

Regular Meeting
South Orange-Maplewood
Board of Education
December 20, 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 December 20, 2021.

Board President Thair Joshua called the meeting to order at 7:54 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 (remote), 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 amend the agenda to move forward the Hearings of Individuals and Delegations.

Motion passed 9 yes, 0 no.

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

Motion passed 9 yes, 0 no.

BOARD PRESIDENT'S STATEMENT

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

assure that the members fully understand the matter. After the committee discusses the matter, it is presented to the full Board for discussion before any action is taken. Only then, is it placed on the agenda for action at a public meeting.

HEARING OF INDIVIDUALS AND DELEGATIONS

The following SOMSD teachers and community members voiced similar concerns regarding negotiations, teacher retention, teacher support, and the many challenges of teaching during a pandemic: Laura Terranova, Amanda Mazzarella, Christine Sargeant, Laurie Pham, Phil McCormick, Ryann Varney, Jacob Chiffin, Lorraine Sudol and Kim Collins.

The following community members voiced similar concerns regarding an alleged civil rights violation against an SOMSD student and asked the Board to properly address the matter: Kason Little, Stacey Gregg, Monica Morton, Christina Serpe.

Rocio Lopez, SOMEA President

Expressed concerns that administration is outsourcing services/roles that can be fulfilled by qualified district teachers.

Assemblyman Thomas P. Giblin,

Assemblyman Giblin is the Business Manager of Local 68 International Union of Operating Engineers and SOMSD paraprofessionals. He spoke in support of better pay for paraprofessionals and urged the Board and administration to review the contract and request the contracted vendor for this service provide better pay.

Shira Lincoln, VP SOMEA

Spoke about the daily challenges and additional burdens endured by SOMSD teachers including meetings that extend beyond the work day and last-minute tasks assigned by central office.

Lottie Williams

Spoke briefly about her role as a paraprofessional and requested a fair wage increase more aligned with other districts.

Line Marshall

Shared her most recent observation/evaluation experience including the process, written results and post observation meeting outcomes.

Suzanne Urban Ryan

Retired SOMSD teacher who spoke in support of teachers and shared her reasons for retiring after 25 years of service in the district. Ms. Ryan also spoke about the role of Board.

Jessica Ostrega

Urged the district to adopt the *Know the Signs Program* for SOMSD middle and high school students.

Kristin Barber

Spoke about Health and Safety issues in SOMSD, specifically an incident where she was accosted by a student who gained access to Columbia High School via an unsecured door. The student was escorted out of the building and reentered using the same door regain entry. At the time of the incident, Ms. Barber requested security changes to make her feel safer and nothing has changed. She also provided examples of other safety concerns and requested they are addressed immediately.

Gregory & Meghan Mortenson

Requested the Board overturn the district's decision to deny bussing for their son. Ms. Mortenson also provided examples of the hardships the transportation issue has caused their family.

Dean Dafis, Mayor Elect Maplewood Township

Mayor Elect Dafis thanked Board member Cuttle for their tireless and exceptional service to our community in the best interest of student wellness, health, empowerment and success. Board Member Cuttle has sincerely demonstrated their commitment to successful policy making on behalf of our students' achievement, safety and inclusivity. When not in the boardroom, Board Member Cuttle can be found volunteering throughout the community.

SPECIAL BOARD RECOGNITION AND APPRECIATION FOR BOARD MEMBER SERVICE

Former Board Member Mazzocchi acknowledged former Board Member Kamal Zubieta for her service to the Board of Education. Mr. Mazzochi spoke about Board Member Zubieta's interview to join the Board where she expressed her thoughts on education, belief in all students, her desire to work fluidly as a member of a team and her desire to listen deeply and collaborate. She practiced these beliefs when she joined the Board and served the Board with a collaborative spirit, grace and great integrity. Former Board Member Zubieta was presented with a plaque for her service.

Former Board Member Zubieta thanked the Board for appointing her to the Board of Education in 2020, the community for electing her to serve in 2021 and her family for their love and support. Board Member Zubieta reflected on the positive things the Board was able to accomplish during the pandemic and shared her hopes for the future direction of the Board of Education.

2nd VP Erin Siders, acknowledged the service of Board Member Christopher Sabin, who was appointed to the Board in July 2021 to fill a Board vacancy. Board Member Sabin, previously served as Board Member 2016-2018 and the Board is grateful that he stepped up to once again serve in this role. Board Member Sabin's five months of service have been well served. The calm, insightfulness and honesty he brought to the Board has been greatly appreciated. Board Member Sabin was presented with a plaque for his service.

Board Member Sabin thanked the community for their support and all Board Members and teachers for their service to SOMSD. Board Member Sabin acknowledged the complexities of the role of Board Member and that of SOMSD teachers as everyone does their best to serve the students and community.

Board Member Bergin acknowledged 1st Vice President Shannon Cuttle for their service to the Board of Education and community. VP Cuttle has been an example in both words and actions of a leader with integrity, empathy and compassion. As the first openly non-binary elected official in New Jersey Board Member Cuttle's service to the Board has shown us that representation matters. Under VP Cuttle's leadership, Best Practices for the safety and support of LGBTQ+ students are now included in the NJSBA statewide policy manual. VP Cuttle was presented with a plaque for their service.

Vice President Cuttle thanked Board Member Bergin for her kinds words and acknowledged fellow Board Members for their service as well as district leadership, staff, students and families for their tireless efforts in order to help move the district forward. One of the greatest things about serving the community is doing so on behalf of our students and families because they are truly all of our children. VP Cuttle spoke about the role of the Board Member and reflected on the accomplishments of the Board during their years of service.

Board Member Winkfield recognized Board Member Maini for her incredible service, advocacy and leadership while serving six years on the Board of Education. Board Member Maini served as not only a Board Member, but also a mentor to other Board Members, sharing her wisdom and historical context of the district both on and off the Board. The community has benefited from Board Member Maini's leadership while serving in the challenging and often thankless role of Board President, 2019-2020. In this position, she led with grace and determination. Board Member Winkfield went on to share some of the many accomplishments of Board Member Maini while serving on the Board of Education including the adoption and implementation of the Access and Equity policy, hiring the Superintendent and in partnership with the Superintendent, the design and implementation of Phase I of the Intentional Integration Plan. Board Member Maini was presented with a plaque.

