comprehensive Report for Students with diagnosed hearing loss	\$600-865 based on child's age & level of language

4142E. 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
Altitude Unlimited, Inc.	Data Communications Equipment	State Contract
Tanner of North Jersey	Furniture	Co-op

4142F. Accepts a donation from Maplewood Township Municipal Alliance to the Parenting Center in the amount of \$831.00.

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

20-002-100-101 Municipal Alliance \$831.00

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.

4142G. Approves the submission of an application for 2021-2022 Preschool Expansion Aid (PEEA) Discretionary Grant funds and accepts these funds in the amount of \$6,886,942.00.

4142H. Renews the contract with Precision HR of Bryn Mawr, PA for Lunch Monitor Services for the 2021-2022 school year at the following hourly rates:

- Lunch Monitor \$17.80/hr
- Lead Monitor \$19.83/hr
- Supervisor \$22.37/hr

4142I. WHEREAS, the Morris County Cooperative Pricing Council ("MCCPC") was created in 1974 to conduct a voluntary cooperative pricing system with municipalities, boards of educations, and other public bodies located in the County of Morris and adjoining counties; and

WHEREAS, the purpose of the MCCPC is to provide substantial savings on various goods and services to its members through the cooperative public bidding process; and

WHEREAS, The South Orange Maplewood School District desires to enter into an Agreement with the MCCPC, which is administered by Randolph

Township as Lead Agency, to renew its membership in the MCCPC for the period of October 1, 2021 through September 30, 2026.

BE IT RESOLVED, by the South Orange and Maplewood School District, County of Essex, State of New Jersey as follows:

1. Andrea Del Guercio of the South Orange and Maplewood School District hereby authorize the execution of an Agreement with the Morris County Cooperative Pricing Council by the Township of Randolph as Lead Agency dated October 1, 2021, pursuant to N.J.S.A. 40A:11-11(5). Said Agreement is for renewal of membership in the MCCPC for a five (5) year period from October 1, 2021, through September 30, 2026.
2. The South Orange and Maplewood School District Business Administrator is hereby directed to submit a copy of this adopted Resolution, along with an executed Agreement, to Randolph Township as Lead Agency of the MCCPC.
3. This Resolution shall take effect immediately upon final passage according to law.
4. All appropriate South Orange and Maplewood School District officials are authorized and directed to perform all required acts to affect the purpose of this Resolution.

4142J. Renews the contract with ESS Support Services, LLC for Paraprofessional Services for the 2021-2022 school year at the following hourly rates:

- Hourly Permanent Paraprofessional I \$26.74
- Hourly Permanent Paraprofessional II \$28.09
- Diapering Stipend (per diem) \$7.56

4142K. Approves an agreement with Union County Educational Services Commission to provide transportation coordination services for transporting special education, non-public, public, vocational school students during the period of July 1, 2021 through June 30, 2022 for an administrative fee of 4% of the actual cost paid for transportation.

4142L. Approves an application to the North Jersey Educational Insurance Fund for a grant in the amount of \$38,946.00 to be used for plant safety, building security, safety equipment and training.

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.

4142M. **Whereas**, the Board of Education and the Temple Sharey Tefilo-Israel share concerns about student safety and security and recognize the need to respond to such concerns on an expedited basis; and

Whereas, the parties recognize that there may be some instances when, in case of an emergency, the Montrose Early Childhood Center students require evacuation to off-site facilities; and

Whereas, the Temple Sharey Tefilo-Israel has offered to provide such facilities in case of emergency evacuation and the Board of Education has determined that the facilities are adequate and beneficial to the Montrose Early Childhood Center students for such use.

