

Regular Meeting  
South Orange-Maplewood  
Board of Education  
October 18, 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 October 18, 2021.

Board President Thair Joshua called the meeting to order at 7:48 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 Sabin,  
Board Member Siders, Board Member Winkfield,  
Board Member Wright (remote), Student Rep. Noah Morros

Absent: None

*NINE VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT*

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

Motion passed 9 yes, 0 no.

APPROVAL OF MINUTES

Motion made by Board President Joshua, seconded by Board Member Malespina to approved the following minutes as presented: September 20, 2021 Regular Meeting Public and Executive Sessions.

BOARD RECOGNITION

Student Recognitions:

NAME/SCHOOL	RECOGNITION
CHS National Merit Scholars	The National Merit Scholarship Corporation awarded Letters of Commendation to 5 Columbia High School seniors for the 2022 Merit Program, while 10 students were named as National Merit semi-finalists. Congratulations to all of the semi-finalists who will be moving forward to the next round of the process and to all of our commended students.

	<p><i>National Merit Semi-Finalist Students:</i></p> <ol style="list-style-type: none"> <li>1. Ella Cervi</li> <li>2. Aidan Cunningham</li> <li>3. Dylan Gill</li> <li>4. Aaron Glassman</li> <li>5. Sydney Mannion</li> <li>6. Jady Park</li> <li>7. Courtney Plaza</li> <li>8. Calliope Reeves</li> <li>9. Cole Strupp</li> <li>10. Imaan Zubieta</li> </ol> <p><i>National Merit Commended Students:</i></p> <ol style="list-style-type: none"> <li>1. Kye Haniph</li> <li>2. Seth Peiris</li> <li>3. Piper Phair</li> <li>4. Oren Van Allen</li> <li>5. Evelyn Van De North</li> </ol>
<p>CHS, Furioso String Members:</p> <ul style="list-style-type: none"> <li>● Jasper Thomas Yount, (viola)</li> <li>● Felix Thomas Yount, (cello) Brandon Doubek, (violin)</li> <li>● Teacher Todd Van Beveren</li> </ul>	<p>Furioso Strings member students Jasper Thomas Yount (viola), Felix Thomas Yount (cello), Brandon Doubek (violin), supervised by teacher Mr. Todd Van Beveren, prepared and performed at the NJ School Board Association meeting at The Woodlands on September 22nd, 2021. The ensemble prepared an extensive program of professional level classical music in a very short time for the event and performed the repertoire at a Young Artist level.</p>
<p>CHS Student, Myles Cabbagestalk</p>	<p>Myles Cabbagestalk is a super senior. He is completing his academic year with us as a Cougar while obtaining professional training in the vocational program offered through Union County. Myles was a featured presenter during the NJ Dare to Dream Student Leadership Conference during which he led a powerful discussion on the challenges of creating an inclusive learning environment for students with disabilities. Myles is a champion for diversity and diverse learners everywhere. His poem, "I Am," summarizes his message that students being different is a blessing and should be recognized as such.</p>

Staff Recognitions:

NAME/SCHOOL	RECOGNITION
Stacey Lawrence, English Teacher, CHS	Congratulations to Stacey Lawrence, English Teacher at CHS who recently published her first collection of poems entitled, "Fall Risk." Renowned poets,

	<p>Nikki Giovanni and BJ Ward shared reviews of the book:</p> <p>"It's so seldom a book of poems can contain both love poems and acceptance of grief. Take Stacey's poems to a couch, curl under your great-grandmother's quilt, and understand love and loss are one." -Nikki Giovanni"</p> <p>"The poems of <i>Fall Risk</i> are beautiful and brutal at once. Lawrence is able to corral presence and absence the physicality of loss in poem after poem. Unsparring in its imagery, this collection tergiversates between nuance and grit, creating stunning music and a powerful experience a testament to what it's like to continue to live. I am glad to have discovered Lawrence's work through this book." -BJ Ward</p>
<p>Elissa Malespina, BOE Member</p>	<p>Board Member Malespina has been chosen to present two sessions at the upcoming NJSBA Conference. She will be presenting What's in Your Students' Backpacks? Information, Privilege and Equity &amp; Future-Ready Librarians Can Help Save Your District Money and Solve Instruction Issues.</p>
<p>All District 2D Visual Art Staff</p>	<p>Special recognition to the K-12 District 2D Visual Art Teachers who provided a beautiful assortment of student artwork displays (K-12) for the NJ School Board Association Meeting on September 22, 2021, at The Woodland.</p>

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.

PUBLIC HEARING ON BOND REFINANCING - *Mr. Eric Burnside*

Mr. Burnside explained the purposed of tonight's hearing on Bond Refinancing. There are two bonds but we will be combining them into one for an aggregate savings of approximately \$900,000. Board President Joshua further explained that these are bonds that were issued in 2011 and 2013 and we are refinancing these bonds to issue a new bond at a lower rate to save the district money.

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

Annual Report of Student Safety Data System (SSDS) - *Dr. Gretel Perez*

Dr. Perez 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. The district reports this information to the Board and the public on a semi-annual basis. The last report was on May 17, 2021.

A total of seven confirmed HIB incidents were recorded for the 2020-2021 school year. In comparison to the prior year totals, the number of incidents reported in all categories decreased drastically due to the COVID-19 emergency which placed students in a virtual instructional setting instead of in-person instruction.

The report also outlined the following:

- 10-year data comparison
- 2020-2021 HIB Trainings & programs to date
- Week of Respect Activities - October 4-8, 2021 Summary and Highlights
- Review of the Data (Review of Our Practices)
- Expectations for 2021-22 & Next Steps

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

District Action Plans (draft) - *Dr. Taylor*

Dr. Taylor presented a draft of the District Goals Action Plans for the 2021-2022 school year.

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

## BOARD PRESIDENT'S UPDATE - Board President Joshua

### NJSBA Strategic Plan

I was pleased to be invited to participate in the NJSBA Strategic Planning sessions earlier this month. The session took place on October 2<sup>nd</sup> and 16<sup>th</sup>. The plan covers 2022-2024 and will include the following five focus areas:

1. Impacting Opportunities for Student Growth
2. NJSBA Services for Tomorrow's World
3. Partnering in Public Education Advocacy
4. Professional Learning for Effective Governance
5. Future Innovations and Advancements in Technology

### NJSBA Annual Conference

This year's NJSBA Annual Conference, held as a Virtual Workshop will be October 26-28<sup>th</sup>. All Board Members have registered to attend and there are plenty of exciting and relevant panels taking place during the conference. There are plenty of interesting topics of interest and speakers, including a keynote address from the Acting Commissioner of Education (and former SOMSD Principal) Dr. Angelica McMillan. I look forward to trading stories with my colleagues about best practices and other insights gained from the panels. The artwork behind us tonight was on display at the Woodland when SOMSD hosted the ECSBA meeting on September 22<sup>nd</sup>.

### COVID testing

Thank you to the district for the continuing partnership with MediMobile to make free COVID testing readily available every Saturday, now with extended hours from 9am - 3pm at the Gymnasium parking lot at Columbia High School. Anyone who lives, or works, in SOMa is eligible to get tested. The Board strongly encourages district families to take advantage of the testing program.

### Task Force

Thank you to Dr. Taylor and the assembled task force for providing the Board with Recommendations for combating sexual assault in the district. The Board received the report last month and will be following up with questions in the next couple of weeks.

### Seth Boyden Incident

Lastly, I want to take a moment to address the recent allegations of bias-based misconduct at Seth Boyden earlier this month. While I cannot comment directly on the specific allegations, which are currently under investigation, I want to speak to the commitments of this Board and the District at this time.

As a school District, it is our collective responsibility to uphold the core principles that speak to creating inclusive and empowering school communities. It is essential that we not only uphold these principles through words, but match those words with deep reflection, if necessary, revision, and most importantly, with action. We will continue to work with the Superintendent to ensure the necessary supports are in place to ensure all staff are held accountable for creating nurturing, supportive environments where all our students can thrive. We will also work with the Superintendent, along with our local leadership, community and faith-based partners, to help us meet this moment with meaningful opportunities to engage in discussion and healing as we move forward. Islamophobia nor Anti-Semitism have any place in this discussion.

Most importantly, let us not forget our most important responsibility is to support the child at the center of this situation. A child who, regardless of the outcome of this investigation, will no doubt need time, support and resources to heal and feel safe in a classroom. We will continue to urge the District to maintain focus on the wellbeing of the student, classmates and work to ensure the social emotional wellbeing of every child is centered as an essential and foundational condition to academic success.

#### STUDENT REPRESENTATIVE REPORT - *Noah Morros*

District students and their families truly appreciate the hard work of teachers every day. Both the school board and teachers undoubtedly want what is best for students, but right now that is not what is happening. The work to rule labor action that is occurring due to a breakdown in union negotiations between the Board and the teachers' union has resulted in letters of recommendation not being written, some after school clubs not being able to meet and students are unable to receive extra help during after school hours. This disruption is disadvantaging those that both the school board and teachers care about the most, the students. It is every student's hope that the two parties can soon come to an agreement that benefits all parties.

Vanessa and I had the opportunity to meet with Dr. Taylor. We mainly discussed students with accommodations that are not being recognized. Dr. Taylor assured us that this is unacceptable and would be met with swift action as well as outlining methods for students to report these occurrences anonymously. We also discussed the implementation of education about online gambling and investing in middle school health programs. This is in order to avoid the highly addictive and absorbing effect that can take place along with a possibility of losing thousands of dollars. Dr. Taylor also informed us that the district has the funds to proceed with our zero cost SAT and ACT tutoring initiative which is moving forward quickly. We hope to begin trials of the program in coming months in partnership with the Achieve Foundation.

Students are excited that our well deserved November break is coming soon as well as School Spirit Week that leads up to it. I have had the opportunity to attend weekly student council meetings and so far, I am excited to say that

things are going very well. The CHS student council is hosting our annual blood drive on Friday October 22.

We also had the opportunity to meet with Principal Sanchez to discuss the SAT and ACT tutoring initiative, logistics and the possibility of student tutors. We also spoke about different scheduling metrics to avoid crowding in hallways and staircase as well as school renovations such as the revamped use of the pool space and renovation of the library. It is safe to say there is a lot to look forward to at CHS in the future.

Finally, with regards to what is happening at Seth Boyden we are all in this together, across cultures, races, economic backgrounds, religion, orientation or identity.

#### HEARING OF INDIVIDUALS AND DELEGATIONS

##### Deb DiGregorio

I am representing Kensington area neighborhood. There would have been more people in attendance but we understood that there was a 25 person limit. I've been a resident of Kensington Terrace since 1998. We consider Columbia High School our neighbor with 2,000 relatives who come to visit every day. We expect nothing more of the high school than what we expect of ourselves in terms of being a neighbor. That said, we've been seeing a lot of illegal parking on Kensington Terrace. When confronted the students laughed and told us that they had permission from the school to park illegally on Kensington and North Terrace. In fact, they said the police department was forgiving their tickets. This is outrageous for many many reasons. The neighborhood was not consulted when this decision was made. We went today to the principal and we understand that there are potholes where the buses are usually parked and the buses are now parked in the student lot and the students have no where to park and they have been given permission to essentially break the law in our neighborhood. You would not want a neighbor to be doing this and we would like CHS to not being do this. We would like the pot holes to be filled and the buses to be parked where they should be parked so students can move back to their parking lot. I would like to add that in this neighborhood, this community that is highly walkable bringing your car to school is a privilege not a right. The reason why we are bringing this up is this is a safety issue.