Board Member Maini expressed thanks to fellow Board Members for their Service, Board Member Winkfield for the kind words, Board Member Sabin for partnering with her to run for the Board of Education in 2016, and Board President Joshua for his leadership.

BOARD RECOGNITIONS - Noah Morros, Student Rep.

Student Recognitions:

NAME/SCHOOL	RECOGNITION
<p>Sharon Chen, CHS Freshman Sherry Chen, CHS Freshman</p>	<p>Congratulations to CHS Freshman and Kean Scholars, Sharon Chen and Sherry Chen. They recently received awards from Kean, Sharon won the highest average in English (writing course) and Sherry won the highest average in Mathematics (Algebra 2/Trigonometry).</p> <p>The South Orange & Maplewood School District announced its partnership with Kean University's Scholar Academy over the summer. The Scholar Academy is a dual-enrollment initiative that helps prepare selected high school students for college by bringing them on campus to earn college credits and take part in mentorships, internships, and other college experiences starting in ninth grade. This partnership is the District's first time offering dual-enrollment college-based programming to students. Eleven middle-school students from SOMSD were part of the inaugural class, which Kean University announced in May.</p> <p>Sharon Chen and Sherry Chen are former Maplewood Middle School students, who are now freshman at CHS. As part of the inaugural cohort, they started the program in Summer 2021. They will be enrolled in the Kean Scholar Academy for all four years of high school. In ninth and tenth grade, they will take college courses in English, math, and prerequisite subjects with other Academy students. In their last two years, they will take classes in their major alongside other Kean students.</p>
<p>Leonard Jasper, CHS Senior</p>	<p>We want to commend CHS Senior Leonard Jasper for being one of the 100 N.J. students to have been named to the Governor's STEM Scholars class of 2021-22. Scholars were selected from a pool of more than 600 applicants and had to have at least a 3.5 GPA, be high school sophomores through</p>

	<p>doctoral-level at a New Jersey-based high school or university, and demonstrate a passion for STEM. Leonard is only 1 of 8 students from Essex County.</p> <p>Scholars will participate in four conferences being held at New Jersey Institute of Technology, Rowan University, Stevens Institute of Technology, and Kean University. They will participate in a research project, led by undergraduate and graduate-level scholars, that advances the work of New Jersey's research community and tour New Jersey STEM facilities and laboratories, and network with STEM professionals.</p>
<p>CHS Students:</p> <ul style="list-style-type: none"> ● Chimezie Agba, Sophomore ● Lukas Alexander, Sophomore ● Nicholas Gomez, Sophomore ● Ava Katz, Sophomore ● Nikolas Stellini, Sophomore ● Nicholas Alexander, Junior ● Owen Friedman, Junior ● Makayla Ojentis, Junior 	<p>J & J Technology Awareness Program:</p> <p>CHS Students were invited to participate in the Johnson & Johnson Technology Awareness Program (TAP). TAP is a partnership program between Johnson & Johnson, New Jersey Institute of Technology, and surrounding schools where students gain real-life experience working with professionals while attending to their daily academic responsibilities. Students that took part in the program were:</p> <ul style="list-style-type: none"> ● Chimezie Agba, Sophomore ● Lukas Alexander, Sophomore ● Nicholas Gomez, Sophomore ● Ava Katz, Sophomore ● Nikolas Stellini, Sophomore ● Nicholas Alexander, Junior ● Owen Friedman, Junior ● Makayla Ojentis, Junior <p>As part of the Technology Awareness Program, they were given a business problem to assess. Their team developed a well-thought-out business and technical solution and presented this solution to Johnson & Johnson executives. During the development process, the student demonstrated several skills such as brainstorming, negotiating, decision making, problem-solving and presenting.</p> <p>During the program, Johnson and Johnson professionals introduced students to weekly virtual interactive sessions on several topics for both Information Technology as well as Research & Development. The virtual program gave the students hands-on experience within the real corporate world. The students were recognized for their work at a</p>

	<p>banquet on 12/1 on NJIT Campus where J&J Vice Presidents recognized them individually for their work.</p>
<p>CHS: Model UN Club</p>	<p>On Saturday, December 10, thirty members of the CHS Model UN club participated in the Bronx Science XV Model UN Conference. The conference was virtual, and the CHS team joined the conference from CHS. Students arrived early in the morning where they participated in various committees throughout the day. Congratulations to the entire CHS Model UN club for the efforts as well as club advisor, Greg Tuttle, CHS Social Studies Teacher.</p> <p>A number of students earned awards:</p> <ul style="list-style-type: none"> ● Chloe Barter: Honorable Mention representing India in the International Atomic Energy Agency committee ● Jem Wiener: Verbal Commendation representing India on the Historical Security Council committee ● Charlotte McCourt: Best Delegate in the Joint Crisis Committee (World War I). She represented multiple historical figures throughout the conference. ● Maxson McKinstry: Verbal Commendation in the Joint Crisis Committee (World War I - Central Powers)
<p>Robert Max Goldman, CHS Junior</p>	<p>CHS Junior, Rober Max Goldman had his science research published. This past summer, Robert was one of less than 100 American students selected through a competitive application process for the Waksman Institute Summer Experience (WISE) which is sponsored by Rutgers University. Robert and these students learned about, and contributed to, an authentic research project in molecular biology that strongly emphasized bioinformatics. The research project focused on DNA sequence analyses of genes from the duckweed plant <i>Landoltia punctata</i>, and how these genes compared to those found in other plant species and organisms. According to his professor, "Robert accomplished a great deal" and "it was a privilege working with Robert Max Goldman from Columbia High School." We are so proud that his work is now published in their database as well!</p>

Staff Recognitions:

