

Regular Meeting
South Orange-Maplewood
Board of Education
August 16, 2021

A Regular Meeting of the Board of Education of South Orange-Maplewood was held in the District Meeting Room at the Administration Building, 525 Academy Street, Maplewood, New Jersey as well as utilizing the online video conference platform on August 16, 2021.

Board President Thair Joshua called the meeting to order at 7:33 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

Mrs. Del Guercio administered the Oath of Office for Noah Morros, Student Representative to the Board of Education and Vanessa Previlon, Alternate Student Representative to the Board for the 2021-2022 school year.
[The signed Oaths of Office are on file in the Board Secretary's Office]

ROLL CALL: Present: Board Member Bergin (remote), Board Member Cuttle
Board Member Joshua, Board Member Maini,
Board Member Sabin, Board Member Siders,
Board Member Winkfield, Board Member Wright (remote)
Student Representative Noah Morros, Alternate Student
Representative Vanessa Previlon

Absent: Board Member Malespina

EIGHT VOTING MEMBERS AND TWO STUDENT REPRESENTATIVES PRESENT

Motion made by Board President Joshua to allow distance participation in our monthly Regular Board Meeting.

Motion passed 8 yes, 0 no.

BOARD PRESIDENT'S STATEMENT

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

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

Dr. Taylor welcomed Student Representatives Noah Morros and Vanessa Previlon stating there is always a renewed energy when our young people are participating in this work. You bring a very specific lens while representing more than 7,000 fellow students. We take your input very seriously. Thank you for volunteering to be here and serving the community.

Dr. Taylor and the Board held a moment of silence to recognize the passing of community member Carmen Puglio. Mr. Puglio was a resident of Maplewood for more than 30 years and also a Karate Instructor for generations of students at the South Mountain YMCA and SOMSD Beyond the Bell Program.

SUMMARY OF DISTRICT GOALS 2020-2021

Dr. Taylor presented an update on SOMSD District Goals and Departmental Year in Review. The presentation outlined the following:

- Brief review of NJSBA District Goal Process
- Review of the District Goals and Outcomes for the 2020-2021 School Year
- Departmental Updates
 - o Curriculum and Instruction
 - o Access and Equity
 - o Technology
 - o Special Services

[Presentation on File in the Board Secretary's Office and District Website]

Motion made by Board President Joshua, seconded by Board Member Cuttle to recess due to technical difficulties.

Motion unanimously approved.

Board Recessed at 8:02 p.m.
Board Reconvened at 8:16 p.m.

FALL REOPENING UPDATE

Please accept this brief update on our Fall Reopening. Our Reopening Task Force subcommittees are working diligently to finalize our plans that address the concerns of Covid-19 and the contagious Delta Variant. Our Departments of Health are also a part of this important conversation. Much progress has been made and we will be sharing timely updates shortly, we are also very hopeful that the State will also continue to release clear universal guidance as well.

We do understand that there are specific questions that center around students whose age does not allow for the option of vaccination. We know that there are questions around the lunch design and what mitigation measures will be taken. Our final plans will most certainly include customized lunch plans for each

elementary school that include outdoor seating; we have also requested additional lunch monitors from our vendor to support greater social distancing during lunch. Please understand that these plans are more complex than ever due to our construction plans that are reducing the available outdoor space for some of our schools.

We have also heard from parents concerned about what quarantine measures will be in place... and what our instructional efforts include for those students who are required to quarantine. The quarantine messaging is very fluid because the science is evolving. Please understand that this update is as of today. We will continue to share things as they develop. The latest travel and quarantine guidance can be found using this link: <https://bit.ly/3AMkaU3>

The state recently shared that quarantine academic accommodations should be commensurate with what is occurring in the classroom. Therefore, if a student is required to quarantine, it will be our goal to provide a hybrid (broadcasting) methodology which will somewhat mirror that of the 2020-2021 school year. We are still working on some of these details because information is coming in almost daily. Thank you again for your patience and understanding. We will be providing more information in the next week or so to guide all of our families on our return to school in the Fall.

BOARD PRESIDENT'S UPDATE - *Board President Joshua*

SEC Advisory Opinion

Please note there are no policies up for discussion or vote this evening that are covered by the SEC Advisory Opinion this evening.

Return to School

Thank you to Dr. Taylor for the update on our back-to-school plan, specifically the quarantine information shared by the CDC and the NJDOH. We are aware the administration is staying up to date on the NJDOE requirements and doing everything we can to keep our students and staff safe. We recognize the excitement, anxiety and concern parents has expressed to the board in recent days on returning to school. All of us as board members, some of whom are also district parents, can relate to your experience and we want you to know we are listening to your concerns.

Goals

Thank you to Dr. Taylor for providing the year end wrap up on the 2020-2021 District goals. The Board will be holding a virtual retreat on August 26th to begin framing the 2021-2022 goals, which we anticipate approving at the September general board meeting. The board will be revising our 2021-2022 board goals that evening to incorporate some of the larger themes that came from our recent Board Self Evaluation and two subsequent retreats.

Confidentiality

Speaking of the Board Self Evaluation and recent retreats since my last President's report the Board became aware of two board emails that were published in the press. Emails which were received via "anonymous sources".

I have asked Dr. Taylor to ensure that the district will take all permissible disciplinary action against any employees who facilitated the release of these two emails. I have also told my fellow Board members that any involvement in this was a huge disservice to the district we all care so greatly about serving.

However, I must acknowledge that the person(s) responsible for revealing the emails is likely seen as a hero(es) in some places. And in that respect, I need to thank those involved for revealing publicly what we as board members have known privately for a while. That this work can be hard, conversations can be tough, and we don't always get along. But we can't let that stop us from serving in our roles as Board members responsibly, respectfully, and ethically.

District employees should feel confident they can communicate with the Board without fear their emails may end up in the newspaper. District families should feel confident they can share concerns about the district with the administration and Board and those conversations will not end up in the newspaper. Prospective employees should feel comfortable they can work here without the Board discussing their employment in correspondence that ends up in the newspaper.

Working Together

We have pledged to work together with the goal to be nicer and a recognition that language matters in our communication, with each other, with the Superintendent and SLT, and with the public. We will be working on revised board goals in addition to the district goals at our August 26th virtual retreat. As we continue to work on the important initiatives of the district, I would encourage my colleagues to look for reasons to vote Yes to the recommendations of the Superintendent instead of looking for reasons to vote No. Lastly, we would all do better by remembering we are here as Board members to be in service to the 7000 students of SOMSD.

APPROVAL OF MINUTES

Motion made by Board President Joshua, seconded by Board Member Cuttle to approved the following minutes as presented with the understanding that revisions may be made at the next Board Meeting: July 19, 2021 Regular Meeting, July 12, 2021 Special Meeting and July 22, 2021 Special Meeting Board Retreat.