##### Joe Strupp

My name is Joe Strupp, some of you may know me from my former website the Maplewoodian.com, which covered the township for eight years from 2010-2018. I am currently a reporter at the Asbury Park Press and the parent of a Columbia High School 12<sup>th</sup> grader as well as a 2019 CHS graduate. I am also the author of a new book, *The Long Walk Home* about the unsolved murder of Carol Ann Farino. Carol was a 17-year-old Columbia High School student in 1966 when she was murdered while on her way home from an evening job at a diner in Maplewood Village. Since her killing on November 3<sup>rd</sup> of that year, police have found no suspects and consider this case still unsolved as does the Essex County

Prosecutors Office. From my research, I found many former friends of Carol as well as her sister Cynthia a 1972 graduate of Columbia High School to offer insight. Sadly, there is no tribute to her at the high school in the form of any plaque memento or other way to honor her memory, her time at the school and her sad demise. I believe she is the only CHS student who was killed in town during their time as student other than the unfortunate Moussa Fofana, the wonderful CHS student and soccer standout, who was tragically killed just a few months ago.

Thanks to great police work, his alleged killer was found and is facing likely prosecution. There has been talk that something should be done to honor Moussa's memory with which I heartily agree. But I also believe Carol Anne Furino deserves the same recognition and would hope the school district will look into something to honor her.

In the meantime, I will give you a copy of the book to share with you and I will be glad to help in any way.

Thank You

Pete Paschal

I am Pete paschal a Maplewood parent and tonight I have the privilege to speak for SOMa for Safe Return to School, a group of more than 800 members that prioritizes keeping kids in school during the ongoing pandemic, while also keeping them safe. We are here today to ask the district to consider a test to stay policy for unvaccinated students who have been exposed to COVID-19 at school or within their community. This policy would allow students to stay in school as long as they have no symptoms and perform daily testing, typically for seven days. The goal is to isolate and quarantine only the students that need to, that is those infected with COVID allowing healthy children to continue learning in the best environment with the least disruption, the classroom. Since the beginning of the school year, test to stay has been becoming more popular in schools across the country, after the New York Times covered it in September, schools in Kentucky, Georgia and Rhode Island have implemented the policy, in addition to Illinois, Utah, Kansas, California and Massachusetts all of which already have versions of test to stay in place.

We think test to stay will be an effective way to reduce the disruption caused by quarantines of healthy children. A recent study by a major medical journal revealed 98% of students who quarantine are uninfected. The key area where test to stay would be beneficial to keep healthy children in school is in regards to the current travel quarantine policy. The current policy requires quarantine even without any known exposure, simply for travel outside of arbitrary demographic region. There are several neighboring districts that do not have this policy and are not experiencing school spread as a result. As we approach the November Fall Break and upcoming holiday season, families will have to make difficult decisions based on this one size fits all policy. A test to stay policy will greatly minimize disruption that any quarantine and travel may create but even without such a policy we believe the travel



quarantine should be reexamined, especially since COVID infections in Essex County are down 63% in the last month alone.

Henry Cittone

I want to address two issues. One is surveillance testing in schools like Montclair and New York City are doing. We absolutely need to know where we have a problem if we have one and the studies from Journal of American Medical association shows that symptomatic screening which is what we are doing does not work. We do not know if we have asymptomatic kids in schools or what classroom they are in. You can pool the test results for very little money and the CDC recommends this so you will know which school or which classroom is an area where you may potentially have a kid with COVID that is positive and you catch it early and get rid of it by quarantining that student. You do not punish the other students or wait until the symptoms show up and you have a huge number of kids who are positive.

With regard to the Seth Boyden issue, personally, I have spoken to with a lot of Jewish people in town this is not an issue with the staff or students its really a parental issue and an internet issue. People jump to conclusions on line. There was a gross amount of anti-Semitism from the district coming from the adults not the kids. So, when we send information to parents to read about racism, etc. we have to be holistic, we cannot just do it at the Board meeting. We absolutely have to send emails with a link to both to islamophobia and antisemitism because within a day of this incident there were comments about Jewish people constantly. We need to reinforce to the parents do not turn your kids into racists just because an incident happens and the person that allegedly committed an incident is a member of a community, that does not mean you get to blame the entire community or ascribe a motivation to that individual.

Thank You

Denise Gaffney

We live in Upper Wyoming and have been place in Clinton without a bus. The travel time to school in the morning - crossing both Valley and Prospect and navigating the Columbia High School start time... with roads closed down - is a 20-minute drive. This is too much! We need a bus. Please consider offering busses for families who are this far away.

Kristy Kinahan

I would like to inquire about having the option for courtesy or paid busing for families that don't meant the 2.0 mile cut-off for busing to school. My son currently is going to Marshall Elementary and we miss the 2.0 mile cut-off but are still 1.97 miles away from school and would like some alternative when driving is not an option.

Meghan Mortenson

Would the Board consider courtesy or paid busing for the families who were taken out of their neighborhood schools as a result of the intentional integration? I've been told we are not a 'busing town' however, if my child is no longer able to attend his neighborhood school it follows that he should then be provided transportation to the school he is designated to.

Inda Sechzer

"Renaming of Jefferson School:

This is not merely about elementary students renaming a school. It is a much broader issue for our community.

While I am aware that the request to change the name came to the BOE a year ago, I understand that it was recently pushed through without any discussion. This is too important a decision to drive through so quickly.

While the decision to rename Jefferson School should not have been taken by such a quick vote by the board and should require community discussion and perhaps a community referendum, it seems the board is intent on moving forward. My discussions with friends and neighbors reveal that many in SOMA are still unaware that this is happening. This is moving way too quickly. I am not opposed to renaming the school, but as a very long-time active member of our community, I expect a more thoughtful and thorough process with more exploration, discussion, and planning along with openness and transparency. I have lived in Maplewood since 1983, for 38 years, indeed longer than many of you on the BOE. I raised 3 children through our school system, including Jefferson School. As such, my observations, those of Jim Nathenson, and others with deep community roots, are valuable to the community. We are those who have seen the positive growth and transition of these towns over decades into the vibrant, diverse, and wonderful places that they are. We valued the Marshall/Jefferson busing, have celebrated our increasing diversity, and endeavored to instill in our children the values we cherish that are so important to us locally as well as in a multicultural, globally connected world. We also understand that there is more work to be done.

This decision needs to be considered and studied in the context of curriculum as well as considering what education means in our towns. Is there a town(s)-wide plan for this type of problem moving forward? Do you have an overall concept for these issues? Or is this just to be done in isolation as a "one and done"?

I could see a more overall plan to consider renaming other buildings, places, and entities in our towns. Do we rename Jefferson Avenue? Do we rename Ricalton Square? (while revered, yes, he too was considered racist.) Do we rename CHS? How do we define this process and what is the extent and/or limit to this? Again, do you have a plan? Have you been in discussion with the

municipal leadership of both towns regarding an overall approach? I have not heard anything regarding these questions.

As this moves forward, I do hope that the exercise of selecting a new name incorporates a learning experience regarding the meaning of Thomas Jefferson's history and his contribution to the greatest, longest, evolving, albeit still imperfect experiment in democracy as juxtaposed with his, his Constitution co-signers', and early Presidents' abysmal history of enslaving human beings. While I am aware that study of these issues is already included in the district curricula, there is much more to study, explore, and discuss with the renaming of the school. There are numerous questions and ideas that I can think of that could elicit a framework for added curriculum that could be developed around this issue not only for Jefferson School students but throughout the SOMA school district and even for community outreach. After all, many students currently at our middle schools and at CHS attended Jefferson School as well. We should move forward together as a community with this project. And maybe you all are working on this...but again, I am not aware of the process being considered. The public should be engaged and informed. I hope you all, as the leaders of our educational system, have considered these types of ideas for our schools and by extension for our community. If so, please inform the public in a transparent, communicative fashion regarding the intended process and goals related to the renaming of the school. Please do not function in a vacuum. Please regard this as a much larger issue, indeed a spectrum of issues, that can bring creative and forward-looking ideas to our community and our children's education.

I understand that a committee is being formed related to the renaming of Jefferson School. I would be pleased to be a part of that effort. Please remember that it is the ideals that those flawed leaders brought to our United States Constitution a few centuries ago that provide us the privilege of having just such a discussion.

Thank you

ABIGAIL SHER

When can we get a replacement teacher for the second graders affected in Seth Boyden and what is being done to help those kids?

Michael Erman

I am a parent of two children at Tuscan Elementary in Kindergarten and Second Grade. As you may be aware, students at Tuscan are not allowed to play with children outside of their class at recess. Parents have been informed that this is in keeping with district rules. However, I am aware that most schools in the district are allowing children to play with kids from outside their class during recess, which leads to the question: why are public health standards being applied unevenly within the district? I personally think that outdoor play - particularly masked outdoor play - has generally been shown to be a low risk activity and should not constitute "close contact." But it defies logic that the standard should be applied unevenly and arbitrarily within the district: either kids should be allowed to play with kids outside

of their classes or they shouldn't. This strikes me as a real failure of leadership on a district level and one that has forced important administrators and staff - our principals, nurses and teachers - scrambling to decide on public health policy, rather than focusing on the education, health and safety of our kids.

Does the board believe these standards should be applied unevenly? As far as I know, only Jefferson and Tuscan are making students follow this rule."

Laura Booker

Good evening. My name is Laura Booker and I am the current President of the MMS HSA. The elevator at MMS has not worked for weeks, meaning that students with physical disabilities and mobility issues are left without a viable option to get to the second floor. It's a violation of the most basic ADA standards and accommodations that our students are entitled to and a slap in the face to our students with disabilities. It also means our custodians who are entrusted with the difficult task of cleaning our school each day up to covid standards, have to carry all of their equipment, supplies, and the massive amount of garbage up and down the stairs. Our parent community is requesting that the elevator be fixed immediately as a working elevator is not only required by law but is the humane response to making sure that middle schoolers with mobility issues can access their classrooms without undue stress and physical exertion. We appreciate your immediate attention to this issue.

Laina Stapleton

I am pleased that the district has announced the decision to place air purifiers in each classroom. As this has been promised in the past and then taken back, I would like reassurance that it will actually happen this time. Please announce the date by which all classrooms will have received their units. Additionally, please make it clear that and how you will monitor air quality, enforce open doors and windows, as well as outdoor dining. Parents want to trust the words coming from the BOE and leadership but need to see action.

Graham Bavitz

My name is Graham Bavitz, my daughter is a 4<sup>th</sup> grader at Jefferson and is supposed to received EBR everyday as part of her IEP. Since March 2020 this school has skipped this countless time resulting in her level barely improving since then. The year we are back to in person learning so that she can get back on track with Evidenced Based Reading (EBR), but we are back in our sixth week of school and EBR still hasn't started at Jefferson. Apparently, the school does not have EBR teachers this year because they have been reassigned. When we heard this, we were told to reach out to Ms. Thomany for questions so we did and it was incredibly difficult to get a response there. It took over a week and sending the same email three times before receiving a response that said there is no plan yet, but it is being worked on and it would be shared

once it is available. We responded to that message two times in the last week and did not receive a response to our follow-up questions.

No one from the district nor the school have reached out to us to proactively explain the situation. There are probably children effected by this whose parents do not even know that their children aren't receiving these required services. This is unacceptable. The Board, Administration and the District you are all failing the most vulnerable children here. We are not asking anyone to go above and beyond, we are not asking for anything outrageous we are only asking for our children to receive the services they need and the services required by law and we want you to update the parents along the way. I ask the Board and the Superintendent to help me understand how we can possibly be six weeks into the school year and still not have a plan and no one has thought to reach out to the parents to explain what's going on. I want to understand why it is so difficult to communicate with administration and receive responses back and I want to understand what is the path forward? How do we get students started in the EBR that is required by law and how do we make up for every single session that has been missed so far?