NAME/SCHOOL	RECOGNITION
Dara Gronau, Principal MMS	On December 1, MMS Principal Dara Crocker Gronau was selected to co-facilitate a Columbia Teachers College Reading and Writing Project (TCRWP) live Twitter chat on the topic- <i>Helping School Leaders Lead with Determination, Focus and Above All Else-Joy</i> with Brooke Geller. TCRWP is a core element of our ELA curriculum in the school district. As a former English teacher, Gronau was honored to be invited to this discussion. As a former English teacher, literacy leadership will always be close to her heart!
Jennifer Latimer, Media Specialist, Clinton Elementary School	Congratulations to Jennifer Latimer Clinton Elementary's Media Specialist for being the recipient of this year's @NJASL, Ruth Toor Outstanding Media Specialist Award. Clinton Elementary principal, Jennifer Connors and Asst. Supt., C&I, Dr. Matt Friedman were in attendance to support. Jennifer shared a presentation that showcased the District's Artist in Residence Program with CodeJoy where all elementary students will receive remote robotics and coding sessions via their school media specialists as part of the enhanced STEM programming planned for K-6 students in the 2021-22 school year.
Dr. Joyce Leslie, CHS, Math Teacher (Submitted by Jameel Misbauddin, Supervisor, STEM, 9 - 12)	On Friday, October 22nd, Dr. Joyce Leslie celebrated the completion of her Doctoral degree at a special in-person celebration for the classes of 2020 and 2021 (that were canceled due to Covid-19). Her doctoral research was inspired by many wonderful students she has taught at CHS. She designed a workshop for algebra teachers, designed to introduce a new pedagogy and raise their expectations for their black students. Her dissertation is: Investigating a model using video stories for professional development for algebra teachers of low SES minority students. Congratulations to Dr. Leslie.
Takia Logan, Special Education Teacher, CHS	Congratulations to Takia Logan, Special Education Teacher at CHS, on her self-published book, "Idris and the Magic Lamp," which is currently available on Amazon. Idris and the Magic Lamp is a story about being special. Students sometimes see their uniqueness as a burden as opposed to the

	<p>blessing that it is. Having worked with students across age and grade levels it was her pleasure to encourage them that they are the result of a combination of the miraculous and the wonderful and should always be proud of that. Ms. Logan wrote about Idris because she wants all the students that have felt invisible to know that someone sees them.</p> <p>Ms. Logan is a classroom educator and is very passionate about students and learning. Teaching students to read and to learn through books is one of the greatest privileges afforded to her throughout her career. She believes that kids learn well when they can see a little of themselves in the characters, settings and plots of the stories that are shared with them.</p>
Achieve Foundation	<p>Fall 2021 Educator Grants: The Achieve Foundation is pleased to announce that thanks to the generosity of the many donors and local business sponsors in the South Orange & Maplewood community, this fall they were able to provide nearly \$77, 500 in grant funding for 35 project proposals that benefitted 75 teachers and administrators (and several hundreds of students!) across every K-12 school in the District. These grants range from visiting author and artist programs to STEM materials, and include initiatives focused on the emotional health and wellness of our students. For a complete listing of the grants awarded, visit the achievethefoundation.org website.</p> <p>Achieve is proud to support the work of District educators as it aligns with Achieve's mission to promote high-quality education that prepares our students for the future by addressing inequities, inspiring innovation, and fostering community.</p>

APPROVAL OF MINUTES

Motion made by Board President Joshua, seconded by Board Member Sidors to accept the minutes of the November 15, 2021 Regular Meeting-Public and Executive Sessions as presented. Motion unanimously approved.

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

Dr. Taylor thanked Board Members Cuttle, Maini and Sabin for their service.

Dr. Taylor reiterated comments made at the previous Board Meeting regarding where we are in the pandemic.

We as a community must remain vigilant. The Delta and Omicron variants are causing our confirmed positive cases to grow exponentially. Our health and wellness subcommittee which includes our district lead nurse and departments of health meet and review cases and the applicable contact tracing daily, sometimes multiple times per day including weekends. We also discussed the latest guidance from the Departments of Health at the State level, NJ Department of Education and Centers for Disease Control. This is all very dynamic and guidance shifts, sometimes without warning. While we have been pleased that our mitigation strategies are preventing in school spread, the community spread of COVID-19 has been rampant. As many of you know, families and staff members of South Orange Middle School were informed today that they will be shifting to virtual learning throughout winter break. We have been in contact with our County Superintendent of schools as well as our Mayor and Village President regarding this very important topic. We are continuing to monitor and analyze the confirmed infection numbers daily to ensure we are doing all we can to keep our students and staff safe and healthy.

ACCESS & EQUITY UPDATE - *Dr. Gretel Perez, Asst. Supt. Of Access & Equity*

Students Enrolled in High-level AP/Honors/STEM by Demographics (BPW)

The district has engaged annually in providing a class size report to our Board of Education to help us in determining the need to right size enrollments to comply with our Board policy and best practices. As part of our settlement with the Black Parents Workshop the following report on our secondary classes is an added layer of reporting and analysis.

Dr. Taylor introduced Dr. Gretel Perez, Asst. Superintendent of Access and Equity who will present an update on students enrolled in high-level AP/Honors/STEM. The report included the following:

- Enrollment data for BPW Settlement
- Enrollment data over the last two years
- Enrollment data by grade for 2021-2022
- Middle School: Racial Demographics across the content areas
- High School: Racial Demographics across the content areas
- Middle School: Gender across the content areas
- High School: Gender across the content areas

STUDENT REPRESENTATIVE REPORT - *Noah Morros*

Student Representative Morros provided an update on the following Columbia High School events and student matters:

- Possible increased COVID-19 measures to decrease complacency and transmission including students receiving emails regarding new case and COVID trends.
- The effects of the work to rule labor action on students
- Purchase of four period product dispensers for the girls and gender neutral bathrooms at Columbia High School.
- CHS Seniors are receiving early decision and early action letters from colleges. Many students have been accepted into excellent Universities and Colleges with many more acceptances to come.
- As mentioned during Board recognitions, the Model UN Club participated in the Bronx Science XV Model UN Conference. Thank you to Mr. Tuttle and Ms. Pierce for supplying breakfast & lunch and taking ten hours of their time on a Saturday to make this conference possible.
- The Students for Justice Club is hosting a winter clothing drive through January 1st. Donations can be left at the Columbia High School front security desk or the porch of the Ethical Culture Society.
- The CHS Fishing Club is nearing the end of its fill the net campaign. They collected over 800 cans of nonperishable goods and are accepting donations through December 22 in CHS room A301.
- CHS Student Council hosted the Annual Volleyball Tournament December 16, 2021. The event was a huge success with over 25 teams participating.
- CHS Student Council is hosting a Holiday Spirit Week this week. The theme for each day can be found on the Instagram page @chsofficialstuco.
- Thank you to Mr. McCormick and Ms. Solomon for coming to CHS at 7:30 a.m. every Tuesday to advise the student council and providing donuts and coffee.
- CHS Junior, Sophia Franklin is currently working with CHS teacher Mr. Bauer to provide volunteer tutoring to young musicians in the district in hopes of inspiring younger students and offering a glimpse into what the CHS music program is like, while also offering CHS students the opportunity to give back to the community while sharing their talents.