HEARING OF INDIVIDUALS AND DELEGATIONS

Joshua Posner

My family moved to Maplewood last month. We have a daughter who will be entering kindergarten in the fall. We are one of the 50 families referenced by Dr. Taylor who have not received an assignment for kindergarten. I have sent numerous questions regarding the integration initiative and I have not received a response to my emails about the process. I know this is not a dialogue with the Superintendent or Board but I am here today to ask that all of my questions be referred to the consultant about the algorithm. I am here to ask that results of the algorithm be shared with the public, how all of the placements have been made and how each of the challenges have been handled, not revealing confidential information of course. The reason I am asking for this information is because based on the information we have received over the last few weeks I am concerned and nervous about the lack of transparency. I am concerned about what the algorithm actually is. I was told to reference the website and I did. I asked questions and I was referred to a consultant who does not return emails. I think it is in the public's interest to have the results and I cannot see a reason why it would not be. I do not have a placement as of today but I feel it's appropriate.

Abigail Murtaugh

Tonight, Elizabeth Callahan and I will be reading an abridged version of a petition email to you. So far over 430 community members have signed. We urge you to read the petition and the many comments in full. We want to acknowledge the hard work it has taken to roll out the current protocol for full time in-person instruction this fall. We are asking you to act now to institute additional strategies to protect our students, staff and community from highly transmissible Delta variant. We ask that you implement 1) a district wide plan for outdoor lunch and snacks for all 2) regular surveillance testing to prevent asymptomatic and presymptomatic community members from transmitting the virus to others.

The Delta variant is on the rise and can make children and vaccinated adults seriously ill. The state has mandated all students attend school in person, yet half of our students cannot be vaccinated and some in our community are at risk for serious illness. This situation demands that the district take more protective measures than they have in the past. We are grateful you implemented a mask mandate early, but the current risks require more. Outdoor eating and surveillance testing will decrease virus transmission. Resulting in fewer quarantines. They will allow for more consistent in person instruction and fewer sick kids.

These are goals the entire district can support. Removing masks indoors poses a high risk of transmission. This is especially important as you noted some classrooms do not even allow for recommended distancing when masked. Removing masks in these settings is dangerous and is still high risk even in cafeteria settings. Outdoor eating would eliminate the need to mask indoors providing

necessary protection. It is not enough for it to be one of many strategies for eating, it is not enough to ask principals to develop creative solutions, it is incumbent upon you to lead, to set a standard of outdoor eating for all students at all students and to make a policy that will provide the same protection to every student in the district.

Thank you for your time.

Elizabeth Callahan

Pooled testing is necessary at this point in the pandemic. It is impossible to keep children safe without knowing where cases are coming from and testing is how you control the spread. Not testing puts lives at risk unnecessarily. Many districts will be implementing testing this fall. Los Angeles will be doing baseline and ongoing weekly testing of all faculty, staff and students as will many other districts across the country including some local districts including Newark and Millburn. With federal, town and community support and funding we believe testing is attainable and we urge you to implement testing protocols. Pooled testing will keep our community safer and act as a guardrail for the hard one return to full time in person learning by helping prevent the outbreaks and community spread that can jeopardize consistent in person school. We know these methods are not without challenges but we believe they are necessary. Necessary to keep our students in school as much as possible, necessary to keep protect the health of our students, staff and families, especially those most vulnerable during this pandemic. Implementing testing and outdoor eating to provide equitable protection to all students in our district. We look forward to your thoughtful consideration on these matters and thank you for your time this evening.

Sally Unsworth

My name is Sally Unsworth and I have two children in the district - one who will beginning 3rd grade at Jefferson Elementary next month. I am addressing you tonight to support the effort to rename his elementary school. As a progressive community, this is yet another opportunity for all of us to practice the "Yes, AND" approach to improving our schools.

For example, are we committed to an anti-racist educational experience for our children?

Yes, AND, we will address this through implementing the Amistad curriculum and much more AND giving our students the opportunity to explore a better role model for their school's name that aligns with the values of today.

Another question, is this the right time to consider this change? Yes, AND, we have the opportunity to allow our children to lead and learn at a pivotal moment in this history of our nation. With a student body that represents a broad cross-section of youth, we know that to ignore history or to re-write it to wash over uncomfortable truths is the wrong approach to education. THEY lead, we ALL learn, and the community process to select a more

appropriate name benefits us ALL.

As a child, one of the first things I learned about my father's side of the family was that we were direct descendants of Thomas Jefferson. It wasn't until I attended college and met another direct descendent that I had a conversation about Jefferson's role in slavery in America. He was a deeply flawed historical figure and, while no part of his contribution to the founding of the United States should be erased, no part of the entire truth of who he was, how he lived, and who he harmed should be ignored.

Let us use this opportunity to reflect and correct and give our students a voice in celebrating a more appropriate name for their school.

Lily Kubany

Dear South Orange and Maplewood School District board members,

Our names are Lindsay Gross and Lily Kubany, recent CHS graduates and former members of the Columbia Girls Soccer team and friends of Moussa Fofana. We recently created a petition to rename the Underhill Sports Complex in Moussa's memory. We want to honor Moussa's legacy, at the field where he not only worked to accomplish his goals, but where he tragically died.

The community has shown enormous support and encouragement, as we have received more than 5,000 signatures to change the name to The Moussa Fofana Sports Complex.

You can find the link to the petition here:

https://www.change.org/p/new-jersey-government-petition-to-change-the-name-of-underhill-field-to-the-moussa-fofana-field?utm_content=cl_sharecopy_29334139_en-US%3A7&recruiter=244974526&utm_source=share_petition&utm_medium=copylink&utm_campaign=share_petition&utm_term=G%3ESearch%3ESAP%3EUS%3ENonBrand%3EAll-Match-Types

We have spoken with Hawa Fofana, and she expressed full support for our actions to rename the complex. Likewise, we have spoken with Fred Profeta to clarify our intentions and to explain that we have no interest in renaming Profeta field. We understand that this is a big task, but we believe Moussa deserves it.

Please let us know what our next steps should be. We appreciate any and all support. Thank you so much.

Vanessa Llana

My name is Vanessa Llana. I serve on the Social Justice Committee of the Maplewood Middle School Home School Association, along with Kasoundra Clemons. Kasoundra and I are both Maplewood residents and we have children in the

district. We would like to raise transportation and building-related concerns to the Board of Education.

MMS teachers have noted that many students from the Hilton area have a difficult walk to school. It can take up to 45 minutes, and the students arrive at MMS exhausted before the school day even begins. In bad weather, the long walk is enough to deter students from going to school. Currently, there is a bus that will take CHS students from a stop at Seth Boyden to the high school. We ask that the district consider adding another bus stop (or additional bus) to pick up MMS students who live in the Hilton neighborhood. Adding a bus stop, or bus, would go a long way in increasing school attendance and decreasing tardiness.

We also ask that the district address some issues related to the physical state of the MMS building. It appears as though there are a number of much needed repairs to ensure the safety and well-being of students, faculty, staff and visitors at MMS. Last week, I emailed Dr. Taylor regarding these concerns. Laura Booker, incoming president of the MMS HSA, recently emailed Dr. Taylor about the same concerns as well. Laura spoke with Principal Gronau about how we can best help the MMS community, and these are among the top priorities.