Thank You

Allison Tragash

It has come to my attention that our teachers will be receiving a 2% raise this year; in the best of times, our teachers are the backbone of our community, but after the past 18 months, it's hard to reconcile that this is how we are recognizing them for all they do for our kids. How can this be explained, especially when there is funding for generous administrative increases?

James Nathenson

"My name is James Nathenson. I am a 40-year resident of Maplewood. I have been involved in civic affairs for many years and have been a consistent supporter of the diversity and equity initiatives undertaken in our two towns in recent years. My son attended District Schools K-12, including Jefferson School as part of the Marshall/Jefferson pairing in the late 1980's. On Sept 17, 2021 I sent a letter to all Board Members expressing my views on your decision to rename the Jefferson School. I was critical both of your process and your conclusion. I received a polite, although perfunctory, reply from Mr. Joshua thanking me for reaching out and indicating that he looked forward to hearing from the students to whom you have given substantial voice in the choice of a new name. Your deliberations on July 19 focused solely on process but ignored the complex issues of history and education upon which such an action should be based. And your vote on August 16 on Resolution 4190 regarding the renaming was taken without any discussion whatsoever on those very substantive issues. And with all due respect, this is not an issue for children who at a young age lack the necessary knowledge, life experience, maturity, and accountability to render a sound judgment on a matter of this importance.

In my letter, I raised substantive questions for you to consider regarding the broader context of such a decision. I offered a broad but balanced perspective on Thomas Jefferson's significant role in the founding of America and his continuing relevance and positive impact on our lives today in Maplewood and South Orange. I expressed some perspectives about the nature of history and how it might be thought about and passed on to our children. I made some suggestions for alternative actions that I believe would be more educationally impactful and would more faithfully serve the values of our two communities. Those questions remain unanswered; those perspectives remain unaddressed; and those suggestions remain unheeded. Since I sent the letter, it has been published in local media, and has received wide local distribution. My expressed views were not frivolous . . . indeed I should note that I have received responses from a multitude of individuals indicating their agreement with those views. I believe that Maplewood and South Orange deserve a more open and more thoughtful discussion of this issue than has occurred up to this point, and I believe it is your responsibility as public officials to make it happen before you engage in the exercise of choosing a new name for the school. And I hope that the questions, perspectives, and suggestions that I communicated to you in my letter might serve in part as the basis for such a discussion.

Thank you.

Malia Herman

Good evening Board of Education members,

I'm speaking to you on behalf of the board of SEPAC SOMA - the Special Education Parent Advisory Committee - to bring your attention to TWO critical issues.

Since the first day of school, September 13, there are numerous students at Jefferson and Tuscan Schools whose IEPs are out of compliance. These students qualify for Evidence Based Reading (EBR) services, provided by an EBR teacher on a daily basis. At Jefferson, there are EBR teachers, but they have been moved into classrooms where they are filling in for other needed teachers. At Tuscan, there is no EBR teacher; however, there is a teacher qualified to do EBR, but this person has been placed as the special education teacher in an inclusion classroom.

We have expressed our concerns and need for a solution with the administration. Now, we are alerting you, the Board of Education, because there has been no change and no solution and still no communication to families. Every day a student is not doing EBR is another day they are not receiving the services they need to help them learn how to read. This is not something that gets 'made up'; the reason it is done every day is because that is how it is effective.

The second issue is the lack of a working elevator at the Maplewood Middle School. We are told that a work order has been placed and they are waiting on

a part. We urge you to expedite this problem. We understand that there are 7 to 8 students who are affected by this on a daily basis.

Our district prides itself on being equitable. We respectfully ask the Board to work harder to achieve this goal. Special Education students are a part of our district's diversity and they deserve - and are legally entitled to - a free and appropriate public education.

Thank you for your urgent attention to these issues. It is time to make sure that every child in our district has an equal opportunity to learn and grow.

SEPAC SOMA Board, 2021-2022

Malia Herman, President

Beth Cosentino, VP of Policy Initiatives

Nicole Stewart and Lindsey Stone, VPs of Programming

Kelly Mortimer, Communications Officer "

Dr. Taylor

- In response to the comment about parking in the Kensington area. Principal Sanchez made me aware of his discussion with you regarding the need for students to park in the community and also the allowance of grace from the police department for CHS students and teachers in some cases to allow for more space in our parking lots for outdoor lunch. We acknowledge the concern that you brought to us. The parking lot that previously housed our buses was deemed unusable in previous years and I am sure that Mr. Burnside and his team will look at that space to see what we can do to make it more user friendly to allow for more student parking on our premises and less in the community. Thank you for bringing that to our attention.
- Mr. Strupp, thank you for bringing the tragedy of Ms. Farino's murder in the 1960's to our attention and sharing your book with us and the fact that there is no memorial to this life lost. I will follow-up with CHS administration and the Board regarding your concern.
- Regarding COVID testing, pooled testing etc., we have a health and wellness subcommittee made up of our departments of health as well as our internal health care professionals. I do heed to their recommendations and I do bring questions like this to them for their consideration. We put forth our district for consideration of the State's recent grant for continued and further testing and we have a meeting with the grant organizer this week.
- I think that our Board President's statement spoke to our stance against antisemitism and racism across our school district and community, so thank you for bringing that concern to us. We will continue to be mindful of that as we communicate with our community as we continue to put forth our commitment for antiracist and antibias exchanges both in our school house, community and online.
- The motherboard on the main control panel of MMS elevator is no longer functioning and we are waiting for the part to come in. I will follow-up

with our facilities department to be sure we are doing all we can to expedite that significant repair.

- The Board updated our policies regarding year one of our Intentional Integration Initiative and we had to be more conservative with our approach when it comes to courtesy busing to ensure that we can provide busing to those who have the statutory right to receive bussing and part of our review of our action plans will be a review our transportation and how it has faired this year with the increased transportation of our kindergarten students and how could that be impacted by the following years. We know that we are in COVID and there is also been an impact with the number of drivers available as well. We are going to try to backwards map when moving forward to ensure we are doing all we can to make sure our schools represent the demographics of our community.
- I think that the discussion regarding renaming Jefferson School was public in this public space and it was also covered by local media and there was also conversation around involving our students and a process that will be very transparent regarding his consideration. The renaming of streets and squares etc. are beyond auspices of the Board of Education.
- We spoke about some customization that was necessary at our schools with regard to how principals and teachers organize their outdoor recess and lunches in the beginning of the school year because not every school is in the same place physically. Tuscan is having a significant amount of construction occur on their blacktop which significantly reduced the space that they had available for their recess and lunch. But again, determining how their recess and lunch occurs is under the purview of the principal of that school. We have empowered them to do what works for their school because it does not work the same at every building, but we will speak with them and discuss the considerations that were in place.
- I believe we received 375 or so air purifiers recently and our facilities department is continuing to place them in our schools. I could not give you a certain date because I do not have that in front of me, but if you want to confirm purchases you can OPRA our purchase orders regarding the purchase of the air purifiers to confirm the numbers that we have given are accurate.
- In response to staffing concerns I cannot speak about personnel matters in a public setting but, I believe we have personnel actions approaching that will help to fill the vacancies that are impacting EBR services. I do apologize. We do all we can with our Human Resource Department and all of our resources to ensure that we fill vacancies prior to the start of the school year, but some vacancies are hard to fill because we are competing with other districts to fill these vacancies. Our special education supervisors, principals, assistant principals Child Study Teams are doing all they can to fill the gaps. If something is in an IEP, legally it must be given as a service to that student and so there are compensatory measures that can be taken to ensure that those students receive those services and we will make sure that we communicate that out to the families who are impacted.



- We cannot comment on negotiations. Thank you for bringing your concern to our attention.
- I have responded directly to families about the lack of EBR services during the transition. I have also been meeting with our Special Services Supervisors in lieu of our new Asst. Superintendent of Special Services who will begin on November 1. We take your concerns very seriously and we are also doing all we can to fill this position with a highly qualified educator and sometimes it takes a little bit longer during these hard to fill circumstances.
- I will share the request to test out of quarantine with our health and wellness subcommittee for consideration. Sometimes they take a more conservative approach because they are doing what is in the best interest of our students and community based on the finite information that they have as leaders in this area. Thank you for noting other entities who are using this method, so that we can see how this method is working for them. There are a lot of programmatic pieces that go along with testing depending on the model that we pursue.

#### COMMITTEE REPORTS

##### FINANCE FACILITIES & TECHNOLOGY - *Board Member Wright*

The committee discussed the following:

- Construction Update
- Fire Alarm Systems
- Excess Funds/Vehicle Drivers
- Allocation of funds for BPW Settlement
- Legal Expenses
- Open FFT Meeting
- Weapons Policy
- Vents
- New Business
  - Bond Refinancing, Danielson Contract and the need for a Snow Removal bid to be advertised this month due to the loss of maintenance vehicles.
  - Safety of outdoor lunch
  - Students bringing their own devices to school and the liability of the school district was debated.

##### PERSONNEL & LABOR RELATIONS - *Board Member Maini*

The committee discussed the following:

- October 2021 Resolutions
- Residency Update
  - Dr. Perez asked for the committee's insight on the CLEAR investigative software presentation. She expressed the advantage of

utilizing CLEAR for questionable items which can help to reduce home inspections. Board Members Winkfield and Maini will provide a summary for how this tool can be used for posterity. Board President Joshua will reference the summary in the weekend update.

- Demographic Report Update
- Perfect Attendance Reward
- Employee Relationship Policy
- Professional Development
- Policies
  - 4219 Commercial Driver's License Controlled Substances and Alcohol Abuse

#### POLICY COMMITTEE - Board Member Bergin

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

#### Policies for second reading

- 3160.01 - Quarantine policy
- 1648 - Road Back (repeal 2 others)
- 1648.13 - School Employee Vaccination Requirements
- 2417 - Pupil Intervention and Referral Service
- 5770 - Student Right of Privacy
- 5751 - Sexual Harassment

#### Policies for first reading

- 0143.2 - Student Representatives to the Board of Education
- 2425 - Emergency Virtual or Remote Instruction Program
- 2422 - Health & Physical Education (Combine with 2425; repeal 2425)
- 2431 - Athletic Competition - SLT to review & complete

#### NEW BUSINESS

- Strauss Esmay Policy Alert Review
- Updating Policies on the website

#### Curriculum and Instruction Committee - Board Member Siders

- Portrait of a Graduate Update
- Start Strong Testing Update
- Emergency Virtual or Remote Instruction Plan Update
- Policies
  - 2nd Read
    - 2417 Pupil Intervention and Referral Service
    - 5770 Student Right of Privacy
  - 1st Read

- Policy 2422 Comprehensive Health & PE
- Policy 2431 Athletic Competition
- Equity and Access

ERESC UPDATE - Board Member Malespina

Board Member Malespina is the SOMSD Representative to ERESC and was recently installed as one of the ERESC Board of Directors which consists of representatives elected by the Boards of Education from ten of its constituent member school districts. The Board of Directors meet monthly to oversee the administration of services.

The Essex Regional Educational Services Commission (ERESC) operates three Special Education and alternative schools: Essex Junior Academy, Essex Campus Academy and Essex High School. In addition to these schools ERESC operates a program at the Essex County Youth Detention center called Sojourn High school serving students in grades 7-12. The ERESC was originally established for nonpublic school services but now offer nonpublic nursing, child study team services, transportation, paraprofessionals, Public School Home Instruction, Public Child Study Team Services, migrant education, homeless education, Cooperative Purchasing and Extended day and School Year Services.