Thank you to Board Members Cuttle, Maini and Sabin for their service to SOMSD students and the community.

BOARD PRESIDENT'S UPDATE - *Board President Joshua*

Negotiations

Good evening. I'd like to provide an update on the SOMEA-SOMSD negotiations. First, I want to acknowledge the contributions of our teachers this past year through unimaginable circumstances. And I also want to acknowledge the letters from the community advocating for pay increases for our teachers.

At our last negotiations meeting the BOE made a counter to the union opening offer of a 6.1% raise. The SOMEA negotiator stated our offer deserved a counter proposal, however, no counter was made. Instead, the union returned with the same offer of 6.1%. The large gap between both parties as well as unwillingness to counter our offer is why we both agreed to go to mediation. Once the mediator was assigned, all three parties worked to find mutually agreeable dates to meet. We have a date set for early January, and we look forward to our mediation session.

We know SOMEA salary guides are floating around on social media. While I cannot get into specifics on salaries, it is worth noting that the Board of Education does not determine salary guides. They are reviewed and approved by the BOE after they are created by the union, who works in conjunction with NJEA.

I want to reiterate that board is ready to negotiate in good faith and looks forward to a resolution to this matter.

2021 Accomplishments

I want to take this opportunity to do a 2021 wrap up of the board's accomplishments this year.

Policy

The SOMSD BOE introduced a resolution to adopt additional language for inclusion in NJSBA's Manual of Positions and Policies on Education. The new language supports local school boards and districts to make every effort "to raise awareness, employ best practices, and create an inclusive, safe and positive school climate for all students, including, but not limited to, those that are actual or perceived as being lesbian, gay, bisexual, transgender, questioning, or other sexual orientation, gender identity or expression." The resolution was approved unanimously by all the NJSBA Delegate Assembly.

Locally, we created, revised or abolished almost 40 policies, with another 10 coming up this evening. We passed a groundbreaking transgender and non-binary student policy that strengthened in many areas our commitment to ensure welcoming spaces including LGBTQ+ students and trans and non-binary persons, families and staff. The residential checks policy, along with the pilot program with Clear, removes some of the bias uncovered in reviewed of which families are subject to residency checks. The resource materials policy strengthened our commitment to finding materials that support the educational goals of the district.

These policies, along with all the others, are easily searchable on our website thanks to our partnership with Strauss Esmay's online tool.

Climate & Culture

We have taken steps to improve the Climate & Culture in our district by directing the district to pause most school suspensions while digging into the root causes. We created a task force to do a deep dive into the policies and practices related to sexual harassment. The task force has finalized its report and the board will follow up on its recommendations in 2022.

We passed a resolution to rename the Jefferson Elementary school and will be updated on the process early in 2022.

Long Range Facilities Plan

We have approved 5 major construction projects as part of the LRFP, with one more on tonight's agenda. We have begun building additional classroom space at 4 of our elementary schools. We recently issued the final tranche of the \$160 million construction bond to fund these initiatives and have directed the district to produce construction plans for the secondary schools next year.

Access & Equity/C&I

We approved new or revised curricula for over 40 courses and 10 new book adoptions. The curricula can all be found on Atlas, which is on the district website. The district is also wrapping up work on the Portrait of a Graduate initiative. A special thank you to Dr. Taylor and the C&I team for getting the Amistad Curriculum approved. This is just one step in our continuing journey to provide a robust curriculum that reflects our student body.

Intentional Integration Initiative, which has resulted in a more socio-economically diverse Kindergarten class. It has greatly reduced the disparity in FRL students from school to school and is squarely in line with our goal of making every school look like a broader reflection of the district.

Year End

Lastly, I want to thank my colleagues for allowing me the privilege to serve as President, apparently the first Black male to ever hold this position in this district. January 6th was not the appropriate time to reflect on that fact, but I do recognize it might mean something to someone watching this evening.

I look forward to serving again in 2022 and continuing to expand on the accomplished previously listed.

COMMITTEE REPORTS

FINANCE FACILITIES & TECHNOLOGY - *Board Member Wright*

The committee discussed the following:

- Lunch Debt

- Lunch Monitor Bid
- Snow Removal Bid/Trucks
- Underhill Bid
- Bond Sale update
- Asbestos Tuscan & Seth Boyden bid award
- Supervisor of Buildings & Grounds
- Teacher Salaries
- Accounting of Out Source Expenses, Legal Expenses, and Counseling Expenses
- Health and Safety of District Buildings - Mold
- WebEx technology use for meetings
- Construction Update
- Open FFT Meetings

POLICY COMMITTEE - Board Member Bergin

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

Policies for second reading

- 1540.1 Employee Personal Relationships
- 2417 Pupil Intervention and Referral Service
- 2421 Career & Vocational Ed
- 2467 Surrogate Parents and Resource Parents
- 3283 Electronic Communications School Staff
- 4283 Electronic Communications Between Support Staff Members and Students
- 5111 Eligibility of Resident/Nonresident Students
- 5460.2 Bridge Year Pilot Program
- 7450 Property Inventory
- 8467 Weapons

Policies for first reading

- 2422 Health & Physical Education
- 2415.04 Title I - District-Wide Parental Involvement
- 2415.20 Every Student Succeeds Act Complaints
- 2480 Alternative Education Programs
- 3221 Evaluation of Teachers
- 3222 Evaluation of Teaching Staff Members, Excluding Teachers and Administrators
- 3223 Evaluation of Administrators, Excluding Principals, Vice Principals & Assistant
- 3224 Evaluation of Principals, Vice Principals & Assistant Principals
- 3142 Nonrenewal of Nontenured Teaching Staff Member
- 5519 Dating Violence at School