In anticipation of a full return to school, the MMS HSA Social Justice Committee asks for your guidance and leadership in how to address these two important issues. We are prepared to work with you and the district in figuring out a way to make these things happen. We believe they would have a big impact in the MMS community, especially for the students.

Thank you

Beth Cosentino

Good evening Dr. Taylor, Administrators and BOE Members,

I am writing to you on behalf of the Executive Board of the Special Education Parent Advisory Committee (or SEPAC) here in our district.

We are advocating for you to mandate COVID-19 vaccinations for all school personnel. We wrote to you last week about this issue and understand you support the vaccinations for personnel but don't have the autonomy to mandate it. Since then, we found out that another school district in New Jersey - Bernards Township School District has done exactly that: mandated their school staff be vaccinated for COVID-19 by September 1.

We recognize you believe in the importance of vaccines by your partnership with Essex County to have a mobile vaccination unit at CHS tomorrow (Tuesday) and by publicizing it to families and employees. It is not enough though. In our previous letter, we laid out a list of scenarios, including preschool program classrooms, self-contained classrooms and OT and PT sessions, that would be considered "HIGH RISK CONGREGATE SETTINGS". Governor Murphy has mandated the COVID vaccine for staff in those settings and we believe it

should stand for our schools as well. He has not made the decision for schools yet, but you can.

We advocate for this vaccine mandate for the safety of our students and our staff. We also advocate for it for the consistency of learning and services. When more people are sick for longer stretches of time, there are more disruptions, and more disruptions mean students are once again being sent home to learn virtually.

We would like for you to utilize ALL mitigating strategies at your disposal to help prevent that from happening. Lastly, we support weekly COVID-19 testing for those individuals who have sound reasons for not being vaccinated.

Thank you

Beth Cosentino, Co-signed by Malia Herman, Kelly Mortimer, Nicole Stewart and Lindsey Stone - Executive Board of SOMA SEPAC

Heather Cross

I have a few questions about quarantine and instruction for kids. Will the district be having fully remote periods following holidays/vacations? How will instruction be delivered to kids during quarantine? And how will it count for attendance?

Has any consideration been given to cohorting kids in the middle/high school? In Ontario Canada, for example, high school kids take one or two classes at a time (effectively intensives) to reduce exposure and create cohorts.

Thanks for everything you're doing to get these kids back into school for in person learning and keeping them as safe and healthy as possible.

Dr. Taylor

Thank you to everyone who took the time to give us your perspective during public speaks. Thank you, Mr. Posner, for being our first in person speaker since February 2020.

- Details for the Intentional Integration Algorithm and the work done by our consultant is pretty transparently placed in our microsite and also in the video of our Board meeting when our consultant attended and shared a presentation. We are going to be updating the microsite with maps of each school which will show how each student was assigned, what created the placement for them, whether it was sibling preference, socio-economic, special services, ELL or special programming. We are happy to update those maps but I think we have been pretty transparent from June 2020 in sharing, approving and acknowledging the work that we are doing.

- Our update read earlier addressed concerns regarding COVID-19 testing and additional mitigation efforts. Although it has become common for us, COVID testing and vaccinations are medical procedures. Legally, from my understanding the district cannot mandate medical procedures for staff or students, outside of the State giving us that direction. I hope that our messaging and action has shown that we support the safest options for our families and we also rely on medical professionals for that advice. I know other districts may be doing other things. I have only heard of one district out of over 700 districts in New Jersey that is mandating vaccines for their staff. We are happy to hear from our SOMEA partners that the number of vaccinated staff is very high.
- Thank you for giving us your feedback and perspective on the renaming of Jefferson Elementary School. Our Board is considering the best way to address this matter. There is an agenda item tonight that may speak to that as well.
- Thank you for reiterating your support for the renaming of Underhill Field in honor of Moussa Fofana. There is a process for renaming district property. Our Board will take your suggestion under advisement.
- I shared the suggestions regarding Maplewood Middle School improvements with our Buildings and Grounds Department. This is their busiest time of year, and they have to prioritize items that would be considered health and safety concerns, especially with COVID-19 as a top health and safety issue.
- We will need more information regarding the transportation request in order to plan a transportation route, determine who rides the route, contact families and ensure the route would not set a precedent for other circumstances. We would love to give routes to all families who want them but there are legal parameters for determining and creating routes.
- Thank you to SEPAC for your comments regarding mandatory vaccinations.
- I believe I answered the question about what fully remote instruction during quarantine will look like. We will be sharing more information, but we received notice from the State that they expect for us to be commensurate with in-person instruction. We will do our best to exceed that.
- Placing high school students in cohorts would be in violation of the State mandate of full in-person instruction. We cannot do cohorts without also including virtual learning for high school students.

COMMITTEE REPORTS

FINANCE FACILITIES & TECHNOLOGY - Board Member Wright

The committee discussed the following:

- Pre-K Budget
- Opening of Schools update
 - Kindergarten placements
 - The opening of schools update was sent out & posted on the website.
 - Construction Update
 - The South Mountain Elementary School & South Mountain Annex Elementary School bid opening has been moved to August 19th from August 17th.
 - New Business
 - The district has received communication from our transportation vendors as to the shortage of drivers. This shortage impacts the district's ability to provide transportation to nonpublic schools.
 - The district is in the process of creating the route for the Seth Boyden/CHS shuttle.
 - Mr. Bonds updated the committee that Chromebooks will be ordered to replace the ones that cannot be repaired. The district has enough Chromebooks to support students if the district has to switch to virtual learning or if the district needs to switch specific classes to virtual instruction.
 - Board Member Wright asked about public FFT committee meeting and Board President Joshua addressed her request.

POLICY COMMITTEE - Board Member Bergin

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

Policies for second reading

- 2414 Programs and Services for Students in High Poverty and High Need School
- 2415 - Title 1 services - No Child Left Behind Programs/ Every Child Succeeds
- 5350 - Student Suicide Prevention 9322 - Drug Free School Zones

Policies for first reading

- 5111 Residency
- 5751 Sexual Harassment
- 0143.2 Student Representatives to the Board of Education

New Business

- New meeting date & time
- Process and suggestions for sharing documents and non-conflicted
- Old Business
 - Board Member Malespina followed up on her request to list who worked on writing/reviewing the policies.
 - How to track changes from Strauss Esmay

PERSONNEL & LABOR RELATIONS - *Board Member Maini*

The committee discussed the following:

- August 2021 personnel resolutions
- Other Personnel Matters
- Dr. Taylor shared information on stalled hiring efforts for needed staff (bus drivers, bus aides, food service workers and paraprofessionals). He is working with the Business Administrator to address possible solutions for reducing or reimbursing fingerprint costs for this group. He also suggested the possibility of reaching out to parent groups for added support with the lunch program.
- OLD BUSINESS
 - Residency Update - Dr. Perez provided a residency check update
 - The committee asked for the total number of 12-month employees employed during this time period
 - Position Updates
 - The search for an Assistant Superintendent for Special Services is underway. Twelve candidates are being reviewed. Five will be selected for further consideration.
 - The Facilities Director position was reposted. Interviews for this opening will continue until a final candidate is selected.
 - The committee inquired as to whether SLAM lab was staffed in the 2020/2021 school year.
 - Job Descriptions
 - School Safety Officer job description changes. This job description will be presented for approval at the August 16th board meeting.
 - The National Honor Society Advisor
 - Demographic Report
 - NEW BUSINESS:
 - Dr. Friedman and Ms. Bodnar presented C&I's teacher and administrator professional development plans for the upcoming year.