We might want to look into some of the services offered by ERESC because they can possibly save the District money and provide services that can possibly be helpful. We had our first meeting and are looking to fill a budget gap due to COVID because they could not provide most of the services that they did in previous years. We have a meeting on Thursday and I will get back to you with more information.

NJSBA UPDATE - Board Member Cuttle

The NJSBA Board of Directors met on October 1, 2021. There were 35 out of 40 counties represented. I represented on behalf of Essex County School Board Association and SOMSD. NJSBA highlighted their latest Pandemic Report and their latest study on Education which was shared with all Board members, called *Rebuilding Opportunities for Students*. The report looked at social emotional learning, school learning loss, better effective programs to meet pandemic related gaps, the role of arts education in social emotional learning during the pandemic and supporting the special needs populations. I believe all Board members have received a copy of this report from NJSBA.

In the NJSBA BOD meeting we spoke about the Strategic Plan. President Joshua mentioned that he was able to represent out district as part of planning group that will be developing the plan for NJSBA which will be presented to the Board of Directors at our November 19 NJSBA meeting. Thank you to President Joshua and our other Board colleagues.

We also spoke about NJSBA Workshop 2021. During the meeting they gave a virtual walk through and for my Board colleagues who were a part of the virtual session last year, they have improved the virtual workshop and the way

that you can engage with vendors within the sessions and additional virtual components that allow more meet and greets with other colleagues from across the state and more engagement activities. There will be Board Member Academy credits available for Board Members and staff seeking required training and for those who want to be a part of the Board Member Academy.

We also reviewed the budget and approved the NJSBA goals similar to how we do District and Board goals. We also approved legislative committee appointments. I would like to acknowledge 2<sup>nd</sup> Vice President Siders who is one of the Essex County members servicing on the Legislative committee. Thank you for your service.

So far in 2021 there has been 20 new school bills that have been signed into law. Specifically, Governor Murphy signed a new mental health bill that will allow districts to perform mental health screenings for students and provide additional funding opportunities for students' mental health and social emotional support. Also, the new antihazing policy is up for approval on the State level S84 or A4267 will require institutions of higher education as well as public schools to adopt polices around hazing. This is timely because October is Anti-Bullying month.

Lastly, the Board of Directors passed revised goals around creating the Board Academy. The revised goals during COVID allowed for any Board colleagues who wanted to be a part of the Board Member Academy more flexibility for additional training opportunities using virtual options and hybrid options. Board Members also no longer have to wait until certain times of the year for trainings and certifications, although you still have to meet all of the credit and benchmarks requirements in order to complete your certifications.

Dr. Taylor acknowledged the beautiful artwork in the Central Office hallway from students of Seth Boyden School brought to us by Art Teacher Laura Kruglinski.

ITEMS FOR ACTION

Motion made by Dr. Taylor, seconded by Board Member Maini that the Board of Education approves the following except 4204 (severed), 4207I (severed) 4209 (severed), 4215 (hand carry):

4204A. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Bellini, Sheila	S4/12, Secretary (Guidance) CHS - 1.0 FTE	12/1/21	14
Brown, Michaia	S4/12, Secretary (Guidance) MM - 1.0 FTE	1/1/22	14

4204B. RESIGNATION

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Cohen, Scott	T Business Ed. CHS - 1.0 FTE	11/20/21	13
Dillon, Elizabeth Brady	BCBA DIST - 1.0 FTE	12/14/21	4

4204C. 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
Brako, Samuel	School Bus Driver DIST - .6 FTE	11/8/21 6/30/22	\$34,354*
Charles, Karen	School Bus Driver DIST - .6 FTE	11/8/21 6/30/22	\$34,354*
Crespo, Marie	School Bus Driver DIST - .6 FTE	11/8/21 6/30/22	\$34,354*
Florio, Renee	S4/12, Secretary (Guidance)CHS	12/1/21 6/30/22	\$60,770*
Giglio, Thomas	Facilities Director DIST - 1.0 FTE	12/1/21 6/30/22	\$150,000
Kelton, Elizabeth	T SPED/INC GR 4 JEFF - 1.0 FTE	9/1/21 6/30/22	\$56,460*
Langley, Nicole	School Bus Driver DIST - .6 FTE	11/8/21 6/30/22	\$34,354*
Rudnick, David	T Business Ed. CHS - 1.0 FTE	10/25/21 or sooner 6/30/22	\$68,260*
Tyson, Angela	School Bus Driver DIST - .3 FTE	9/1/21 6/30/22	\$18,283*

\* SOMEA salary based on 2020-21 agreement

4204D. LEAVE REPLACEMENT APPOINTMENT 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
Adler, Alison	T SPED/EBR TUS 1.0 FTE	10/18/21 6/30/22	\$66,460*
Faison, Theodore	T 5 JEFF - 1.0 FTE	10/22/21 6/30/22	\$58,460*
Johnston, Renee	School Counselor CHS - 1.0 FTE	11/29/21 6/30/22	\$76,260*
Salas, Maya	T Spanish SOM - 1.0 FTE	1/4/22 5/13/22	\$71,060*

\* SOMEA salary based on 2020-21 agreement

4204 E. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Budine, Susie	Asst. Supt. for Special Services DIST - 1.0 FTE	11/21/21 or sooner	11/1/21
Morrison, Tracie	Assistant Principal CHS - 1.0 FTE	10/18/21 or sooner	10/1/21

4204 F. TRANSFERS/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Wilson, Vanessa	T SPED/INC GR 3 SM - 1.0 FTE	T SPED/INC GR 3 TUS - 1.0 FTE	9/24/21 6/30/22

4204 G. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Ellis, Susan	SPED Supervisor, K-8 DIST - 1.0 FTE	10/1/21-11/30/21 (1/2 day) (Paid Days) 11/30/21 (1/2 day) - 2/22/22 (1/2 day) (Unpaid FMLA) 2/22/22 (1/2 day) - 6/30/22 (Unpaid Personal Leave)
Martinez, Dorota	SAC CHS - 1.0 FTE	10/4/21-10/26/21 (Unpaid FMLA)
Pomeranc, Deborah	T 1 SMA - 1.0 FTE	10/4/21-12/6/21 (Unpaid FMLA)
Williams, Ingrid	S4/12, Secretary (SPED) CO - 1.0 FTE	10/15/21-12/15/21 (Unpaid Personal Leave)

4204H. SUSPENSION

NAME	EFFECTIVE DATE
Employee #1157	10/7/21-TBD (w/pay)

4204I. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Barreiro, Maria	Safety Patrol JEFF - 1.0 FTE	10/19/21 6/30/22	\$3,386
Tapia-Vargas, Arelis	District Social Worker/Parenting Center DIST - 1.0 FTE	9/1/21 6/30/22	\$3,975
Bonheur, Pierrelaine	SPED Team Leader: Low Incident DIST - 1.0 FTE	9/1/21 6/30/22	\$5,944
Stradford,	SPED Team Leader	9/1/21	\$5,944

Lynn	CHS - 1.0 FTE	6/30/22	
Kleinwaks, Christine	Scenery Design MM - 1.0 FTE	9/1/21 6/30/22	\$3,000
Kleinwaks, Christine	Science Fair MM - 1.0 FTE	9/1/21 6/30/22	-\$3,323
Philemon, Kevin	JV/Asst. Coach, Basketball Boys CHS - 1.0 FTE	12/1/21 2/28/22	\$5,614
Keegan, Chuck	Varsity Coach, Basketball Girls CHS - 1.0 FTE	12/1/21 2/28/22	\$7,891
Ferruggiaro, Alana	Asst. Coach, Basketball Girls CHS - 1.0 FTE	12/1/21 2/28/22	\$5,614
Sumner, Jacob	Asst./Freshmen Coach, Basketball Girls CHS - 1.0 FTE	12/1/21 2/28/22	\$3,811
Iraggi, Taylor	Varsity Coach, Indoor Track Girls CHS - 1.0 FTE	12/1/21 2/28/22	\$7,891
Mobley, Gary	Asst. Coach, Indoor Track Girls CHS - 1.0 FTE	12/1/21 2/28/22	\$5,614
Picillo, Nicholas	Asst./Freshmen Coach, Wrestling CHS - 1.0 FTE	12/1/21 2/28/22	\$3,811
Maser, Julia	Asst. Coach, Fencing Girls CHS - 1.0 FTE	12/1/21 2/28/22	\$5,490

4204 J. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Bohm, Kathleen	LDTC CHS - .2 FTE	9/9-9/30/21 (15 days)	\$93.25 (per day)	\$1,398.75
Freitas, Alexandra	LDTC CHS - .2 FTE	9/9-9/30/21 (15 days)	\$98.95 (per day)	\$1,484.25
McCormick, Phillip	School Social Worker CHS - .2 FTE	9/9-9/30/21 (15 days)	\$71.06 (per day)	\$1,065.90
Speth, Gregory	School Psychologist CHS - .2 FTE	9/9-9/30/21 (15 days)	\$98.95 (per day)	\$1,484.25
Teng, Deborah	School Psychologist CHS - .2 FTE	9/9-9/30/21 (15 days)	\$89.06 (per day)	\$1,335.90
Kaller, Nichole	T SPED/INC CHS - .2 FTE	9/9-9/30/21 (15 days)	\$76.26 (per day)	\$1,143.90
Obasi, Mabel	T SPED/INC CHS - .2 FTE	9/9-9/30/21 (15 days)	\$78.86 (per day)	\$1,182.90
Quinn, Robin	T SPED/INC CHS - .2 FTE	9/9-9/30/21 (15 days)	\$83.86 (per day)	\$1,257.90
Spina, Kathleen	T SPED/INC CHS - .2 FTE	9/9-9/30/21 (15 days)	\$93.86 (per day)	\$1,407.90
Stradford, Lynn	T SPED/INC CHS - .2 FTE	9/9-9/30/21 (15 days)	\$98.95 (per day)	\$1,484.25
Fein, Suzanne	T SPED/INC MM - .2 FTE	9/9-9/30/21 (15 days)	\$93.25 (per day)	\$1,398.75