- 5116 Education of Homeless Students
- Perkins Audit Policies
 - 6115.01 Federal Awards/Funds Internal Controls
 - 6115.02 Federal Awards/Funds Internal Controls - Mandatory Disclosures
 - 6115.03 Federal Awards/Funds Internal Controls - Conflict Of Interest
- 9130 Public Complaints and grievances policy
- 2240 Controversial Issues

PERSONNEL & LABOR RELATIONS - *Board Member Maini*

The committee discussed the following:

- December 2021 Personnel Resolutions
- Residency Updates
 - Dr. Perez informed the committee that two month extensions were offered to families experiencing extreme circumstances. Deadlines for required paperwork are approaching. If no further extensions are permitted, provisional enrollment letter and preliminary ineligibility notices will be forwarded to families.
 - On December 16, 2021, the Registrar office staff will begin training on CLEAR investigative software.
 - Committee members noted that in data reporting, a column should be added to inform the board of student status, such as in school, waiting, or case closed. A very clear process needs to be defined to ensure all students are accounted for.
- Due to a SPED administrator vacancy, a consultant will be hired to assist the Special Services Department with administrative duties.
- Interviews for the Director of Security have started. Applicants will be shared as final decisions are made.
- Job Description - Supervisor of Building & Grounds
- Discussion: Screening for Racial Bias during Interviews
- Dr. Perez will include an added column to Registration Report regarding student status.

ITEMS FOR ACTION

The Board held a moment of silence to acknowledge the passing of Arlene Knight.

Motion made by Board President Joshua, seconded by Board Member Sabin to discuss resolutions 4226 - 4237.

Motion made by Board President Joshua, seconded by Board Member Cuttle to rescind the motion to discuss resolutions 4226 - 4237.

Motion made by Board President Joshua, seconded by Board Member Sabin to discuss resolutions 4226 - 4236.

4226A. MEMORIAL

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

Arlene Knight, former lunch aide passed away on December 5, 2021.

The Superintendent is asked to convey our condolences to the family and friends of Arlene Knight.

4226B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Beaubrun, Lakiesha	T SPED/ABA CLIN - 1.0 FTE	1/29/22	1
Conway, Hilary	School Nurse MM - 1.0 FTE	2/4/22	1
Hargrave-Kerns, Maureen	T SPED/INC CLIN - 1.0 FTE	2/11/22	1
Inn, Hee Sook	T SPED/INC TUS - 1.0 FTE	12/23/21	.4
Perez, Dr. Gretel	Asst. Supt. Access & Equity DIST - 1.0 FTE	1/17/22	1
Romain, Peter	Supervisor of Buildings & Grounds DIST - 1.0 FTE	11/30/21	3
Steindler, Philip	T SPED CHS - 1.0 FTE	1/29/22	8

4226C. APPOINTMENTS

(This employment is conditional and subject to the disclosure requirement; pending compliance with NJ Public Law 2018, Chapter 5)

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Anderson, Jacqueline	Library Media Specialist SM - 1.0 FTE	1/24/22 6/30/22	\$68,460*
Chatel, Allison	T SPED/INC CLIN - 1.0 FTE	2/18/22 6/30/22	\$64,460*
Dickson, Casey	T SPED/ABA CLIN - 1.0 FTE	1/20/22 6/30/22	\$64,460*
Mendoza, Joseline	School Social Worker CL/SM - 1.0 FTE	2/22/22 6/30/22	\$68,460*
Phelan, Cynthia	T Spanish SOM - 1.0 FTE	1/1/22 6/30/22	\$72,060*

Pierre-Le Bris, Elyssa	S4/10, Secretary MM - 1.0 FTE	1/4/22 6/30/22	\$51,449*
Post, Maryann	Clerical Aide SM - 1.0 FTE	1/4/22 6/30/22	\$33,183*
Robinson, Nicole	T SPED/INC CHS - 1.0 FTE	12/21/21 6/30/22	\$65,460*

* SOMEA salary based on 2020-21 agreement

4226D. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Conde, Peter	LR T PE CLIN - 1.0 FTE	1/3/22	3/4/22
Pope-Forbes, Lauren	LR T 1 SMA - 1.0 FTE	12/10/21	2/24/22

4226E. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
McGrath, Theresa	T 1 st /2 nd (Multiage) MAR - 1.0 FTE	1/4/22	1/31/22

4226F. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Corino, Ashley	T Math SOM - 1.0 FTE	1/15/22-1/31/22 (Unpaid Childcare Leave)
Fleming, Aprell	T SPED CHS 1.0 FTE	12/21/21-1/26/22 (Paid Sick/Personal Days) 1/27/22-3/18/22 (Unpaid Medical Leave)
Giarratana, Jason	AV Tech DIST - 1.0 FTE	11/30/21-12/3/21 (Unpaid Medical Leave)
Inn, Hee Sook	T SPED/INC TUS - 1.0 FTE	12/2/21-12/23/21 (Unpaid Medical Leave)
Kelly, Lynn	T 1 st /2 nd (Multiage) SB 1.0 FTE	10/19/21-4/25/22 (Paid Medical leave) 4/26/22-6/30/22 (Unpaid Medical Leave)
Passanante, John	T SPED CHS - 1.0 FTE	11/29/21-12/17/21 (Unpaid FMLA)
Pomeranc, Deborah	T 1 SMA 1.0 FTE	12/7/21-1/7/22 (Unpaid FMLA) 1/10/22-2/18/22 (Unpaid Personal Leave)
Silvestri, Colleen	T SPED/INC TUS 1.0 FTE	10/21/21-1/12/22 (Paid Maternity Leave) 1/13/22-4/6/22 (Unpaid FMLA)
Williams, Ingrid	S4/12, Secretary (SPED) DIST - 1.0 FTE	12/16/21-3/31/22 (Unpaid Personal Leave)