ITEMS FOR ACTION

Motion made by Dr. Taylor, seconded by Board Member Maini that the Board of Education approves the following except 4187, 4188:

4178A. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Amato, Lauren	T 2 TUS - 1.0 FTE	9/19/21	12
Colonna, Shannon	T SPED/SC SB - 1.0 FTE	9/30/21	2
Diaz, Joaquin	School Bus Driver DIST - .5 FTE	7/12/21	.4
Keith, Heather	T SPED/INC TUS - 1.0 FTE	9/26/21	3
Mack, Michael	T 5 CLIN - 1.0 FTE	9/15/21	9
Patterson, Dion	Assistant Principal CHS - 1.0 FTE	9/13/21	4
Richinsin, Calvin	T SPED/INC CHS - 1.0 FTE	9/16/21	2
Rigg, Jayne	LDTC DIST - 1.0 FTE	9/29/21	4
Wright, Deborah	T KDG SM - 1.0 FTE	9/14/21	13

4178B. RESCIND 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
Ardila, Maria	T Spanish CHS - 1.0 FTE	9/1/21 6/30/22	\$68,460*

4178C. 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
Axon, Hillary	T SPED/INC MM - 1.0 FTE	9/1/21 6/30/22	\$68,460*
Bibighaus, Jania	T Science SOM - 1.0 FTE	9/1/21 6/30/22	\$62,460*
Connors, Michael	T SPED/INC MM - 1.0 FTE	10/11/21 or sooner 6/30/22	\$78,660*

Diaz, Nicholas	T Music (Choral) CHS - 1.0 FTE	9/1/21 6/30/22	\$90,260*
Duarte, Amanda	T 2 TUS - 1.0 FTE	9/1/21 6/30/22	\$60,460*
Duarte, Vanessa	T SPED 1:1 CHS - 1.0 FTE	9/1/21 6/30/22	\$63,160*
Gelatka, Kyle	T Music (Band) MM/SOM - .4 FTE	9/1/21 6/30/22	\$20,024*
Kauffman, Erica	T 3 CLIN - 1.0 FTE	9/1/21 6/30/22	\$56,460*
Lewis, Alvin	School Bus Driver DIST - .5 FTE	9/1/21 6/30/22	\$27,398*
Lopez, Pamela	T Spanish CHS - 1.0 FTE	9/1/21 6/30/22	\$51,860*
Morrison, Tracie	Assistant Principal CHS - 1.0 FTE	10/18/21 or sooner 6/30/22	\$116,056
O'Sullivan, Christine	T SPED/POR SM - 1.0 FTE	10/4/21 or sooner 6/30/22	\$65,460*
Pace, Jessica	T SPED/INC TUS - 1.0 FTE	9/1/21 6/30/22	\$55,460*
Portnoff, Julia	Non-CST Social Worker SB - 1.0 FTE	9/1/21 6/30/22	\$56,460*
Robinson, Dana	School Social Worker MM - 1.0 FTE	9/1/21 6/30/22	\$58,460*
Taub, Marlee	T 4 SM - 1.0 FTE	9/1/21 6/30/22	\$57,260*
Tierno, Jacqueline	T SPED/INC CLIN - 1.0 FTE	9/1/21 6/30/22	\$78,860*

* SOMEA salary based on 2020-21 agreement

4178D. LEAVE REPLACEMENT 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
Cicchelli, Matthew	T SS CHS - 1.0 FTE	9/1/21 6/30/22	\$56,460*
Clem, Dallas	T PE/H CHS - 1.0 FTE	9/1/21 6/30/22	\$51,860*
Conde, Peter	T PE CLIN - 1.0 FTE	9/1/21 1/3/22	\$50,060*
Donovan, Michael	T 4 TUS - 1.0 FTE	9/1/21 11/30/21	\$51,860*

* SOMEA salary based on 2020-21 agreement

4178E. TRANSFERS/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Aurietta, Kristin	T SPED/POR CLIN - 1.0 FTE	T KDG CLIN - 1.0 FTE	9/1/21 6/30/22
Cicenia, Louis	T Science SOM - 1.0 FTE	T Science MM - 1.0 FTE	9/1/21 6/30/22
Johnson, LeShia	T SPED/INC SOM - 1.0 FTE	LDTC TUS/SB - 1.0 FTE	9/1/21 6/30/22
Jordan, Zakiyya	Non-CST Social Worker SB - 1.0 FTE	Crisis Counselor CHS - 1.0 FTE	9/1/21 6/30/22
Lane-Mega, LaTaeya	T PreK/INC MONT - 1.0 FTE	CPIS Parent Liaison (PEEA) DIST - 1.0 FTE	9/1/21 6/30/22
Mondelli, Carissa	T SPED/INC SM - 1.0 FTE	T KDG SM - 1.0 FTE	9/1/21 6/30/22
Petchers, Penina	School Psychologist OOD CHS - 1.0 FTE	School Psychologist SOM - 1.0 FTE	9/1/21 6/30/22
Rigg, Jayne	LDTC SB/TUS - 1.0 FTE	LDTC/OOD CHS - 1.0 FTE	9/1/21 6/30/22
Scannelli, Brittany	T SPED/INC CLIN - 1.0 FTE	T SPED/POR CLIN - 1.0 FTE	9/1/21 6/30/22

4178F. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Akinrolabu, Jade	School Counselor CHS - 1.0 FTE	8/31/21-9/21/21 (Unpaid FMLA)
Dillon, E. Brady	BCBA DIST - 1.0 FTE	8/31/21-10/1/21 (Unpaid FMLA)
Hughes, Jessica	T SPED/INC JEFF - 1.0 FTE	8/31/21-10/22/21 (Unpaid FMLA)
Robinson, Melisa	Speech/Language Specialist DIST 1.0 FTE	8/31/21-9/17/21 (Paid Maternity Leave) 9/20/21-12/17/21 (Unpaid FMLA)
Rodriguez, Gina	T 4 TUS - 1.0 FTE	8/31/21-11/29/21 (Unpaid FMLA)
Salvas, Christine	T 1 SMA 1.0 FTE	8/31/21-9/10/21 (Paid Maternity Leave) 9/13/21-12/10/21 (Unpaid FMLA)
Sharma, Gopika	T SS CHS - 1.0 FTE	8/31/21-6/30/22 (Unpaid Childcare Leave)
Spagnuolo, Meghan	T SS SOM - 1.0 FTE	RESCIND 9/1/21-9/2/21 (Unpaid FMLA)