Hesse, Melissa	T SPED/INC MM - .2 FTE	9/9-9/30/21 (15 days)	\$64.46 (per day)	\$966.90
Simmons, Adam	T SPED/INC MM - .2 FTE	9/9-9/30/21 (15 days)	\$66.46 (per day)	\$996.90
Nicosia Nicole	T SPED/INC MM - .2 FTE	9/9-9/30/21 (15 days)	\$72.26 (per day)	\$1,083.90
Loupis, Michael	SAC CHS - .2 FTE	8/31-9/30/21 (18 days)	\$66.26 (per day)	\$1,192.68
Clyburn, Brian	School Counselor CHS - .2 FTE	8/31-9/30/21 (18 days)	\$83.86 (per day)	\$1,509.48
Fleming, Yolande	School Counselor CHS - .2 FTE	8/31-9/30/21 (18 days)	\$93.25 (per day)	\$1,678.50
Mooney-Chavez, Danielle	School Counselor CHS - .2 FTE	8/31-9/30/21 (18 days)	\$83.39 (per day)	\$1,501.02
Renelle, Stephanie	School Counselor CHS - .2 FTE	8/31-9/30/21 (18 days)	\$78.91 (per day)	\$1,420.38
Williams, Adrian	School Counselor CHS - .2 FTE	8/31-9/30/21 (18 days)	\$60.46 (per day)	\$1,088.28
Araujo, Viviana	Bus Driver DIST - .6 FTE	9/1/21 6/30/22	+\$6,095 (annual)	\$36,568
Brown-Mingo, Terrence	Bus Aide DIST - .6 FTE	9/1/21 6/30/22	+\$3,182 (annual)	\$19,090
Byrd, Bernadine	Bus Driver DIST - .6 FTE	9/1/21 6/30/22	+\$6,295 (annual)	\$37,768
Clark, Winona	Bus Aide DIST - .6 FTE	9/1/21 6/30/22	+\$3,182 (annual)	\$19,090
Denize, Eunice	Bus Aide DIST - .6 FTE	9/1/21 6/30/22	+\$4,217 (annual)	\$25,304
Deroseney, Samuel	Bus Aide DIST - .6 FTE	9/1/21 6/30/22	+\$4,467 (annual)	\$26,804
Galvis, Maria	Bus Aide DIST - .6 FTE	9/1/21 6/30/22	+\$3,276 (annual)	\$19,655
Garcia, Maria	Bus Aide DIST - .6 FTE	9/1/21 6/30/22	+\$6,095 (annual)	\$36,568
Hightower, Gloria	Bus Driver DIST - .6 FTE	9/1/21 6/30/22	+\$6,295 (annual)	\$37,768
Jean-Louis, Allson	Bus Driver DIST - .6 FTE	9/1/21 6/30/22	+\$6,295 (annual)	\$37,768
Lewis, Alvin	Bus Driver DIST - .6 FTE	9/1/21 6/30/22	+\$5,480 (annual)	\$32,878
Louis, Cans Oscar	Bus Driver DIST - .6 FTE	9/1/21 6/30/22	+\$6,295 (annual)	\$37,768
Pruitt, Doreen	Bus Aide DIST - .6 FTE	9/1/21 6/30/22	+\$3,182 (annual)	\$19,090
Rugbeer, Nafizia	Bus Driver DIST - .6 FTE	9/1/21 6/30/22	+\$6,095 (annual)	\$36,568
Santer, Emie	Bus Aide DIST - .6 FTE	9/1/21 6/30/22	+\$4,417 (annual)	\$25,504



Taylor, Peter	Bus Driver DIST - .6 FTE	9/1/21 6/30/22	+\$5,849 (annual)	\$35,092
Tyson, Angela	Bus Aide DIST - .3 FTE	9/1/21 6/30/22	-\$8,185 (annual)	\$14,152
Williams, Ronald	Bus Aide DIST - .6 FTE	9/1/21 6/30/22	+\$4,217 (annual)	\$25,304
Ellis, Susan	SPED Supervisor DIST - 1.0 FTE	8/15/21 10/1/21	\$10,000 (pro-rated)	\$123,320
Johnson, III Leroy	SPED Supervisor DIST - 1.0 FTE	8/15/21 11/1/21	\$10,000 (pro-rated)	\$121,120
Thomany, Karen	SPED Supervisor DIST - 1.0 FTE	8/15/21 11/1/21	\$10,000 (pro-rated)	\$150,590
Scalise, Selina	Social Worker (Non-CST) MM - 1.0 FTE	10/19/21 6/30/22	+\$23,384 (pro-rated)	\$58,460

4204K. 2020-21 SCHOOL YEAR SOMEA STAFF PERFECT ATTENDANCE AWARD  
(See attached list)

4204L. BEYOND THE BELL ADDITIONAL APPOINTMENTS  
(See attached list)

4205A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2021-2022 SCHOOL YEAR  
COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Steckler, Tamara	Syracuse	8/1982	BS
	University	8/1986	JD
	Hofstra University		
Stewart, Tamara	Bloomfield College	5/1996	BS

NON-DEGREE SUBSTITUTE

Richard Rodriguez
Tatiana Sales

4205B. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2021-2022 SCHOOL  
YEAR PAID AT A DAILY RATE OF \$160

Jasmine Clark  
Melody Jones Larkins

4205C. REAPPOINTMENT OF SUBSTITUTE TEACHER FOR THE 2021-2022 SCHOOL YEAR

LAST NAME	FIRST NAME	DEGREE	CERTIFICATION(S)
Smith	Kevin	BA/MA	TOH Elementary Student Personnel Services

4206A. 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]

4206B. 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]

4207A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated September 30, 2021
2. Expense Account Adjustment Analysis dated September 30, 2021
3. Revenue Account Adjustment Analysis dated September 30, 2021
4. Check Register #410441-410442 in the amount of \$19,330.20
5. Check Register #410443-41074 in the amount of \$7,527,626.49
6. Check Register #410745 in the amount of \$5,500.00
7. Check Register#200753-200754 in the amount of \$1,296,022.37
8. Check Register #20755 for September 2021 payroll in the amount of \$7,272,079.42
9. Treasurer's Report of August 2021

4207B. Certify the Board Secretary's Monthly Financial Report.

4207C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	Date (s)	Location	Estimated Costs
Frank Guastella South Orange Middle	NJ Science Convention	10/20/21	Princeton, NJ	180.00
Jennifer Latimar Clinton School	NJASL 2021 Fall Conference	12/5/21- 12/7/21	Atlantic City, NJ	\$630.04
Dr. Gretel Perez Central Office	Confronting Implicit Bias in Schools	10/25/21	Online	\$150.00
Dr. Gretel Perez Central Office	Leading for Student Centered Equity Focus Education	2/16/22- 2/18/22	Nashville, TN	\$2,166.27
Dr. Gretel Perez Central Office	NAIS People of Color Conference	11/29/21- 12/1/21	Online	\$645.00

4207D. Approves the following provider(s) for the service indicated:

Provider Name	Service	Rate
Soliant Peachtree Corners, GA	Physical Therapist	\$86.00- 90.00/hour
	Certified/Licensed School Nurse (CSN/LSN)	\$73.00- 78.00/hour
	Nurse (RN)	\$69.00- 72.00/hour
	Nurse (LPN)	\$60.00- 65.00/hour

	Nurse (CNA)	\$53.00- 59.00/hour
	Paraprofessionals	\$40.00- 50.00/hour
	Teacher of the Visually Impaired (TVI)	\$73.00- 75.00/hour
	Teacher of the Deaf /Hard of Hearing (DHH)	\$72.00- 76.00/hour
	Orientation & Mobility Specialist (OMS)	\$80.00- 83.00/hour
	Sign Language Interpreter	\$67.00- 69.00/hour
	School Psychologist	\$85.00- 90.00/hour
	School Counselor	\$73.00- 75.00/hour
	Board Certified Behavior Analyst (BCBA)	\$80.00- 85.00/hour
	Educational Diagnostician (Ed. Diag)	\$75.00- 80.00/hour
	General Education Teacher	\$68.00- 70.00/hour
	ESL/ELL Teacher	\$68.00- 70.00/hour
	Adaptive PE Teachers (APE)	\$68.00- 72.00/hour

4207E. Approves the use of the following vendors in excess of the \$40,000 for the 2021-2022 school year:

<b>VENDOR NAME</b>	<b>PRODUCT</b>	<b>TYPE OF VENDOR</b>
AG Parts (Asset Genie)	Chromebooks Refurb	Co-op
Belair	Vehicle Services	Co-op
Delta Dental	Medical	Other
Eastern Data Comm	Security	Other
ESS Support Services	Paraprofessional Services	Other
Hodulik & Morrison	Professional Services	Other
Lowes	Building Services	State Contract
NJ American Water Co.	Utilities	Other
PSE&G	Utilities	Other
R&L Data Center	Payroll Services	Other

4207F. Approves a partnership with Kean University Social Work Undergraduate and Graduate Program in development and implementation of the field work experience phase of its Social Work program for the period September 1, 2021 - August 31, 2024.

4207G. 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	Quantity	Price
The Framework for Teaching: A common Vision of Instructional Excellence: 1b, 2b, 3c supplemental components 1a, 1e, 1d	1 Session	\$1,000.00
Session Debrief (90 minutes) with facilitator	1 Session	\$600.00
The Framework for Teaching: A Common Vision of Instructional Excellence: 2a, 2c, 2d, 2e supplemental components 1c, 1f, 1e	1 Session	\$1,000.00
Session Debrief (90 minutes) with facilitator	1 Session	\$600.00
The Framework for Teaching: A common Vision of Instructional Excellence: 3a, 3d, 1e, 1f, supplemental components 3c, 4a, 4b	1 Session	\$1,000.00
Session Debrief (90 minutes) with facilitator	1 Session	\$600.00
The Framework for Teaching: A common Vision of Instructional Excellence: 3e, 4f, 2b and the supplemental components; 4c, 4d, 4e	1 Session	\$100.00
Session Debrief (90 minutes) with facilitator	1 Session	\$600.00

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.

4207H. WHEREAS, N.J.S.A. 40A:11-1 et. Seq. authorizes contracting units to enter into Cooperative Pricing Agreements; and

WHEREAS, the County of Union hereinafter referred to as the "Lead Agency" has offered voluntary participation in a renewal participation in a Cooperative Pricing System for the purchase of work, materials and supplies; and

WHEREAS, The South Orange Maplewood School District in the County of Essex desires to participate in the Union county Cooperative Pricing Agreement.

NOW, THEREFORE BE IT RESOLVED, by the South Orange Maplewood School District in the County of Essex, State of New Jersey that the Board of Education authorizes the District to participate in the Union County Cooperative Pricing Agreement and execute a Cooperative Pricing Agreement with the County of Union upon its approval by the Division of Local Government Services; and

BE IT FURTHER RESOLVED, that the County of Union as Lead Agency is expected to comply with the provisions of the Local Public Contracts Law (N.J.S.A. 40:11-1 et.seq and all of the provisions of the revised statutes of the State of New Jersey.

4207I. Approves a contract with Thomson Reuters of Eagan, Minnesota for subscription and licensing for the Clear Residency Verification System at a cost of \$345.00 per month for the 2021-2022 school year, and accessing the information of a student or a student's family on the Clear Residency Verification System is a residency check that can be conducted only in accordance with Policy 5111, Eligibility of Resident/Nonresident Students.

4207J. WHEREAS, on August 31, 2011, The Board of Education of the South Orange-Maplewood School District in the County of Essex, New Jersey (the "Board" when referring to the governing body and the "School District" when referring to the territorial boundaries governed by the Board) issued \$6,230,000 aggregate principal amount of tax-exempt Refunding School Bonds, Series 2011 (the "2011 Refunding School Bonds"); and

WHEREAS, on March 8, 2012, the Board issued \$13,858,000 aggregate principal amount of School Bonds, Series 2012 (the "2012 School Bonds"); and

WHEREAS, the Board has determined that the current interest rate environment may enable it to realize going-forward debt service savings for property taxpayers residing in the School District through the issuance by the Board of Refunding School Bonds (the "Refunding School Bonds") to refund (A) all or a portion of the \$2,525,000 aggregate principal amount of the outstanding 2011 Refunding School Bonds maturing on or after November 1, 2022 (the "2011 Refunded Bonds"), and/or (B) all or a portion of the \$8,000,000 aggregate principal amount of the outstanding 2012 School Bonds maturing on or after March 1, 2023 (the "2012 Refunded Bonds" and together with the 2011 Refunded Bonds, the "Refunded Bonds"); and

WHEREAS, the Board introduced a refunding school bond ordinance (the "Refunding Bond Ordinance") on first reading by resolution of the Board on September 20, 2021; and

WHEREAS, on the date hereof, the Board held a public hearing on the Refunding Bond Ordinance; and

WHEREAS, the Board has determined to issue and sell such Refunding School Bonds; and

WHEREAS, the Board now desires to authorize certain actions in connection with the sale and issuance of the Refunding School Bonds.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE SOUTH ORANGE-MAPLEWOOD SCHOOL DISTRICT IN THE COUNTY OF ESSEX, NEW JERSEY (by not less than two-thirds of all members thereof affirmatively concurring), AS FOLLOWS:

SECTION 1. The Refunding Bond Ordinance is hereby adopted and shall take effect immediately.