4226G. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Kaller, Nichole	T SPED/INC CHS - .2 FTE	11/1-11/30/21 (15 days)	\$76.26 (per day)	\$1,143.90
Obasi, Mabel	T SPED/INC CHS - .2 FTE	11/1-11/30/21 (15 days)	\$78.86 (per day)	\$1,182.90
Quinn, Robin	T SPED/INC CHS - .2 FTE	11/1-11/30/21 (15 days)	\$83.86 (per day)	\$1,257.90
Spina, Kathleen	T SPED/INC CHS - .2 FTE	11/1-11/30/21 (15 days)	\$93.86 (per day)	\$1,407.90
Stradford, Lynn	T SPED/INC CHS - .2 FTE	11/1-11/30/21 (15 days)	\$98.95 (per day)	\$1,484.25
Gallof, Pamela	T SPED CHS - .2 FTE	11/22-11/30/21 (5 days)	\$83.55 (per day)	\$417.75
Maser, Julia	T SPED SOM - 1.2 FTE	11/23/21 6/30/22	+\$12,492	\$74,952
Silva, Debra	AIT MM - .2 FTE	11/1-11/29/21 (14 days)	\$93.25 (per day)	\$1,305.50
Clyburn, Brian	School Counselor CHS - .2 FTE	11/1-11/30/21 (15 days)	\$83.86 (per day)	\$1,257.90
Fleming, Yolande	School Counselor CHS - .2 FTE	11/1-11/30/21 (15 days)	\$93.25 (per day)	\$1,398.75
Mooney-Chavez, Danielle	School Counselor CHS - .2 FTE	11/1-11/30/21 (15 days)	\$83.39 (per day)	\$1,250.85
Renelle, Stephanie	School Counselor CHS - .2 FTE	11/1-11/30/21 (15 days)	\$78.91 (per day)	\$1,183.65
Williams, Adrian	School Counselor CHS - .2 FTE	11/1-11/30/21 (15 days)	\$60.46 (per day)	\$906.90
Clem, Dallas	T PE/H CHS - .2 FTE	11/22-11/30/21 (5 days)	\$51.86 (per day)	\$259.30
Hurley, Pat	T PE/H CHS - .2 FTE	11/22-11/30/21 (5 days)	\$93.25 (per day)	\$466.25
Mobley, Gary	T PE/H CHS - .2 FTE	11/22-11/30/21 (5 days)	\$93.25 (per day)	\$466.25
Pilone, Joseph	T PE/H CHS - .2 FTE	11/22-11/30/21 (5 days)	\$98.95 (per day)	\$494.75
Shannon, Robert	T PE/H CHS - .2 FTE	11/22-11/30/21 (5 days)	\$93.25 (per day)	\$466.25
Brako, Samuel	School Bus Driver DIST - .6 FTE	11/8/21 6/30/22	+\$557.60	\$35,092
Charles, Karen	School Bus Driver DIST - .6 FTE	11/8/21 6/30/22	+\$557.60	\$35,092

Crespo, Marie	School Bus Driver DIST - .6 FTE	11/8/21 6/30/22	+\$557.60	\$35,092
Langley, Nicole	School Bus Driver DIST - .6 FTE	11/9/21 6/30/22	+\$557.60	\$35,092
Copeland, Jeanette	Clerical Aide JEFF - 1.0 FTE	10/26-11/23/21 (49 hours)	\$9.58 (per hour)	\$469.42
Araujo, Viviana	Bus Driver DIST - .6 FTE	9/18-10/22/21 (10 trips)	\$500.00	\$500.00
Garcia, Maria	Bus Driver DIST - .6 FTE	9/11-10/19/21 (10 trips)	\$500.00	\$500.00
Louis, Cans	Bus Driver DIST - .6 FTE	9/9-10/23/21 (10 trips)	\$500.00	\$500.00
Pierre-Louis, Renaud	Bus Driver DIST - .8 FTE	9/11-11/1/21 (10 trips)	\$500.00	\$500.00

4226H. STIPEND

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Picillo, Nicholas	Asst./Freshman Coach, Wrestling CHS - 1.0 FTE	12/1/21 2/28/22	-\$3,811
Picillo, Nicholas	Asst./JV Coach, Wrestling CHS - 1.0 FTE	12/1/21 2/28/22	\$5,614

4226I. JOB DESCRIPTION

Revised - Supervisor of Buildings & Grounds

4226J. APPROVAL OF EMPLOYEE CONTRACTS THAT REQUIRE EXECUTIVE COUNTY SUPERINTENDENT APPROVAL (see attached approvals)

4227A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2021-2022 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Porter, Jeffrey	Kean University	6/2014	BA
Salas, Maya	Rutgers University Seton Hall University	10/2009 12/2016	BA MA

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Copeland, Beverly	Rutgers University	5/2010	BS
Foote,	University of	2017	BA

Zachary	Oregon		
Hammarberg, Jill	Rhode Island School of Design	6/1984	BFA

NON-DEGREE

Cooper, Aidan
Flores, Amaury Jr.
Napolitano, Katie
Queiruga, Raul
Rothchild, Rachel

4227B. APPOINTMENT OF STIPEND POSITION THE 2021-2022 SCHOOL

NAME	INSTITUTION	STIPEND
Lauralee Lubrano	Guildscript Advisor	\$1,661.50

4227C. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2021-2022 SCHOOL YEAR PAID AT A DAILY RATE OF \$160.00

Conrad Howell
Jeffrey Porter
Gina Marie Zimmerman

4227D. APPOINTMENT OF OUT-OF-DISTRICT COACH FOR THE 2021-2022 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Ravix, Ralph	Wrestling Freshman Coach	12/2021 2/2022	\$3,749

4227E. APPOINTMENT OF ATHLETIC EVENT TICKET TAKERS, SUPERVISORS, AND OFFICIALS FOR THE 2021-2022 SCHOOL YEAR

Reginald Innocent	Ronald Barkley	Cassandra Bragg
Allison Cahill	Dallas Clem	Lindsey Clesmere
Brian Clyburn	Dorothy Connors	Sarah Cortes
David Crouch	Ann Cupo	Monique Durant
Robert Ellis	Wahkeelah Ellis	Sabina Ellis
Matthew Endlich	Matthew Femenella	Ashwin Herekar
Danyelle Holloway	Pat Hurley	Reginald Innocent
Renee Johnston	Ryan Muirhead	Joseph Pilone
Steven Reichenstein	Antonio Rodriguez	John Trieu
Thomas Whitaker		

4228A. 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].

4228B. 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].

4229A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated November 30, 2021
2. Expense Account Adjustment Analysis dated November 30, 2021
3. Revenue Account Adjustment Analysis dated November 30, 2021
4. Check Register #410997-411343 in the amount of \$10,226,198.51
5. Voided check #409823, 409974, 410394, 410541, 510546 in the amount of \$11,097.16
6. Check Register #200760 in the amount of \$1,291,732.37
7. Check Register #200761 for November 2021 payroll in the amount of \$7,309,295.20
8. Treasurer's Report of October 2021

4229B. Certify the Board Secretary's Monthly Financial Report.