Now, therefore, in consideration of the conditions and agreements contained herein and other valuable consideration which has been deemed by each party to be acceptable, the receipt and sufficiency of which are hereby acknowledged, the Board of Education and the Temple Sharey Tefilo-Israel agree to the following:

The Temple Sharey Tefilo-Israel will provide, and the Montrose Early Childhood Center will utilize, adequate and safe facility space which shall be located in a designated part of the Temple Sharey Tefilo-Israel, located at 432 Scotland Road, South Orange, New Jersey, for the receipt and placement of Montrose Early Childhood Center students during an emergency event which jeopardizes the safety of the students or Montrose Early Childhood Center facilities and/or which necessitates the evacuation of Montrose Early Childhood Center students from the building to an off-site location, as may be ordered or determined by law enforcement and/or Montrose Early Childhood Center Administration. Such events include but are not limited to, bomb threats, school security and intruder threats and warnings, and facility breakdowns, among other things.

The term of this agreement shall be from the date of execution through June 30, 2022.

4142N. WHEREAS the South Orange Maplewood School District's commitment to expanding access to high-quality pre-school education programs in 2021-2022 will be best accomplished through the implementation of a mixed-delivery system that includes local child care providers.

WHEREAS 750 square feet total (50 square feet per child) of usable space shall be provided that is free and open and excludes storage and major pieces of equipment and built in furnishings (N.J.A.C. 6A:26-6.4). "Useable" space includes materials and pieces of equipment that are easily movable. 150 square feet of storage for equipment and furnishings that are either built in or not easily moveable. 50 square feet of an attached toilet room that is accessible to students with physical disabilities (N.J.A.C. 5:23-7) built to meet the needs of young children, identified for their exclusive use and barrier free in design as per N.J.A.C. 5:23-7.

WHEREAS Twenty-two (22) providers and school district facilities do not meet the required 950 net square feet of classroom space.

BE IT RESOLVED THAT the South Orange and Maplewood Board of Education approves the submission of an application to waive the pre-school program classroom square footage requirement.

41420. BE IT RESOLVED THAT the Board of Education approves a tuition agreement with Union County Educational Services Commission for each district resident special education student referred to them for the 2021-2022 school year at the following annual tuition rates:

	<u>TUITIONS</u>
<u>Westlake School:</u>	
Multiply Disabled Program (Elementary/Middle School)	\$55,115.00
Multiply Disabled Program (High School)	\$55,520.00
Autistic Program (Elementary/Middle School)	\$77,130.00
Autistic Program (High School)	\$77,700.00
<u>Half-Day Shared Program - Ages 16-21</u>	
Focus on Vocational and Life Skills Development	\$36,050.00
Half-Day Shared Personal Aide	\$31,825.00
<u>Crossroads School:</u>	\$77,130.00
<u>Lamberts Mill Academy Behavioral Disabilities Program</u> Middle School / High School	\$58,540.00
<u>New Point Specialty Program (ages 13-21)</u>	\$58,540.00
<u>Transition Services Department</u>	
Work Readiness Academy - Full Time	\$60,600.00
Project SEARCH at Overlook Medical Center	\$47,260.00
Contracted SLE Programs - Rates vary based on district needs	
<u>Personal Aides - All (3) Three Schools:</u>	\$49,500.00
Related Services -Physical Therapy	\$78/session
<u>Hospital Services</u> - Behavioral Unit	\$70/hour
Children's Specialized - Home Instruction-Regular	\$388/week
- Special Education Classified	\$770/week
<u>Child Study Team Services</u>	
Educational Psychological, Social and Speech Required CST meeting	\$420/eval \$100/hour
Administrative Support including due process Hearings, Travel record reviews and additional meetings	\$125/hour

½ Day and Full Day Services available	Call for rates
Oral Language/Additional Educational Evaluations	\$75/eval
Other additional sub-tests to WJ or Wechsler batteries	\$75/addt'l sub-test
Addt'l Supplemental Educational/Cognitive Evaluation Plus Written Reports	\$420/eval
Spanish Bilingual Educational or psychological Evaluation With report (standard WJ ACH or Wechsler battery)	\$550/eval
Speech/Language Evals - including 2 appropriate Language Assessments and Written Reports	\$420/eval
Articulation only Speech Evaluation with written report	\$125/eval