Van Wert, Cynthia	T SPED/EBR TUS - 1.0 FTE	8/31/21-6/30/22 (Unpaid Childcare Leave)
Wieboldt, Katherine	T Math SOM - 1.0 FTE	8/31/21-11/29/21 (Unpaid FMLA)
Williams, Ingrid	S4/12, Secretary DIST - 1.0 FTE	7/1/21-10/14/21 (Unpaid Personal Leave)
Ziegler, Jessica	T SPED JEFF - 1.0 FTE	8/31/21-11/29/21 (Unpaid FMLA)

4178G. STIPEND (ATHLETIC)

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Clem, Dallas	Asst. Coach/Freshmen Football Coach CHS - 1.0 FTE	9/1/21 11/30/21	\$6,566

4178H. SUMMER EMPLOYMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Navas, Vanessa	CST School Psychologist ESY Summer Work	7/1/21 8/30/21	\$50 (per hour)
Philemon, Kevin	School Counselor MM Summer Work	8/1/21 8/30/21 (up to 10 days)	\$282.30 (per day)

4178I. APPROVE JOB DESCRIPTION

NEW: School and Community Safety Director
Instructional Coach (Elementary, K-5)

4178J. STIPENDS CO-CURRICULAR (see attached list)

4179A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2021-2022 SCHOOL
YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Freeman, Willie	Princeton University	10/1974	AB
LoStuto, Miriam	Saint Peter's University University of Rhode Island	6/2021 5/1990	MA BA
Montilla, Laribel	Montclair State University	5/2017	BFA

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Butz, Michelle	Ithaca College	5/1995	BFA
Garcia, Michelle	William Paterson University	1/2021	BS

NON-DEGREE SUBSTITUTE

Alexander Barazani

4179B. APPOINTMENT OF VOLUNTEER FOR THE 2021-2022 SCHOOL YEAR

Name	Assignment
Jamaine Cripe	Cheerleading Coach

4179C. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2021-2022 SCHOOL YEAR STATE CERTIFIED TEACHER

- Certified Substitute Teachers or Substitute Teachers with a county substitute certificate at \$110 per day.
- Long-term substitute teachers working 61 days or more in the same assignment with a New Jersey instructional certificate at \$160.00 per day.

LAST NAME	FIRST NAME	DEGREE	CERTIFICATION
Anderson	Esther	BS/MS	CE-T General Business Studies
Beauchamp	Meladie	BS/MA	School Counselor
Catanese	Brian	BA	CE-Elementary K-6 CE- T Social Studies
Cianfano	Julianna	BS	CEAS-Teacher of Students w/Disabilities CEAS-Elementary Teacher, K-6
Clark	Jasmine	BS	CE-T Preschool through Grade 3
Criscuolo	Sandra	BS	Elementary
Dean	Barbara	BA/MA	School Social Worker
Deeds	Shirley	BS	T Elementary T Home Economics
Ezell	Marian	BA	T English
Fazio	Melanie	BA	Elementary

Gordon	Marci	BS	Elementary
Harrington	Christie	BA	CE-T Music Elementary K-5
Jenkins	Philomena	BA/MA	Supervisor
Kendal	Lisa	BA/MA	CE-T Music
Nelson	Cootchill	BA/MA	CE-T French
Nolet	Elizabeth	BA/MS	School Social Worker
Patton	Robin	BA/MA	T English T Students w/Disabilities
Pope-Forbes	Laurie	BA	CE-Elementary
Riemer-Schachtel	Beth	BS/MSW	School Social Worker CEAS-Elementary K-5
Rosenthal	Matthew	MS	CE-Elementary, K-6
Rothenberger	Talya	BA	CE-Elementary CE-Teacher of Students w/Disabilities
Shirazi-Whang	Mahnaz	BA/MA	CEAS-Elementary
Shorter	Eric	BA	CE-Elementary, K-6
Silberfein	Carol	MA	Elementary
Silverlieb	Belle	BA	Elementary TOH
Straus	Robin	BA/MSW	School Social Worker
Tuohy	Margaret	MA	Elementary
Wade	Barbara	BA/MA	Elementary
Zelenka	Barbara	BA	Elementary

COLLEGE GRADUATE AND COUNTY SUBSTITUTE CERTIFICATE

LAST NAME	FIRST NAME	DEGREE
Adenihum	Adikat	BA
Apicella	Christina	BA
Best	Rosalind	BS
Christensen	Jennifer	BA
Cosentino	Elizabeth	BFA
Cotler	Joaquin	BA
Desir	Mollie	BA
Douge	M. Judith	BA

Ellis	Robert	BA/MPA
Exil	Claudette	BA
Faison	Theodore	BA/MA
Forbes	Jacob	BS
Gensch	Heidi	BA
Gibson	Paul	BA
Greenwald	Jules	BS
Herbert	Cynthia	BS
Howell	Conrad	BS
Jackson	Dwayne	BA
King	Jasmine	BS
Jones-Larkin	Melody	MBA
Lawson	Rahmiece	BS
Lax	Samantha	BA
Little	Austin	BA
Loesch	Dennis	BA
McGuire	Shannon	BA
Miller-Allen	Stephanni	BA/MA
O'Halloran	Pamela	BA
Olinsky	Benjamin	BA
Reed	Christopher	BS
Riley	Sabrina	BS/MPA
Rosenthal	Matthew	MS
Schwarzer	Talya	BA
Shorter	Eric	BA
Steele	Malcolm	BA
Suggs	Milton	BS/MA
Trebitz	Debra	BA
Turner	Ingrid	BA
Vogt	John	BA
West	Debra	BS
Wright	Cheryl	BA
Wright	Eilleán	BS
Zaretzka	Traci	BA/MA
Funderburk	Raheem	BA
Artiles	Sergio	BS
Faison	Aja	BA
Brown	Marcus	BFA/BS
Marolla	Daria	BS
Zomer	Christie	BA
Trovamala	Larissa	BA
Lewis-Johnson	Patricia	MBA
Innocent	Reginald	BA
Dennis	Donte	BS
Wexler	Ariana	BA
Munford	Sherry	BA
Toussaint	Robert	BA

Akawuaku	Chiedozie	BS
Raymond	Latoya	BA
Payne	Patricia	BA
Sullivan	Taylor	BA
Catalano	Marissa	BA
Caccavale	Julianne	BA
Long	Bryant	BA
Kelton	Elizabeth	BA

COUNTY SUBSTITUTE CERTIFICATES - NON-DEGREES

Daleus, Allan	Mondacci, Jessica
DeSarme, Marie	Saintil, Leroy
Gibson, Aiyonnah	Tecza, Lynn

4179D. REAPPOINTMENT OF SUBSTITUTE SCHOOL NURSES FOR THE 2021-2022 SCHOOL YEAR PAID AT A DAILY RATE OF \$215

Marie DeSarme	Jenace Hyman	Judith Konicov
Ethel Paden	Victoria Pinilis	Lynn Schwartz
Myrna Scott	Nella Weave	

4791E. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2021-2022 SCHOOL YEAR PAID AT A DAILY RATE OF \$160

Esther Anderson	Donte Dennis	Robert Ellis
Aja Faison	Melanie Fazio	Reginald Innocent
Patricia Payne	Lauren Pope-Forbes	Malcolm Steele
Robin Straus	Robert Toussaint	John Vogt

4179F. REAPPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2021-2022 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$12.00

Maryann Post

4180A. 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].