4229C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	Date (s)	Location	Estimated Costs
Ann Bodnar Central Office	Model Schools Conference PENDING COUNTY APPROVAL	6/25/22- 6/30/22	Orlando, FL	3,699.50
Katherine Costello Clinton School	Model Schools Conference PENDING COUNTY APPROVAL	6/25/22- 6/30/22	Orlando, FL	3,699.50
Dr. Matthew Friedman Central Office	Model Schools Conference PENDING COUNTY APPROVAL	6/25/22- 6/30/22	Orlando, FL	3,699.50
Yves Hart Marshall School	Model Schools Conference PENDING COUNTY APPROVAL	6/25/22- 6/30/22	Orlando, FL	3,699.50
Malikah Majeed Tuscan	2022 NJPSA/FEA/NJASCD Conference	3/23/22- 3/25/22	Atlantic City, NJ	331.50
Ramon Robles Central Office	Model Schools Conference PENDING COUNTY APPROVAL	6/25/22- 6/30/22	Orlando, FL	3,699.50
Kandice Stewart Columbia HS	2022 NAEA National Conventions	3/3/22- 3/5/22	New York, NY	\$300.00
Dr. Ronald Taylor Central Office	NJASA TECHSPO	1/26/22- 1/28/22	Atlantic City, NJ	\$946.10
Dr. Ronald Taylor Central Office	MSAN Consortium	2/22/22- 2/23/22	Chicago, IL	883.85

4229D. Approves the following provider(s) for the service indicated:

Provider Name	Service	Rate
Derrick T. McKie East Orange, NJ	Behavior Therapy	\$50.00/Hour
Dr. Ilyse O'Desky Springfield, NJ	Neuropsychological Testing	\$4000.00/eval
The Stepping Stones Group, LLC	Speech Language	

Boston, MA	Pathologist	\$82-85/hour
	Bilingual SLP	\$92-95/hour
	Occupational Therapist	\$83/hour
	Physical Therapist	\$86/hour
	School Psychologist	\$84-86/hour
	Bilingual School Psychologist	\$90-95/hour
	Learning Disabilities Teacher Consultant	\$80-83/hour
	Special Education Teacher	\$65-70/hour
	DHH or TVI	\$70-75/hour
	Paraprofessional/Educational/Instructional/Assistant	\$32/hour
	BCBA	\$96/hour
	ABA Technician	\$49/hour
	BT - Behavior Therapy	\$36/hour
	RBT - Registered Behavioral Technician	\$45/hour
	Social Worker	\$62-65/hour
Brett Dinovi & Associates, LLC Cherry Hill, NJ	BCBA	\$135/hour

4229E. Approves the use of the following vendors in excess of the \$40,000 for the 2021-2022 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
Maplecrest Ford of Mendham	Utility Vehicles	Other
Performance Ford Lincoln	Utility Vehicles	Other
Proacademy Furniture	PPE Table Shields	Co-op
Storr Tractor	Grounds Equipment	Co-op
H.A. Dehart	Buses	Co-op
JCT Solutions (Johnston Communications)	Electronic Network Equipment Security and Cabling	Co-op
Rich Tree	Tree services	State Contract
Standard Insurance Co.	Insurance	Other
Okapi Educational Publishing	Digital Literacy and Subscription	Other

4229F. Authorizes the Business Administrator to transfer up to \$11,000.00 from the general fund to the food service fund to resolve outstanding food service meal charges.

4229G. Awards the contract for removal and disposal of Asbestos

containing materials in two schools Seth Boyden and Tuscan Elementary schools to Lilich Corporation of Totowa, New Jersey for the following amount:

Spring 2022	
Seth Boyden	\$ 24,000.00
Tuscan (Phase 1)	\$ 89,500.00
Tuscan (Phase 2)	\$ 8,900.00
Summer 2022	
Seth Boyden	\$ 82,000.00
Total	\$ 245,280.00

Pipe & Fitting Insulation	\$70.00/Linear Ft
Ceiling Tile	\$12.00/Sq. Ft
Ceiling Plaster	\$20.00/Sq. Ft

4229H. Awards the contract Synthetic Field and Grand Stand Replacement at Underhill Sports Complex to Your Way Construction, Irvington, New Jersey for the following amount:

Base Bid	\$2,141,300
Alternate AB -01	\$ 59,770
Alternate AB-02	\$ 41,350
TOTAL	\$2,242,420

4229I. Approves the following change order to DMD Contracting, Inc. for Renovations and Additions to Clinton and Jefferson Elementary School Projects.

<u>Contractor</u>	<u>Change Order#</u>	<u>Amount</u>
General Allowance (GA)		
DMD Contracting, Inc.	3	\$ 4,350.97
	4	\$ 9,780.94
	5	\$ 1,308.39
	6	\$ 13,376.25
Steel Allowance (SA)		
	1	\$ 26,588.22
	2	\$ 11,115.65

4229J. Submits and accepts the Fiscal Year 2022 Elementary & Secondary Education Act (ESEA) Carryover Funds in the amount of \$732,766 as listed below:

Program

Title I, Part A Improving Basic Programs	\$433,623
Title II-A, Part A: Teacher / Principal/ Training/Recruiting	\$182,930

Title III, English Language Acquisition/Language Enhancement	\$ 35,436
Title III, Immigrant	\$ 8,465
Title IV, Part A	<u>\$ 72,312</u>
Total Carryover	<u>\$732,766</u>

4229K. Awards the contract for Lunch Monitor Services for the 2021-2022 school year to Precision HR of Bryn Mawr, PA at the following hourly rates:

- Lunch Monitor \$23.80/hr
- Lead Monitor \$25.90/hr
- Supervisor \$35.00/hr

4229L. Accepts a donation to the Parenting Center in the amount of \$2,500.00.

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

20-019-200-890	Parenting Center	\$ 2,500.00
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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.

4229M. Accepts a donation from the estate of Ms. Barbara P. Feldstein to Columbia High School Lacrosse Team in the amount of \$1,000.00.

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

20-068-200-820	Columbia High School	\$1000.00
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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.