SECTION 2. There is hereby delegated to the Business Administrator/Board Secretary, subject to the limitations contained herein and in consultation with Wilentz, Goldman & Spitzer, P.A., Woodbridge, New Jersey, Bond Counsel to the Board ("Bond Counsel"), and Phoenix Advisors, LLC, as Municipal Advisor to the Board (the "Municipal Advisor"), the power with respect to the Refunding School Bonds, which may be sold in one or more series, to determine and carry out the following:

- a) the sale of the Refunding School Bonds at private sale, provided that the purchase price paid by the purchaser thereof shall not be less than ninety-five percent (95%) of the principal amount of the Refunding School Bonds so sold;
- b) the principal amount of Refunding School Bonds to be issued, provided that (i) such amount shall not exceed \$11,000,000, and (ii) such amount shall not exceed the amount necessary to pay the costs of issuance associated with the Refunding School Bonds and to fund the deposit to the escrow fund as set forth in the Escrow Deposit Agreement (as defined herein) in an amount that, when invested, will be sufficient to provide for the timely payments required for the Refunded Bonds;
- c) the maturity dates and the principal amount of each maturity or sinking fund redemption amount of the Refunding School Bonds, provided that no Refunding School Bonds refunding the Refunded Bonds shall mature later than the maturity date of the respective Refunded Bonds;
- d) the interest payment dates and the interest rates on the Refunding School Bonds, provided that the true interest cost on the Refunding School Bonds shall produce a present value debt service savings of at least three percent (3%) of the principal amount of the Refunded Bonds;
- e) the denomination or denominations of and the manner of numbering and lettering the Refunding School Bonds, provided that all Refunding School Bonds of like maturity shall be identical in all respects, except as to denominations, amounts, numbers and letters;

- f) provisions for the sale or exchange of the Refunding School Bonds and for the delivery thereof;
- g) the form of the Refunding School Bonds shall be substantially in the form set forth in Exhibit A attached hereto, with such additions, deletions and omissions as may be necessary for the Board to market the Refunding School Bonds in accordance with the requirements of The Depository Trust Company, New York, New York, ("DTC") and the Purchase Contract (as defined herein);
- h) the direction for the application and investment of the proceeds of the Refunding School Bonds;
- i) the terms of redemption of the Refunding School Bonds, if any;
- j) the determination to issue such Refunding School Bonds on a current or forward basis;
- k) the determination to issue such Refunding School Bonds on a taxable or tax-exempt basis;
- l) the determination to sell the Refunding School Bonds to a purchaser (the "Purchaser") as selected by the Business Administrator/Board Secretary, in consultation with the Municipal Advisor after a solicitation process conducted by a placement agent (as selected by the Business Administrator/ Board Secretary) or by the Municipal Advisor, in accordance with the a commitment letter on a current or forward delivery basis, if required, to be entered into by and between the Purchaser and the Board pursuant to this resolution;
- m) the determination to sell the Refunding School Bonds via a public offering to an underwriter(s) (the "Underwriter") to be selected by the Business Administrator/Board Secretary in consultation with the Municipal Advisor; and
- n) any other provisions deemed advisable by the Business Administrator/Board Secretary not in conflict with the provisions hereof.

In addition, the issuance of the Refunding School Bonds shall comply with the provisions of N.J.A.C. 5:30-2.5, including that within ten (10) days of the date of the closing on the Refunding School Bonds, the Business Administrator/Board Secretary shall file a report with the Local Finance Board within the Division of Local Government Services, New Jersey Department of Community Affairs setting forth (a) a

comparison of the Refunding School Bonds' debt service and the Refunded Bonds' debt service, which comparison shall set forth the present value savings achieved by the issuance of the Refunding School Bonds; (b) a summary of the issuance of the Refunding School Bonds; (c) an itemized accounting of all costs of issuance in connection with the issuance of the Refunding School Bonds; and (d) a certification of the Business Administrator/Board Secretary that (i) all of the conditions of Section (b) of N.J.A.C. 5:30-2.5 have been met, and (ii) this resolution authorizing the issuance of the Refunding School Bonds, adopted pursuant to 18A:24-61.5(b), was approved by a two-thirds vote of the full membership of the Board.

The Business Administrator/Board Secretary shall execute a certificate evidencing the determinations or other actions taken pursuant to the authority granted hereunder, and any such certificate shall be conclusive evidence of the actions or determinations of the Business Administrator/Board Secretary as to the matters stated therein.

SECTION 3. The President and Vice President of the Board are hereby authorized and directed to execute by manual or facsimile signature the Refunding School Bonds in the name of the Board and the corporate seal (or facsimile thereof) shall be thereunto affixed, imprinted, engraved or otherwise reproduced thereon. The Business Administrator/Board Secretary is hereby authorized and directed to attest to such signature and to the affixing of said seal to the Refunding School Bonds.

SECTION 4. The Business Administrator/Board Secretary, in consultation with Bond Counsel and the Municipal Advisor, is hereby authorized and directed to approve a Bond Purchase Contract (the "Purchase Contract"), if required, for the Refunding School Bonds, to be dated the date of sale of such Refunding School Bonds and to be executed by the Purchaser. The President, Vice President and Business Administrator/Board Secretary are hereby authorized and directed on behalf of the Board to execute and deliver said Purchase Contract.

SECTION 5. The Business Administrator/Board Secretary, in consultation with Bond Counsel and the Municipal Advisor, is hereby authorized and directed to apply and qualify for the issuance of any policy of municipal bond insurance and to approve a Commitment for Municipal Bond Insurance (the "Commitment") setting forth the terms and conditions (including premium charges) upon which a bond insurer proposes to issue its bond insurance policy covering the Refunding School Bonds. The Business Administrator/Board Secretary is hereby authorized and directed on behalf of the Board to execute and deliver said Commitment.

SECTION 6. The Business Administrator/Board Secretary, in consultation with Bond Counsel and the Municipal Advisor, is hereby authorized and directed to approve the Escrow Deposit Agreement (the "Escrow



Deposit Agreement") with an escrow agent (the "Escrow Agent") to be selected by the Business Administrator/Board Secretary, in consultation with Bond Counsel and the Municipal Advisor, with respect to the Refunded Bonds, to be dated the date of the closing on the Refunding School Bonds. The President and Vice President of the Board are hereby authorized and directed to execute and deliver the Escrow Deposit Agreement in the name of the Board and the corporate seal (or facsimile thereof) shall be thereunto affixed, imprinted, engraved or otherwise reproduced thereon. The Business Administrator/Board Secretary is hereby authorized and directed to attest to such signature and to the affixing of said seal to the Escrow Deposit Agreement. The Municipal Advisor is hereby authorized to act as the agent and representative of the Board for the purpose of subscribing for the purchase of United States Treasury Securities - State and Local Government Series to be held by the Escrow Agent. In the alternative, if United States Treasury Securities - State and Local Government Series are not available, the Municipal Advisor is hereby authorized to seek bids for the acquisition of United States Treasury Securities - Open Market Securities.

SECTION 7. The Business Administrator/Board Secretary is hereby authorized and directed to select a verification agent (the "Verification Agent"), if required, in consultation with Bond Counsel and the Municipal Advisor, with respect to the Refunded Bonds. The Verification Agent shall prepare the verification report required to verify the sufficiency of the escrowed monies to refund the Refunded Bonds.

SECTION 8. It is hereby delegated to the Business Administrator/Board Secretary the authority to "deem final" (as defined under Rule 15c2-12, as amended and supplemented (the "Rule"), promulgated by the Securities and Exchange Act of 1934, as amended and supplemented), a Preliminary Official Statement (the "Preliminary Official Statement") and such official is hereby authorized and directed to execute and deliver a certificate to the Underwriter evidencing the same. The preparation and distribution by the Board, in consultation with Bond Counsel, and counsel to the Underwriter, if any, of a Preliminary Official Statement for the Refunding School Bonds to be used in connection with the marketing of such Refunding School Bonds, is hereby approved and any previous actions undertaken by various representatives and officers of the Board with respect thereto are hereby ratified and confirmed. Upon the sale of the Refunding School Bonds to the Underwriter, the Preliminary Official Statement shall be so modified by the Business Administrator/Board Secretary, in consultation with Bond Counsel, to reflect the effect of the pricing of the Refunding School Bonds and the Purchase Contract and any other revision not inconsistent with the substance thereof deemed necessary or advisable by Bond Counsel, and said Preliminary Official Statement as so modified shall constitute the final Official Statement (the "Official Statement"). The Business

Administrator/Board Secretary is authorized and directed on behalf of the Board to execute and deliver said Official Statement.

SECTION 9. The Board hereby covenants and agrees that it will comply with and carry out all of the provisions of a Continuing Disclosure Certificate (the "Certificate") which will set forth the obligation of the Board to file budgetary, financial and operating data on an annual basis and notices of certain enumerated events deemed material in accordance with the provision of the Rule. The Business Administrator/Board Secretary is hereby authorized and directed to execute and deliver this Certificate evidencing the Board's undertaking with respect to the Rule. Notwithstanding the foregoing, failure of the Board to comply with the Certificate shall not be considered a default on the Refunding School Bonds; however, any Bondholder may take such actions as may be necessary and appropriate, including seeking mandamus or specific performance to cause the Board to comply with its obligations hereunder.

SECTION 10. The President, Vice President and Business Administrator/Board Secretary or any other appropriate officer or representative of the Board, are hereby authorized and directed to execute and deliver any and all documents and to do and cause to be done any and all acts and things necessary or proper for carrying out the transactions contemplated by this resolution, the Purchase Contract, the Escrow Deposit Agreement and the Commitment, and for the authorization, sale and issuance of the Refunding School Bonds. The execution by such officials and officers of any such documents, with changes, insertions or omissions approved by the Business Administrator/Board Secretary, in consultation with Bond Counsel, as hereinabove provided, shall be conclusive and no further ratification or other action by the Board shall be required with respect thereto.

SECTION 11. If applicable, the Board hereby covenants to maintain the exclusion from gross income under Section 103(a) of the Internal Revenue Code of 1986, as amended, (the "Code") of the interest on the Refunding School Bonds. There is hereby delegated to the Business Administrator/Board Secretary the ability to designate the Refunding School Bonds as "qualified tax-exempt obligations" for purposes of Section 265(b)(3)(B)(ii) of the Code.

SECTION 12. All other resolutions adopted in connection with the Refunding School Bonds and inconsistent herewith are hereby rescinded to the extent of such inconsistency.

SECTION 13. This resolution shall take effect immediately.

4207K. Accepts a donation of 250 gift cards (each valued at \$50.00) total value \$12,500.00 from Walmart to the Parenting Center.