4180B. 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].

4181A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated July 31, 2021
2. Expense Account Adjustment Analysis dated June 30, 2021
3. Expense Account Adjustment Analysis dated July 31, 2021
4. Revenue Account Adjustment Analysis dated July 31, 2021

5. Check Register #409849-410213 in the amount of \$4,512,432.50
6. Check Register #200745-200746, 200748 in the amount of \$1,615,012.11
7. Check Register #200747 for July 2021 payroll in the amount of \$2,297,090.83
8. Treasurer's Report of June 2021

4181B. Certify the Board Secretary's Monthly Financial Report.

4181C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	Date (s)		Location	Estimated Costs
Eric Burnside Central Office	NJSBA Fall Workshop	10/26/2021	10/28/2021	Online	Included in group rate \$900
Eric Burnside Central Office	Facility and Capital Projects & Financing Options	09/16/2021	09/16/2021	Whippany, NJ	\$125.00
Andrea Del Guercio Central Office	Facility and Capital Projects & Financing Options	09/16/2021	09/16/2021	Whippany, NJ	\$125.00
Stacey Robinson Central Office	Human Resource Professionals Series: Focused Discussions on Critical Yearly Decisions	08/19/2021, 9/15/2021, 2/3/2022, 03/30/2022		Online	\$500.00

4181D. Approves the following provider(s) for the service indicated:

Provider Name	Service	Rate
Bergen County Special Services Paramus, NJ	Weekly Therapy Services for students at BCSS: counseling, occupational Therapy, Physical Therapy, Speech Therapy	\$65.00 per half hour
EI US, LLC dba Learn Well Plymouth, MA	Home/Hospital Instruction	\$56.50/hour
Epic Health Services dba Aveanna Healthcare Atlanta, GA	Nursing: RN LPN	\$60/hour \$50/hour
Pirelli Clinical & Forensic Psychology (PCFP), LLC Verona, New Jersey	Psychological Evaluations	\$2500/eval with report

Summit Speech School New Providence, NJ	Itinerant Teacher of the Deaf	\$160.00 or 165.00/hour
	Staff/Student In-service	\$160.00 or 165.00/hour
	Consultative Services	\$160.00 or 165.00/hour
Districts with 10 or more services per week will be charged \$160/hour; districts with less than 10 services per week will be charged \$165/hour. The hourly rate will remain the same throughout the school year.		
	ROI provided by the coordinator/supervisor of Itinerant Program	\$250.00/hour
	To consult directly or indirectly with educational audiologist in the form of email, phone call text and/or mail	\$200.00/hour
	Extensive record review at the district with recommendations	\$200.00/hour
	Diagnostic report/review via email	\$100.00/hour
	Speech and Language Evaluation & Comprehensive Report for students with diagnosed hearing loss	\$600 - \$850 based on the child's age and level of language
	Audiology Services:	
	Acoustic Evaluation K - 5 th grade 6 th - 12 th grade	\$475.00/eval \$600.00/eval
	Staff Inservice (care and use of HAs, Cis, Bahas, DM/FM systems	\$225/hour
	Staff in-service (educational regarding auditory disorder)	\$225/hour
	Record Review	\$100.00/hour
	Student/Classroom Observation	\$225.00/hour
	IEP:	
	Planning Meeting w/staff Conference Call On-site	\$150.00 \$225.00

	Meeting w/staff and parents Conference Call	\$150.00
	On-Site	\$225.00
	Equipment Troubleshooting (on-site)	\$225.00/hour
	Other Consultative Services	\$225.00/hour
	To consult directly or indirectly with the Educational Audiologist in the form of email, phone call, text and/or mail	\$225.00/hour
	Extensive record review at district with recommendations	\$225.00/hour
	Diagnostic report review via email	\$100.00/hour
	DIAGNOSTIC - (Performed at Summit Speech School):	
	Pure tone audiometry; air conduction	\$175.00
	Pure tone audiometry; air and bone conduction	\$225.00
	Comprehensive audiometry threshold w/speech recognition	\$325.00
	Tympanometry	\$75.00
	Acoustic Reflex Testing	\$40.00
	Visual Reinforcement Audiometry	\$200.00 1 st hour \$50.00 each visit after
	Hearing Aid, Cochlear Implant, Baha, FM/DM Systems Procedures:	
	Hearing aid, cochlear implant, Baha check; monaural	\$75.00
	Hearing aid, cochlear implant, Baha check; binaural	\$100.00
	Evaluation of auditory rehabilitation status	\$400.00
	Documentation:	
	Comprehensive Evaluation Report	\$75.00 to \$500.00 (based on complexity)
A \$30.00 destination charge will be added to all districts outside of Union County unless service is provided virtually.		

Soliant Peachtree Corners, GA	Speech Language Pathologist CCC	\$82.00- 85.00/hour
	Speech Language Pathologist CFY	\$77.00- 81.00/hour
	Speech Language Pathologist Assistant	\$70.00- 74.00/hour
	Occupational Therapist	\$84.00- 89.00/hour
	Occupational Therapist Assistant	\$65.00- 70.00/hour
	Physical Therapist	\$77.00- 82.00/hour
	Physical Therapist Assistant	\$71.00- 76.00/hour
	Special Education Teacher	\$72.00- 75.00/hour
	Psychologist	\$83.00- 86.00/hour
	Social Worker	\$75.00- 79.00/hour
Social Strides, LLC Roseland, NJ	Behavior Consultation & Functional Behavioral Assessment	\$125.00 per hr/consult \$2,875.00 per assessment

4181E. Approves the use of the following vendors in excess of the \$40,000 for the 2021-2022 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
Bioshine	Custodial Supplies	CO-OP
Follett School Solution	Library supplies, textbooks	Other
Heinemann	Textbook, Licenses	Other
Instructure, Inc.	Canvas Learning Digital Licenses	Other
Kin Contractors	Fencing Repair and Replacement	CO-OP
Newsela	Online Education Platform	Other
Niram	General Construction	CO-OP
NJ Principals & Supervisors Association	Membership	Other
Renaissance Learning	Software Licensing	Other
RIS Construction	Painting, Floors	CO-OP
Scholastic	Periodicals, Digital and Print Media/books	Other
Township of Maplewood	General Construction	CO-OP

4184F. Awards the contract for Integrated Pest Management Services for the 2021-2022 school year to Alliance Commercial Pest Control of Tinton Falls, New Jersey for the lowest responsible bid of \$8,820 and the following rates for other services:

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

4181G. Enters into an agreement with Morris-Union Jointure Commission to provide transportation services as per the attached list for the 2021 extended school year [list on file in Board Secretary's office].