Extended School Year

Westlake School	\$6,500.00
Westlake School - Autistic Program	\$8,980.00
Crossroads	\$8,980.00
Lamberts Mill Academy	\$9,685.00
New Pointe Specialty Residential Treatment Facility	\$9,685.00
Personal Aides - All (3) Three Schools	\$4,400.00

Work Readiness Training Program

Half-day Program	\$5,173.00
Full-day Program	\$9,685.00

4142P. Renews a contract with Balken Risk Management, of Morristown, New Jersey for Insurance Broker of Record - Health Benefits for the 2021-2022 school year in the amount of \$72,500.

4142Q. Approves the renewal of the Delta Dental plan from July 1, 2021 through June 30, 2022.

4142R. Accepts 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 2021-2022 school year.

4142S. WHEREAS, the South Orange Maplewood Board of Education desires to transport special education, non-public and vocational school students to specific destinations; and

WHEREAS, the Educational Services Commission of New Jersey hereinafter referred to as ESCNJ offers coordinated transportation services; and

WHEREAS, the ESCNJ will organize and schedule routes to achieve the maximum cost effectiveness:

NOW THEREFORE, it is agreed that in consideration of prorated contract costs, plus an administration fee of 2% or 4% for member districts and 6% for non-member districts as presented to the South Orange Maplewood Board of Education as calculated by the billing formula adopted by the ESCNJ's Board of Education. Said formula shall be based on a route cost divided by the student mile allocated to each participating district.

The length of this agreement and obligations and requirements therein shall be in effect between July 1, 2021 through June 30, 2022.

4142T. Approves the submission of an application for Coronavirus Response and Relief Supplemental Appropriations Act of 2021 (CRRSA) Grant in the following amounts:

CRRSA-ESSER II	\$1,616,486
Learning Acceleration	\$ 103,738
Mental Health	\$ 45,000
Total	\$1,765,224

4142U. Approves the submission of an application for School Security funds in the amount of \$398,193 and accepts these funds to install Emergency notification systems and security in our schools as outlined below. Any costs exceeding the amount will be funded by the district.

Alyssa's Law	\$324,000
School Security Upgrades	\$ 74,193
Total	\$398,193

4142V. Accepts a donation of 500 books to Maplewood Middle School from Universal Television, LLC and the Kelly Clarkson Show in collaboration with their partner Scholastic, Inc. The approximate value of this donation is \$5,000.00.

4142W. Approves a contract with Institutional Compliance Solutions, LLC (ICS) of Chattanooga, Tennessee to provide Title IX compliance training in the amount of \$15,795.00.

4142X. Approves a contract with Danielson Group, Inc. of Chicago, Illinois, to provide for professional development related to the Danielson Framework for Teaching as detailed below.

Description	Item	Quantity	Price
Talk About Teaching: Growth-Focused Observation and Feedback-Refresher	\$4,000.00	2 cohorts	\$8,000.00
Guided Practice and Coaching for Administrators Calibration Sessions, Learning Walks, and			

Feedback on Conversations	\$2,500.00	5 day	\$12,500.00
Implementation Support and Strategic Planning Project Management, Collaboration with District Administrators and SY 2021-2022 planning	\$200.00	25 hours	\$5,000.00
Total			\$25,500.00

4142Y. Accepts a donation from the Achieve Foundation and Elementary School PTA's in the amount of \$25,000.00.

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

20-006-100-610 Education Foundation \$25,000.00

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.