4208. Adopt the following new and revised curricula:

<b>Resolution Number</b>	<b>New/Revised</b>	<b>Department</b>	<b>Subject</b>
4208A	New	ELA	Kindergarten Phonics Curriculum
4208B	New	ELA	1st Grade Phonics Curriculum
4208C	Revised	ELA	2nd Grade Growing Word Solving Muscles
4208D	Revised	ELA	4th Grade ELA Unit 1 Interpreting Characters: the Heart of the Story
4208E	New	ELA	5th Grade ELA Curriculum-Writing - Graphic Novels
4208F	Revised	ELA	6th Grade ELA - Literary Essay
4208G	Revised	ELA	7th Grade ELA Curriculum - Essential Research Skills
4208H	Revised	ELA	8th Grade ELA Curriculum - Essential Research Skills
4208I	Revised	ELA	9th Grade Reading & Writing: English Language Arts I
4208J	Revised	ELA	10th Grade Reading & Writing English Language Arts II
4208K	Rewrite	ELA	11th/12th Grade Literature & Philosophy
4208L	Revised	ELA	11th/12th Grade Literature and Social Criticism
4208M	New	STEM	ESL Biology
4208N	New	STEM	Marketing HN
4208O	New	STEM	Biology in Pop Culture
4208P	Revised	STEM	Geometry
4208Q	Revised	STEM	Physics
4208R	New	World Languages	Chinese Grade 7
4208S	New	World Languages	Chinese Grade 8
4208T	Revised	World Languages	Italian 1
4208U	Revised	Social Studies	Gr. 6 United States History
4208V	Revised	Social Studies	Gr. 7 Global Studies
4208W	Revised	Social Studies	Gr. 8 World History
4208X	Revised	Social Studies	Gr. 9 World History
4208Y	Revised	Social Studies	Gr. 11 & 12 Sociology

4208Z	Revised	Fine Arts	Art K-5 (Elementary)
4208AA	Revised	Fine Arts	Music K-5 (Elementary)
4208BB	Revised	Fine Arts	Art 2D (6-8)
4208CC	Revised	Fine Arts	Choir (6-8)
4208DD	Revised	Fine Arts	Band (6-8)
4208EE	Revised	Fine Arts	Strings (6-8)
4208FF	Revised	Fine Arts	ART 2 (CHS)
4208GG	Revised	Fine Arts	ART 3 (CHS)
4208HH	Rewrite	Fine Arts	AP ART History
4208II	Revised	Fine Arts	Animation 1
4208JJ	Revised	Fine Arts	Animation 2
4208KK	Revised	Fine Arts	Film 1
4208LL	Revised	Fine Arts	Film 2
4208MM	Revised	Fine Arts	Chorus (CHS)
4208NN	Revised	Fine Arts	Chamber Choir (Excelsior Singers)

4209. Orders the transfer or removal of the students identified below.

<u>STUDENT #</u>	<u>SCHOOL</u>	<u>GRADE</u>
2971726219	CHS	11 <sup>th</sup>
6157467136	CHS	10 <sup>th</sup>
4870461799	CHS	9 <sup>th</sup>
6034386195	CLIN	5 <sup>th</sup>
4021937314	SM	2 <sup>nd</sup>

4210. Approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance.

<u>DESTINATION</u>	<u>CITY</u>	<u>STATE</u>
Adelphi University	New York	NY
African American History Museum	Washington	DC
African Burial Ground National Monument	New York	NY
All District Schools	South Orange/Maplewood	NJ
All New Jersey Schools, College & Universities	Various	NJ
All New York City Broadway Theaters	New York	NY
Allaire Community Farm	Wall Township	NJ
Alliance Francaise (FIAF)	New York	NY
Alstede Farms	Chester	NJ
Alvin Ailey American Dance Theater	New York	NY
American Museum of Natural History	New York	NY
Apollo Theater	Harlem	NY
Atlantic City Convention Center	Atlantic City	NJ

Avery Fisher Hall	New York	NY
Barclays Center (LOFT)	Brooklyn	NY
Bergen Performing Arts Center (PAC)	Englewood	NJ
Bloomfield High School	Bloomfield	NJ
Bowlero Bowling Alley (LOFT)	New Brunswick	NJ
Bowtie Cinemas	South Orange	NJ
Bridges Outreach (LOFT)	Essex County Locations	NJ
Bridgewater Sports Arena	Bridgewater	NJ
Bronx Science High School (Model UN)	Bronx	NY
Bronx Zoo (LOFT/SEL)	Bronx	NY
Brunswick Zone Lanes (LOFT/ESS)	Belleville	NJ
Bryant Park (LOFT)	New York	NY
Buehler Challenger & Science Center	Paramus	NJ
Calvin Klein Corporate Museum	New York	NY
Camp Bernie	Port Murray	NJ
Canada <b>(OVERNIGHT)</b>	Quebec	CA
Carnegie Hall	New York	NY
Center For Visual Arts	Summit	NJ
Chatham High School	Chatham	NJ
Chelsea Galleries & Markets	New York	NY
Cherry Hill High School (ESS)	Cherry Hill	NJ
Cherry Lane Theater	New York	NY
Christ Church Burial Grounds	Philadelphia	PA
CO-OP Extensions	Morris, Essex and Union County	NJ
Cornell University	Ithaca	NY
Count Basie Theater	Red Bank	NJ
Dalton School (Model UN)	New York	NY
Dance Theater of Harlem	New York	NY
Daughters of Israel	West Orange	NJ
Dave and Busters Arcade (HUB/LOFT)	Woodbridge/Wayne	NJ
Demarest Farms (LOFT)	Hillside	NJ
Dorney Park	Allentown	PA
Drew University	Madison	NJ
Drew University/Shakespeare Theater	Madison	NJ
Dreyers Farm	Cranford	NJ
Durand-Hedden Museum	Maplewood	NJ
East Orange Campus High School	East Orange	NJ
Ellis Island	Jersey City	NJ
Embassy Suites Hotel (Model UN) <b>(OVERNIGHT)</b>	Newark	DE
Essex County College	Newark	NJ
Essex County Courthouse	Newark	NJ

Essex County Environmental Center	Roseland	NJ
Essex County Prosecutor's Office	Newark	NJ
Fairleigh Dickinson University (LOFT)	Teaneck	NJ
Fairleigh Dickinson University/Dreyfuss Theater	Madison	NJ
Fairview Lake Camp	Newton	NJ
Federal Reserve	Washington	DC
Food Pantry (LOFT)	Hillside	NJ
Forest Lodge	Warren	NJ
Fox News Channel	New York	NY
Franklin Mineral Museum	Franklin	NJ
Funplex (LOFT/HUB)	Livingston/East Hanover	NJ
Gerald Schoenfeld Theatre	New York	NY
GlassRoots Glass Blowing	Newark	NJ
Glassworks Studios (LOFT)	Morristown	NJ
Great Swamp	Chester	NJ
Grove Park	South Orange	NJ
Habitat for Humanity, Volunteer Buildings (LOFT)	Essex County Locations	NJ
Hanover Park High School	Hanover	NJ
Harlem Walking Tour	New York	NY
Harriet Tubman Museum	Cape May	NJ
Hershey Park	Hershey	PA
Hilton Branch Library	Maplewood	NJ
Holiday Inn Capitol (Overnight)	Washington	DC
Hopatcong State Park	Landing	NJ
Howard University	Washington	DC
iFLY Indoor Skydiving	Paramus	NJ
Independence Hall	Philadelphia	PA
Independence National Park	Philadelphia	PA
International Center of Photography	New York	NY
Italy (Venice, Florence, Assisi, Rome) <b>(OVERNIGHT)</b>	Italy	EU
J. Birney Crum Stadium	Allentown	PA
Jacobs Chapel AME Church	Mt. Laurel	NJ
James Caldwell High School	West Caldwell	NJ
Jersey Cares (LOFT)	Essex County Locations	NJ
Jewish Community Center (JCC) Metro West	West Orange	NJ
JP Stevens High School	Edison	NJ
Kaufman Music Center (Merken Hall)	New York	NY
Kean University (LOFT)	Union	NJ
Kean University/ Theater	Union	NJ
Kutztown University	Kutztown	PA

Lake George Six Flags	Lake George	NY
Lakota Wolf Preserve	Columbia	NJ
Liberty Science Center	Jersey City	NJ
Lincoln Center	New York	NY
Lincoln Memorial	Washington	DC
Lincoln University	Lincoln University	PA
Livingston High School	Livingston	NJ
Luna Stage	West Orange	NJ
Madison Concourse Hotel (MAC Scholars) <b>(OVERNIGHT)</b>	Madison	WI
Madison Square Garden (LOFT)	New York	NY
Mana Fine Arts	Jersey City	NJ
Maplecrest Park	Maplewood	NJ
Maplewood Community Pool	Maplewood	NJ
Maplewood Memorial Park	Maplewood	NJ
Maplewood Movie Theater	Maplewood	NJ
Maplewood Police and Fire Department	Maplewood	NJ
Maplewood Town Hall	Maplewood	NJ
Maplewood Train Station	Maplewood	NJ
Maplewood Village	Maplewood	NJ
Margaret Williams Theater	Jersey City	NJ
Mayfair Farms	West Orange	NJ
Mayo Center for the Performing Arts/ Theaterworks (MPAC)	Morristown	NJ
Medieval Times	Lyndhurst	NJ
Memorial Park	Maplewood	NJ
MetLife Stadium	Rutherford	NJ
Metropolitan Museum of Art	New York	NY
Metropolitan Opera House	New York	NY
Millburn High School	Millburn	NJ
Monster Mini-Golf (LOFT)	Edison	NJ
Montclair Art Museum	Montclair	NJ
Montclair State University/ Theaterworks	Montclair	NJ
Morris Museum	Morristown	NJ
Morristown Performing Arts Center (PAC)	Morristown	NJ
Morrow United Methodist Church	Maplewood	NJ
MSAN Conference (Minority Achievement Community Network Student Conference) <b>(OVERNIGHT)</b>	Newton	MA
Museum of Early Trades & Crafts	Madison	NJ
Museum of Jewish Heritage-A Living Memorial to the Holocaust	New York	NY
Museum of Modern Art (MoMA)	New York	NY
Museum of Natural History/Hayden Planetarium	New York	NY

Museums in New York, NJ & Philadelphia	Various	NY, NJ & PA
National Constitution Center	Philadelphia	PA
National Museum of Mathematics	New York	NY
National Museum of the American Indian	New York	NY
New Jersey Institute of Technology (NJIT)	Newark	NJ
New Jersey Performing Arts Center (NJPAC)	Newark	NJ
New Jersey State House	Trenton	NJ
New York Aquarium	Brooklyn	NY
New York Hall of Science	New York	NY
New York University (Model UN)	New York	NY
Newark Museum	Newark	NJ
Northern Highlands HS	Sussex City	NJ
Ocean County College	Toms River	NJ
Orchard Park	Maplewood	NJ
Paper Mill Playhouse	Millburn	NJ
Park Point University <b>(OVERNIGHT)</b>	Pittsburgh	PA
Paterson Great Falls National Historical Park	Paterson	NJ
Philadelphia Black History Walking Tour	Philadelphia	PA
Philadelphia Tour & Independence National Park	Philadelphia	PA
Pineland Institute	Browns Mills	NJ
Planetarium at Raritan Valley Community College	Branchburg	NJ
Prudential Center (LOFT)	Newark	NJ
PSE&G	Maplewood	NJ
Rahway Valley Sewerage Authority	Rahway	NJ
Rapture Trust Summit	Millington/Long Hill Township	NJ
Red Bull Stadium	Harrison	NJ
Reeves-Reed Arboretum	Summit	NY
Repertorio Espanol Theater	New York	NY
Rider University	Princeton	NJ
Rochester's BBQ and Grill	Lawnside	NJ
Rockefeller Center (LOFT)	New York	NY
Rolee Skating Rink	Florham Park	NJ
Rose Planetarium	New York	NY
Roxbury High School	Roxbury	NJ
Rutgers University	New Brunswick	NJ
Sacred Heart Cathedral	Newark	NJ
Saint Ann's School (Model UN)	Brooklyn	NY
Sandy Hook	Sandy Hook	NJ
Schiff Nature Preserve	Mendham	NJ