4181H. Approves a contract with Danielson Group, Inc. of Chicago, Illinois, to provide for professional development related to the Danielson Framework for Teaching for the 2021-2022 school year as detailed below.

Quantity	Description	Item	Price
13 cohort	Common Vision - Blended course for up to 600 teachers and administrators	\$3,000.00	\$39,000.00

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.

4181I. Accepts a donation from the South Mountain PTA to the Parenting Center in the amount of \$500.00

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

20-019-200-890 Parenting Center \$ 500.00

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.

4191J. WHEREAS, N.J.S.A. 18A:18B-1, et seq., enables boards of education to join with other boards of education in school board insurance trusts for the purpose of forming self-insurance pools;

WHEREAS, the New Jersey Schools Insurance Group ("NJSIG") is a joint insurance fund authorized by N.J.S.A. 18A:18B-1, et seq. to provide insurance coverage and risk management services for its members;

WHEREAS, the South Orange and Maplewood School District, herein after referred to as the "Educational Institution," has resolved to apply for and/or renew its membership with NJSIG;

WHEREAS, the Educational Institution certifies that it has not defaulted on a claim, and has not been cancelled for non-payment of insurance premium for a period of at least two (2) years prior to the date of its application to NJSIG;

WHEREAS, die Educational Institution desires to secure protection, services, and savings relating to insurance and self-insurance for itself and its departments and employees; and,

WHEREAS, the Educational Institution finds that the best and most efficient way of securing this protection and services is by cooperating with other boards of education in the State of New Jersey

NOW THEREFORE, BE IT RESOLVED, THAT:

- 1) This agreement is made by and between NJSIG and the Educational Institution;
- 2) The Educational Institution joins with other boards of education in organizing and becoming members of NJSIG pursuant to N.J.S.A. 18A:18B-3(a), for a period of three years, beginning on July 1, 2021, and ending July 1, 2024 at 12:01 a.m.;
- 3) In consideration of membership in NJSIG, the Educational Institution agrees that for those types of coverage in which it participates, the Educational Institution shall jointly and severally assume and discharge the liabilities of each and every member of NJSIG to such agreement arising from their participation in NJSIG. By execution hereof the full faith and credit of the Educational Institution is pledged to the punctual payment of any sums which shall become due to NJSIG in accordance with the bylaws thereof, the plan of risk management, this Agreement and any applicable statute or regulation;
- 4) The Educational Institution and NJSIG agree that NJSIG shall hold all monies paid by the Educational Institution to NJSIG as fiduciaries for the benefit of NJSIG claimants all in accordance with applicable statutes and/or regulations;

- 5) NJSIG shall establish and maintain Trust Accounts in accordance with N.J.S.A. 18A:18B-1. et seq. and such other statutes and regulations as may be applicable;
- 6) By adoption and signing of this resolution, the Educational Institution is hereby joining NJSIG in accordance with the terms of this Indemnity and Trust Agreement and Resolution to Join / Renew Membership, effective the date indicated below, for the types of insurance as indicated in the Insurance Binder issued by NJSIG;
- 7) The Educational Institution hereby ratifies and affirms the bylaws and other organizational and operational documents of NJSIG, and as from time to time amended by NJSIG and/or the State of New Jersey, Department of Banking and Insurance, in accordance with the applicable statutes and regulations as if each and every one of said documents were re-executed contemporaneously herewith;
- 8) The Educational Institution agrees to be a participating member of NJSIG for the period herein provided for and to comply with all of the rules and regulations and obligations associated with said membership, including, but not limited to the NJSIG's Plan of Risk Management;
- 9) The Educational Institution under its obligations as a member of NJSIG agrees to allow for safety inspections of its properties, to pay contributions in a timely fashion and to comply with the bylaws and standards of participation of NJSIG including the plan of risk management;
- 10) If NJSIG, in the enforcement of any part of this Agreement, shall incur necessary expense or become obligated to pay attorney's fees and/or court costs, the Educational Institution agrees to reimburse NJSIG for all such reasonable expenses, fees and costs on demand;
- 11) The Business Administrator is hereby authorized in accordance with the Public School Contracts Law, N.T.S.A. 18A:18A-1, et seq. to execute such contracts and documentation with NJSIG as is necessary to effectuate this resolution; and
- 12) The Business Administrator is directed to send a certified copy of this Indemnity and Trust Agreement and Resolution to Join / Renew Membership to NJSIG.

4181K. BE IT RESOLVED THAT the Board of Education accepts the FY 2022 Individuals With Disabilities Education Improvement Act entitlement funds as follows:

Part B Allocation	\$1,497,143
Preschool Allocation	\$ 43,614

4181L. Accepts school year 2021-2022 New Jersey Nonpublic Textbook Aid Entitlement Funds in the amount of \$10,864.00 to be allocated as follows:

<u>SCHOOL</u>	<u>PUPILS</u>	<u>STATE AID</u>
Our Lady of Sorrows	181	\$10,864.00

4181M. Accepts school year 2021-2022 New Jersey Nonpublic Nursing Aid Entitlement Funds in the amount of \$20,272.00 to be allocated as follows:

<u>SCHOOL</u>	<u>PUPILS</u>	<u>STATE AID</u>
Our Lady of Sorrows	181	\$20,272.00

4181N. Accepts school year 2021-2022 New Jersey Nonpublic Technology Aid Entitlement Funds in the amount of \$7,602.00 to be allocated as follows:

<u>SCHOOL</u>	<u>PUPILS</u>	<u>STATE AID</u>
Our Lady of Sorrows	181	\$7,602.00

4181O. Accepts school year 2021-2022 New Jersey Nonpublic Security Aid Entitlement Funds in the amount of \$31,675.00 to be allocated as follows:

<u>SCHOOL</u>	<u>PUPILS</u>	<u>STATE AID</u>
Our Lady of Sorrows	181	\$31,675.00

4181P. Approves the following change order to DMD Contracting, Inc. for Renovations and Additions to Clinton and Jefferson Elementary School Projects.