4142Z. Approves the following rates for Summer School 2021:

FREE [for students experiencing economic hardship]

HIGH SCHOOL MATH ADVANCEMENT

5 Credit Course \$350
2.5 Credit Course \$175

HIGH SCHOOL CREDIT RECOVERY

5 Credit Course \$350
2.5 Credit Course \$175
1.25 Credit Course \$ 90

4142AA. Awards the contract for Renovations and Additions to Seth Boyden and Tuscan Elementary Schools to APS Contracting, Inc. of Paterson, New Jersey for the following amount:

BASE BID	\$17,793,000
Alternate AB-03	\$ 50,000
Alternate AB-04	\$ 65,000
Alternate AB-05	\$ 55,000
Alternate AB-06	\$ 400,000
TOTAL	\$18,363,000

4143. Adopts the following books:

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
STEM	9-10	Geometry/1st	Bid Ideas 2022
SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
ELA	11	The Nuts & Bolts of College Writing, 3 rd Edition	Hackett Publishing Company, August 19, 2020

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
ELA	11 - 12	Everything's an Argument, 8 th Edition	Macmillan Learning, November 2018

4144. WITHDRAWN

4145. WITHDRAWN

4146A. Approves a settlement agreement for special education Student ID #**008 and authorizes the Board President to execute the settlement agreement.

4146B. Approves a settlement agreement for special education Student ID #2448912340 and authorizes the Board President to execute the settlement agreement.

4146C. Approves a settlement agreement for special education Student ID #6402807880 and authorizes the Board President to execute the settlement agreement.

4147A. Adopt the following policies as presented:

- 2362 Library/Media Center
- 2415.02 Title I Fiscal Responsibilities
 - 2530 Resource Materials
 - 5533 Use of Tobacco Products
 - 5756 Transgender and Nonbinary Students
 - 6112 Reimbursement of Federal or Other Grant Expenditures
 - 6311 Contracts for Goods and Services Funded by Federal Grants
 - 7441 Electronic Surveillance on School Buildings and on School Grounds

4147B. Adopt the following policies as presented:

- 5120 Assignment of Students

4148. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of April 2021.

4149. WHEREAS, The South Orange Maplewood School District is committed to equity, diversity and inclusivity, providing safe and welcoming spaces for all students, regardless of race, ethnicity, national origin, language, disability status, gender expression or identity, and sexual orientation; and

WHEREAS, The South Orange Maplewood Board of Education is in support of and is committed to ensuring inclusive, welcoming, safe school environments free from harassment and discrimination, including from unlawful sexual harassment and/or misconduct and all forms of violence, harassment, bullying and intimidation and in furtherance of the district's commitment to provide a climate and culture that fosters a welcoming, safe and healthy environment for all students to promote respect, dignity and equality; and

WHEREAS, Research shows that even though vast underreporting occurs, over 40% of middle and high school students are victims of sexual violence or sexual harassment; and

WHEREAS, Research indicates that educational institutions are the most common location of peer sexual victimization, and that sexual violence or sexual harassment have devastating effects on students which negatively impact their emotional and physical well-being; and

WHEREAS, Research shows that students who experience sexual violence and sexual harassment are more likely to withdraw from interests and activities, experience avoidance of school, finding it hard to pay attention in school and impacting academic outcomes. Research has also demonstrated that targets of sexual bullying and harassment experience anxiety, distress, loss of self-esteem, and depression; and

WHEREAS, The South Orange Maplewood Board of Education affirms its commitment that students should be able to go to school or participate in any school based sport or activity on or off campus without fear of sexual harassment, sexual or gender based violence, and to providing an environment free from sex-based discrimination and sexual harassment, including sexual and gender based violence, interpersonal violence and bullying, and also reaffirms its commitment to providing a hostile free educational environment; and

WHEREAS, The South Orange Maplewood Board of Education affirms its commitment that the Title IX Coordinator, staff, and students should be trained about healthy relationships, consent and what constitutes sexual assault, bystander intervention, where students can get counseling, medical help, and other services, and how to respond appropriately to reports of sexual assault; therefore