Schomburg Center For Research in Black Culture	New York	NY
Scope Art Fair	New York	NY
Seaton Hackney Stables	Morristown	NJ
Seely Mutter Pond	Watchung	NJ
Seton Hall University/Prep	South Orange	NJ
Shomberg Center for Research in Black Culture	Harlem	NY
Show Up and Dance	New York	NY
Shubert Theater	New York	NY
Six Flags Great Adventure (Music Competition)	Jackson	NJ
Smithsonian National Museum of African American History & Culture <b>( OVERNIGHT)</b>	Washington	DC
Soil Conservation Association	New Jersey	NJ
South Mountain Reservation (complex)	Maplewood/West Orange, Millburn	NJ
South Orange City Hall	South Orange	NJ
South Orange Duck Pond	South Orange	NJ
South Orange Fire Department	South Orange	NJ
South Orange Performing Arts Center (SOPAC)/Bowtie Cinemas	South Orange	NJ
South Orange Pool	South Orange	NJ
South Orange Post Office	South Orange	NJ
South Orange Public Library	South Orange	NJ
South Orange Rescue Squad	South Orange	NJ
South Orange Reservation	South Orange	NJ
South Orange Train Station	South Orange	NJ
South Orange Village	South Orange	NJ
South Restaurant	Philadelphia	PA
St. John's Soup Kitchen (LOFT)	Newark	NJ
Statue of Liberty	New York	NY
Steps on Broadway	New York	NY
Sterling Hill Mining Museum	Ogdensburg	NJ
Stockton University (LOFT)	Galloway	NJ
Storm King/Art Sculpture Center	New York	NY
Summit High School	Summit	NJ
Summit Medical Group	Summit/New Providence	NJ
Teaneck High School	Teaneck	NJ
Temple University (LOFT)	Philadelphia	PA
Tenement Museum	New York	NY
The Armory	Jersey City	NJ
The Challenger Learning Center	Suffern	NY
The College of New Jersey (LOFT/EOF)	Ewing	NJ
The Highline	New York	NY
The Met Cloisters	New York	NY

The Seeing Eye Institute	Morristown	NJ
The Union County Performing Arts Center (LOFT)	Rahway	NJ
The Wildlife Conservation and Education Center	Garfield	NJ
The Woodland	Maplewood	NJ
Theater Works	Montclair	NJ
Thomas Edison Center at Menlo Park	Edison	NJ
Thomas Edison National Historical Park/Museum	West Orange	NJ
Timbuctoo Village	Westhampton	NJ
Township Of Berkeley Heights Municipal Facilities	Berkeley Heights	NJ
Trader Joe's	Millburn	NJ
Trailside Nature & Science Center/Watchung Reservation	Watchung	NJ
Turtle Back Zoo	West Orange	NJ
Turtle Back Zoo (LOFT)	West Orange	NJ
Union City High School (NJHSDF)	Union	NJ
Union County Trailside Nature and Science Center	Mountainside	NJ
United Methodist Church	Morristown	NJ
United Nations	New York	NY
United States Holocaust Memorial Museum (OVERNIGHT)	Washington	DC
University of Delaware	Newark	DE
University of Delaware (Model UN) (OVERNIGHT)	Newark	DE
University of Pennsylvania (LOFT)	Philadelphia	PA
UniverSoul Circus	Newark	NJ
Walia Restaurant	South Orange	NJ
Wall Street/Stock Exchange	New York	NY
Walt Disney World/Universal Studios (OVERNIGHT)	Orlando	Florida
Warm Daddy's Restaurant	Philadelphia	PA
Washington Crossing State Park	Hopewell Township	NJ
Waterloo Village	Stanhope	NJ
West Essex High School	North Caldwell	NJ
West Windsor-Plainsboro High School	West Windsor	NJ
Westminster Choir College	Princeton	NJ
Whitney Museum	New York	NY
Wightman's Farm	Morristown	NJ
Wildlife Conservation & Education Center	Garfield	NJ
William Paterson University (Shea Center for the Arts)	Wayne	NJ
Winchester Gardens	Maplewood	NJ

WWOR (Channel 9) TV Station (LOFT)	Secaucus	NJ
Wyndham Grand Hotel (OVERNIGHT)	Pittsburgh	PA

4211. Affirms that there were no HIB investigations reported to the South Orange/Maplewood School District for the month of September 2021.
4212. Approves a settlement agreement for special education Student ID #4794816490 and authorizes the Board President to execute the settlement agreement.
- 4213A. Adopt Board Policy 1648.11 The Road Forward COVID-19 - Health & Safety.
- 4213B. Adopt Board Policy 1648.13 School Employee Vaccination Requirements.
4214. **WHEREAS**, On July 2, 2020, P.L. 2020, c. 57 was approved and codified under the already existing statute section N.J.S.A. 18A:7F-9 which permits a school district to implement a Commissioner-approved program of virtual or remote instruction in the event the school district is required to close a school or the schools of the district for more than three consecutive school days due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure.

**WHEREAS**, In the event the above events apply, the Commissioner of Education shall allow the district to apply to the 180-day requirement established pursuant to N.J.S.A. 18A:7F-9, to allow one or more days of virtual or remote instruction provided to students on the day or days the schools of the district were closed and shall meet such criteria that is established by the Commissioner of Education.

**WHEREAS**, A day of virtual or remote instruction, if instituted under the district's Commissioner of Education's approved program of virtual or remote instruction, shall be considered the equivalent of a full day of school attendance for the purposes of meeting State and local graduation requirements, the awarding of course credit, and other such matters as determined by the Commissioner of Education.

NOW THEREFORE BE IT RESOLVED, That the Board of Education approves the District's Emergency Virtual or Remote Plan of Instruction for the 2021-22 school year.

4215. **WHEREAS**, The South Orange-Maplewood School District is committed to equity, diversity and inclusivity; and

**WHEREAS**, The South Orange-Maplewood School District is committed to 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 promoting inclusive, welcoming, safe school environments that promote respect, dignity and equality and;

WHEREAS; The South Orange-Maplewood Board of Education wishes to further the district's commitment to provide a climate and culture that is free from harassment and discrimination, including from unlawful sexual harassment and/or misconduct and all forms of violence, harassment, intimidation and bullying and;

WHEREAS, The South Orange-Maplewood Board of Education is committed to a district-wide implementation of restorative practices, including restorative justice, that helps students and staff resolve conflicts peacefully and respectfully while reducing the use of punitive discipline and decreasing racial disparities in discipline; and

WHEREAS, It is well-established that removal from school through punitive disciplinary responses negatively impacts engagement and connection to school throughout a student's experience; and

WHEREAS, Students' perception of trust and connection to school establish fundamental social emotional skills that form the foundation for academic success; and

WHEREAS, Research has established significant causality between removal from school through punitive disciplinary responses and a reduced likelihood of graduating on time; and

WHEREAS, As students return to full-time in person learning for the first time in over 19 months, they need additional social emotional supports to address a number of pandemic-related mental health and wellness needs; and

WHEREAS, Research shows that Black students are more than twice as likely to be suspended than White students; and

WHEREAS, Research shows that comprehensive implementation of restorative practices reduces overall use of suspensions, and significantly reduces suspensions for Black students; and

WHEREAS, to the extent that the Code and Conduct and this resolution are in conflict, this resolution will supersede the Code of Conduct; and

BE IT RESOLVED That the South Orange-Maplewood Board of Education directs the Superintendent to immediately institute a one-year (SY 2021-22) moratorium on all suspensions/school removals except in isolated and extreme cases where there is credible and significant threat to the well-being of students or staff, subject to the Superintendent's approval; and

BE IT FURTHER RESOLVED That the South Orange-Maplewood Board of Education directs the Superintendent to convene a Task Force comprised of identified students, staff and educators to evaluate and assess the current state of PK-12 restorative practices and social emotional supports through regular meetings as well as through the administering of a brief climate and culture survey to students in grades 6-12 in the fall/early winter and again in the spring. The Task Force will use the findings to suggest necessary adjustments and additions to strengthen our current approach to restorative practices. The Superintendent will complete a report with the results of that assessment as well as recommendations to the Board no later than March 31, 2022 and present it at the following general Board meeting.

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

ROLL CALL: MOTION 4205A-C, 4206A-B, 4207B-H, 4207J-K, 4208, 4210, 4211, 4212, 4213, 4214 YES: Bergin, Cuttle, Joshua, Maini, Malespina, Sabin, Siders, Winkfield, Wright NO: None.

MOTION 4207A YES: Bergin, Cuttle, Joshua, Maini, Sabin, Siders, Winkfield, Wright NO: None ABSTAIN: Malespina (payments to any vendor or matter in the check register from which Board Malespina is conflicted; including but not limited to Follett, Mackin, and Edmodo)

Motion made by Board Member Maini, seconded by Board Member Winkfield to close discussion of resolution 4204.

Motion passed 7 yes, 2 no (Malespina, Wright)

MOTION 4204 PASSED YES: Bergin, Cuttle, Joshua, Maini, Sabin, Siders, Winkfield NO: Malespina, Wright

Motion made by Board President Joshua seconded by Board Member Bergin to approve resolutions 4207I and 4209.

MOTION 4207I PASSED YES: Bergin, Cuttle, Joshua, Maini, Malespina, Sabin, Siders, Winkfield NO: Wright

MOTION 4209 PASSED YES: Bergin, Cuttle, Joshua, Maini, Malespina, Sabin, Siders, Winkfield, Wright NO: None

Motion made by Board President Joshua, seconded by Board Member Winkfield to move hand carry resolution 4215 for discussion.

Motion passed 9 yes, 0 no.

Motion made by Board Member Malespina seconded by Board Member Wright to table resolution 4215.

Motion to table resolution 4215 failed 2 yes (Malespina, Wright), 7 no

Motion made by Board President Joshua seconded by Board Member Siders to close discussion on resolution 4215.

Motion to close discussion on resolution 4215 passed 9 yes, 0 no.

Motion 4215 PASSED YES: Bergin, Cuttle, Joshua, Maini, Sabin, Siders, Winkfield NO: Malespina, Wright

#### HEARING OF INDIVIDUALS AND DELEGATIONS

None.

#### NEW BUSINESS

Board Member Malespina asked the Board to look into a memorial to honor Carol Ann Farino and also asked if the Board has any additional information on the renaming of Underhill Field in honor of Moussa Fofana.

Board President Joshua responded that the Board is still waiting on additional research on the naming of Underhill Field while also investigating other ways to memorialize Mr. Fofana. We are continuing to investigate the renaming of Underhill Field and what other alternatives might be feasible in the short term. As we get updates I will continue to pass information along to the Board.

Board Member Cuttle informed the Board and community that SOMa Shares is collecting gently used coats, snow pants and boots for families in need.

Board Member Cuttle also acknowledged that October is National Anti-bullying Awareness Month and LGBT history month.

Board Member Wright asked why the recording of the last C & I committee meeting is not posted on the District website? Board President Joshua directed Board Member Wright and the public to view the C&I meeting on the District's YouTube channel.

#### Future Meetings

The Board of Education will meet in a Special Public Session on Monday, November 8, 2021 at a time to be determined at 525 Academy Street, Maplewood, NJ, as well as using the online video conference platform which will include Hearing of Individuals, to review and take action on Construction Bids for the South Mountain Elementary and South Mountain Annex Construction projects.

The Board of Education's Curriculum & Instruction Committee, which is a committee of the whole, will meet in public on Tuesday, November 9, 2021 at 6:30 pm utilizing an online video conference platform. Since this is not a Board meeting the public is welcome to watch but there will not be any public comments or official actions taken.

The Board of Education will meet in Closed Session on Monday, November 15, 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 November 15, 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 Sidors that the Board of Education adjourns. Motion unanimously approved at 10:48 p.m.

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Eric Burnside, Business Administrator