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>
DMD Contracting, Inc.	1	\$ 6,499.09
	2	\$12,733.22

4182. adopts the following book:

<u>SUBJECT</u>	<u>GRADE</u>	<u>TITLE/AUTHOR</u>	<u>PUBLISHER/DATE</u>
ELA	10	Just Mercy, Bryan Stevenson	Spiegel & Gray Trade Paperback, 2015
<u>SUBJECT</u>	<u>GRADE</u>	<u>TITLE/AUTHOR</u>	<u>PUBLISHER/DATE</u>
ELA	9-12	Under the Udala Trees, (first edition), Chinelo Okparanta	Granta Books UK and Houghton Mifflin Harcourt USA, 2015
<u>SUBJECT</u>	<u>GRADE</u>	<u>TITLE/AUTHOR</u>	<u>PUBLISHER/DATE</u>
ELA	11	How the Word is Passed, Clint Smith	Little, Brown and Company, June 2021

4183. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of July 2021.
- 4184A. Approves a settlement agreement for special education Student ID #9580113653 and authorizes the Board President to execute the settlement agreement.
- 4184B. Approves a settlement agreement for special education Student ID #8113113391 and authorizes the Board President to execute the settlement agreement.
- 4184C. Approves a settlement agreement for special education Student ID #1825503786 and authorizes the Board President to execute the settlement agreement.
- 4185A. Adopt Board Policy 2415 Every Child Succeeds Act:
- 2415 Every Child Succeeds Act
- 4185B. Adopt Board Policy 5350 Student Suicide Prevention:
- 5350 Student Suicide Prevention
- 4185C. Abolish Board Policy 2414 Programs and Services for Students in High Poverty and in High Need School:
- 2414 Program and Services for Students in High Poverty and in High Need School Districts
- 4185D. Education abolish Board Policy 9322 Drug Free School Zones:
- 9322 Drug Free School Zones
4186. WHEREAS, on September 21, 2020 the Board of Education approved a confidential special education settlement agreement for Student ID #8606779173, Resolution #4053C;
- WHEREAS, the Board and the Parents seek to amend that settlement agreement;
- NOW THEREFORE BE IT RESOLVED, that the Board of Education amends a settlement agreement for Student ID # 8606779173 and authorizes the Board President to execute the settlement agreement.
4187. WHEREAS, N.J.S.A. 18A:30-9.1 allows for an employee of a board of education who does not take vacation leave that accrues in a given year because of business demands shall be granted that accrued leave only during the next succeeding year, but that vacation leave not taken in a given year because of duties directly related to a state of emergency declared by the Governor may accumulate at the discretion of the

appointing authority until, pursuant to a plan established by the officer or employee's appointing authority, the leave is used or the employee or officer is compensated for that leave; and

WHEREAS, The Board acknowledges and agrees that the Superintendent, Assistant Superintendents, Business Administrator, and certain non-affiliated Central Office staff served for the period from March 2020 through June 30, 2021, during the state of emergency declared by Governor Murphy, during which they were not able to utilize all of their individual entitlements to vacation days for the 2019-2020 and 2020-2021 school years; and

WHEREAS, The Board acknowledges and agrees that the Superintendent, Assistant Superintendents, Business Administrator, and certain non-affiliated Central Office staff continued to serve during the 2020-2021 school year, during the state of emergency declared by Governor Murphy, during which they were not able to utilize all of their accrued individual entitlements to vacation days which were carried over from the 2019-2020 and 2020-2021 school years; and

NOW, THEREFORE, BE IT RESOLVED, that the Board grants and approves the option for payment for all or a portion of the employee's vacation days earned by the Superintendent, Assistant Superintendent, Business Administrator, and certain non-affiliated Central Office staff during the 2019-2020 and 2020-2021 school years which they were unable to use during the 2019-2020 and 2020-21 school year, at the per diem rate of their salary for the 2019-2020 and 2020-21 school years respectively. [list on file in Board Secretary's office]

4188. WHEREAS, the School District of South Orange and Maplewood Board of Education ("Board") and the Superintendent, Dr. Ronald G. Taylor, entered into an employment agreement ("Contract") for a period commencing on July 8, 2019 through June 30, 2023; and

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

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

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

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

4189. Approved the Board Committee Liaisons for the 2021 Calendar year at the

January 7, 2021 Reorganization Board meeting (Resolution #4092), and subsequently amended the Committee Appointments at the January 25, 2021 Board meeting (Resolution #4103), and the July 22, 2021 Special Board Retreat (Resolution #4177);

NOW THEREFORE BE IT RESOLVED, THAT the Board of Education amend the Board of Education Committee Appointments and Liaison Assignments for the 2021 calendar year as presented.

4190. WHEREAS, the Board of Education may consider a change in the name of an existing school or facility to ensure and model an inclusive, welcoming and respectful learning environment; and

WHEREAS, naming a school for a person is to honor that person and to hold them up as a role model for students; and

WHEREAS, Jefferson Elementary School, located at 518 Ridgewood Road in Maplewood, New Jersey, bears the name of an enslaver committed to upholding the institution of slavery; and

WHEREAS, the Board of Education will no longer hold up an enslaver as a role model for students of the South Orange Maplewood School District; and

WHEREAS, the Board of Education desires to adopt a new name for Jefferson Elementary School, to be selected with the involvement of Jefferson Elementary School students and the District's student community at large; therefore

BE IT RESOLVED that the Board of Education directs the Superintendent or a designee to work with the students of Jefferson Elementary School to seek input from the District's student community to propose a new name for that school to the Board of Education by June 30, 2022, so that the Board may vote on the adoption of such name to take effect commencing with the 2022-2023 school year.

ROLL CALL: MOTION 4178A-J, 4179A-F, 4180 A-B, 4181 A-P, 4182, 4183, 4184A-C, 4185, 4186, 4189, 4190 Motion passed. YES: Bergin, Cuttle, Joshua, Maini, Sabin, Siders, Winkfield, Wright
NO: None

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

ROLL CALL: MOTION 4187 YES: Bergin, Cuttle, Joshua, Maini, Sabin, Siders, Winkfield, Wright NO: Wright

MOTION 4188 YES: Bergin, Cuttle, Joshua, Maini, Sabin, Siders, Winkfield, Wright NO: Wright

HEARING OF INDIVIDUALS AND DELEGATIONS

NONE.

NEW BUSINESS

Board Member Cuttle announced that this is the last week for the Summer Food Program and partnering organizations providing PPE and school supplies. Donations will be accepted to continue support families in need.

Future Meetings

The Board of Education will meet in a Special Public Meeting on Thursday, August 26, 2021, at 6:30 pm using the online video conference platform, which will include Hearing of Individuals and Delegations, to accept and approve the construction bid for the South Mountain School. The community can view the meeting by following the steps which will be listed on the agenda. Immediately following the Special Public Meeting, the Board of Education will then move to go into a Board Retreat, utilizing an online video conference platform, to discuss Board and District Goals. Action will be taken.

The Board of Education will meet in Closed Session on Monday, September 20, 2021 at 6:30 pm in the Superintendent's Office, 525 Academy Street, Maplewood, NJ, as well as using the 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 in the District Meeting Room, 525 Academy Street, Maplewood, NJ in person and utilizing an online video conference platform which will include Hearing of Individuals. The community can view the meeting by following the steps which will be listed on the agenda. If there are members of the community who would like to attend the meeting in person, please note that masks and social distancing are recommended in accordance with the guidance received from the local DOH and CDC. Action will be taken.

Motion made by Board President Joshua, seconded by Board Member Cuttle, that the Board of Education will meet in Executive Session prior to the September 20, 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, seconded by Board Member Sabin that the Board of Education adjourns. Motion unanimously approved at 9:33 p.m.

Andrea Del Guercio, Acting Board Secretary