BE IT RESOLVED that the South Orange Maplewood Board of Education directs the Superintendent or designee to identify key stakeholders -- particularly students, parent/guardians, employees (teachers, Title IX coordinator, para-professional educators, special educators, administrators, coaches, and support staff), student groups, survivors of sexual misconduct, providers of victim support services (e.g., school counselors, nurses, social workers, and psychologists as well as local rape crisis and interpersonal violence centers) and those others whose expertise and input should be included; and

BE IT FURTHER RESOLVED that the South Orange Maplewood Board of Education directs the Superintendent or designee to convene a Task Force comprised of identified students, educators, key stakeholders, community organizations and health professionals and community members to identify resources, resource gaps, and barriers and to review and conduct an assessment of the District Code of Conduct, Board policies, District regulations, training protocols, implementation issues and procedures on sexual harassment and sexual and interpersonal violence, and teaching consent, evaluating overall health curriculum, identifying district protocols as well as preventative and support measures, and directs the Superintendent to

present a report with the results of that assessment as well as recommendations to the Board no later than September, 2021.

4150. WITHDRAWN

4151. WHEREAS, on May 13, 2021 an HIB appeal hearing was held by a Committee of the Board in closed session involving a Harassment/Intimidation/Bullying matter HIB Report #220147_MMS_10302020;

WHEREAS, at the hearing, the heard from the Anti-Bullying Specialist, the Assistant Principal and the parents who filed the appeal on behalf of their child; and

WHEREAS, the Committee carefully considered the relevant information; and

WHEREAS, the Committee has made a recommendation to the full Board during the executive portion of its May 17, 2021 Board meeting and the Board has carefully considered the matter and the recommendation of the Committee;

NOW, THEREFORE BE IT RESOLVED, THAT the Board hereby affirms that part of the determination that the incident did NOT constitute HIB within the meaning of New Jersey's statute and the Board's policy on Harassment/ Intimidation/Bullying as to Student #9580113653; and

BE IT FURTHER RESOLVED, THAT the Administration take appropriate supportive, restorative, remedial or punitive action; and

BE IT FURTHER RESOLVED, THAT the Board hereby reverses the findings as to the remaining allegations and students, and directs the Administration to reopen the incident and investigate all of the allegations with regards to the remaining students accused in the matter; and

BE IT FURTHER RESOLVED, that the Board Secretary is further directed to notify all individuals affected by this decision of the Board's determination.

4152. Denies the Level IV grievance filed by employee REDACTED.

ROLL CALL: Motion 4138, 4139A-M, 4140A-E, 4141A-C, 4142B-T, 4142W-Z, 4143, 4146A-C, 4147A, 4149 passed. YES: Bergin, Cuttle, Joshua, Maini, Siders, Winkfield, Zubieta NO: Malespina, Wright

Motion made by Board President Joshua seconded by Board Member Malespina that the Board of Education approves the following:

Motion 4142A passed. YES: Bergin, Cuttle, Joshua, Maini, Siders, Winkfield, Zubieta NO: Malespina, Wright

Motion 4142U passed. YES: Bergin, Cuttle, Joshua, Maini, Malespina, Siders, Winkfield, Wright, Zubieta NO: None

Motion 4148 passed. YES: Bergin, Cuttle, Joshua, Maini
Siders, Winkfield, Zubieta NO: Malespina, Wright

Motion made by Board President Joshua seconded by Board
Member Malespina that the Board of Education approves
resolution 4147B

Motion 4147B passed. YES: Bergin, Cuttle, Joshua, Maini,
Siders, Winkfield, Wright, Zubieta NO: None
ABSTAIN: Malespina (in accordance with School
Ethics Advisory Opinion A05-21)

Motion made by Board President Joshua that the Board of
Education approves resolution 4151

Motion to approve resolution 4151 withdrawn

Motion made by Board President Joshua seconded by Board
Member Zubieta that the Board of Education approves
Resolution 4152

Motion 4152 passed. YES: Bergin, Cuttle, Joshua, Maini,
Siders, Winkfield, Zubieta NO: Malespina, Wright

Motion made by Board President Joshua seconded by Board
Member Maini that the Board of Education approves
resolution 4152

Motion 4142AA passed. YES: Bergin, Cuttle, Joshua, Maini,
Malespina, Siders, Winkfield, Wright, Zubieta NO: None

Motion made by Board President Joshua seconded by Board
Member Malespina that the Board of Education approves
resolution 4151

Motion 4151 passed. YES: Bergin, Cuttle, Joshua, Maini
Siders, Winkfield, Zubieta NO: Malespina, Wright

HEARING OF INDIVIDUALS AND DELEGATIONS

NONE.

NEW BUSINESS

- Board Member Zubieta - I would like to request an update on the status of Underhill Field renovations. Can reserve funds be used for this project? Are any additional approvals required?
- Dr. Taylor - Mrs. Del Guercio and I have been following up on this since the public brought their concerns to our attention a month or so ago. We have been working with our architects to see if the project can be expedited and there are many complicating factors. The field was approved as part of the high school renovation plan so that is the timeline that it is on but, because of this interest

we have been reviewing some of the pertinent pieces. There was a company that reached out to us and the public, who did work for us before, to express interest in doing this work for us. We had our architect review what they were putting forward and some of the biggest concerns is that this work is not just changing the field. There may be work that needs to be done under the surface. There may be drainage or other more complicated sewage lines and things of that nature that makes this more than just a simple change of the field. The other big concern is the timing. If we start working on a field that is used for fall sports, we run the risk of the field not being available for the fall sports season.

- The biggest point in clarification is that we do not need to use reserves because we have funding for this project. This is not a matter of identifying funds it is a matter of trying to expedite a project and looking at all the pluses and minuses that can occur unexpectedly. Normally when you are doing a field that has a lot of usage in the fall, the work would begin as soon as the season is over to allow the maximum amount of time for the work to be completed without interfering with the seasons that follow. It is not just field repair, it is also the bleachers and whatever is under the field. We understand the plea that the field renovation can be severed from the high school renovation schedule because the field and high school are not on the same property. We have considered this fact and we are still reviewing this with our architects.
- Mrs. Del Guercio - We have completed all state approvals we need local approval; the process is a little different. We are working on getting the engineer to assess the field to determine our next steps to get this project done in a timely and efficient manner. The vendor that reached out to us to assist with installation of a new field at Underhill is a state contract vendor but, they are limited in what they can do for us. If they dig up the field and something is wrong underneath the field they cannot help us with repairs. I am working with the architect and high school administration to get the ball rolling on this project.
- Board Member Malespina - I would like to know when I will receive a copy of the Superintendent's previous evaluation since we are approaching the time to conduct evaluations.
- Board President Joshua explained the evaluation process and provided a timeline for when Board members can expect to receive a copy of Dr. Taylor's previous evaluation.
- Board Member Zubieta asked for clarification of Robert's Rules.
- Dr. Taylor offered guidance on how to close a discussion once a topic has been exhausted and asked the Board attorney to provide feedback on calling the question to end a discussion.
- Ms. Butler will provide a summary to the board on calling the question.
- Board Member Maini suggested training from NJSBA to help with this matter.

Future Meetings

The Board of Education will hold a Public Session on Monday, June 7, 2021 at 7:00 pm in a manner to be determined at a later date to honor retirees and celebrate accomplishments. No action will be taken.

The Board of Education will meet in Closed Session on Monday, June 14, 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 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, seconded by Board Member Maini, that the Board of Education will meet in Executive Session prior to the June 14, 2021 Public Meeting to discuss personnel and legal issues, negotiations and other matters, the nature of which will be made public at a future date. Motion unanimously approved.

MOTION made by Board President Joshua that the Board of Education adjourns. Motion unanimously approved at 10:00 p.m.

Andrea Del Guercio, Board Secretary