4229N. Accepts the NJASL Ruth Toor Outstanding Media Specialist grant award in the amount of \$500.00 on behalf of Clinton Elementary School Librarian Jennifer Latimer.

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

11-000-222-613-CL-9061-060	Clinton School Library	\$500.00
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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.

42290. Accepts a grant from New Jersey School Boards Association Insurance Group in the amount of \$38,946.00 to be used for plant safety, building security, safety equipment and training.

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

20-035-200-890	NJSBAIG	\$38,946.00
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BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary be authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

- 4229P. Approves an affiliation agreement with Seton Hall University, College of Education and Human Services for the purposes of providing internship experiences for University Students in this program effective August 25, 2021 through August 24, 2024.
- 4229Q. Approves an Articulation Agreement with Kean University, Kean Scholar Academy Initiative (KSA), a K-12 educational program that prepares high school students for a seamless transition to the University's five colleges by providing a dual-credit program so high school students may earn high school credit and college credit concurrently based on successful completion of the course(s) as approved or mapped by Kean University effective September 1, 2021 through August 1, 2023.
- 4229R. Approves an affiliation agreement with Drexel University School of Education, for the purposes of providing student teaching and internship experiences for university students in this program effective November 1, 2021 through June 30, 2024.
- 4229S. Approves a Site Based Learning (SBL) Affiliation Agreement with Capella University, for the purposes of establishing guidelines for the cooperative provision of internship and practicum experiences for SBL learners enrolled in certain degree programs at Capella University effective September 1, 2021 through August 30, 2024.
- 4229T. Approves submission of the one-year preschool program plan for the 2022-2023 school year, as required by the Division of Early Childhood Education in the New Jersey State Department of Education. Projected enrollment is a total of 360 students who will participate in the District's Pre-School Program in 2022-2023.

4230. Adopt the following new and revised curricula:

Resolution Number	New/Revised	Department	Subject
4230A	New	ELA K-12	Humanities Grade 9
4230B	Revised	ELA K-12	Poetry Writing Grades 9-12
4230C	Revised	ELA K-12	Creative Writing Grades 9-12

4231. Approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance."

Upcoming Field Trips

CHS (Band)	Orlando, Florida (Overnight)
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4232. Adopt the following new courses:

New Course Name	Department
Introduction to Biotechnology	STEM 9-12
Statistics Honors	STEM 9-12

4233. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of November 2021.

4234A. Approves a settlement agreement for special education Student ID #6074469738 and authorizes the Board President to execute the settlement agreement.

4234B. Approves a settlement agreement for special education Student ID #2448912340 and authorizes the Board President to execute the settlement agreement.

4234C. Approves a settlement agreement for special education Student ID #2599243683 and authorizes the Board President to execute the settlement agreement.

4235A. Adopt Board Policy 1540.1 Supervisory Employee Relationship.

4235B. Adopt Board Policy 2417 Student Intervention & Referral Service.

4235C. Adopt Board Policy 2467 Surrogate Parents and Resource Family Parents.

4235D. Adopt Board Policy Electronic Communications School Staff (Teaching).

4235E. Adopt Board Policy 4283 Electronic Communications Between Support Staff members and Students.

4235F. Adopt Board Policy 5111 Eligibility of Resident/Non-Resident Students.

4235G. Adopt Board Policy 5460.2 Bridge Year Pilot Program.

4235H. Adopt Board Policy 7450 Property Inventory.

4235I. Adopt Board Policy 8467 Weapons.

4236. Approves the Nursing Services Plan for the 2021-2022 school year in accordance with N.J.A.C. 6A:16-2.1.

4237. WHEREAS, on December 20, 2021 an HIB appeal hearing was held by a Committee of the Board involving a Harassment/Intimidation/Bullying matter HIB Report #223122_SME_10072021;

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

WHEREAS, the Committee carefully considered the relevant information; and

WHEREAS, the Committee has made a recommendation to the full Board during the executive portion of its December 20, 2021 Board meeting and the Board has carefully considered the matter and the recommendation of the Committee;

NOW, THEREFORE BE IT RESOLVED, THAT the Board hereby affirms the determination that the incident DID constitute HIB within the meaning of New Jersey's statute and the Board's policy on Harassment/ Intimidation/Bullying as to Student #5957303090; and

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

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

ROLL CALL: MOTION 4227A-E, 4228A-B, 4229B-T, 4230, 4231, 4232, 4233, 4234A-C, 4235, 4236 PASSED YES: Bergin, Cuttle, Joshua, Maini, Malespina, Sabin, Siders, Winkfield, Wright
NO: None.

MOTION 4229A PASSED 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 4226 A-I PASSED YES: Bergin, Cuttle, Joshua, Maini, Sabin, Siders, Winkfield NO: Malespina, Wright

Motion 4237 PASSED PASSED YES: Bergin, Cuttle, Joshua, Maini, Malespina, Sabin, Siders, Winkfield, Wright
NO: None.

HEARING OF INDIVIDUALS AND DELEGATIONS

Stacey Gregg

Thanked the Board for acknowledging teacher comments although the Board is not allowed to comment publicly on negotiations and personnel matters. She also requested the Board publish a report on the ratio of male to female teachers and ratios for other positions in the district.

Kason Little, BLM NJ

Spoke about accountability and the districts need to be proactive instead of reactive to situations of injustice. The community needs to be reassured that injustices will not happen in SOMSD because it will not be tolerated.

Nicole Josey

Displeased that her son is not receiving adequate support in his Special Education class. Ms. Josey cited concerns regarding lack of adequate staffing and services and urged the Board to address these concerns and offer more support to special needs students.

William Wheeler

CHS freshman who expressed concerns about returning to virtual learning amid the rising cases of COVID-19. While he understands the importance of virtual learning to help mitigate the spread of COVID-19, he asked the Board to also consider the impact virtual learning has had on the social-emotional needs of students.

Pete Pachal, SOMA for a Safe Return to School

Asked the Board to implement a test to stay policy for unvaccinated students who have been exposed to COVID-19 in school or the community. The policy will allow exposed students to stay in school as long as they have no symptoms and perform testing in the week after exposure. Test to stay has recently been endorsed by the CDC as an effective way to minimize the disruption to students and families caused by quarantines. The goal is to isolate and quarantine only the students infected with COVID-19 allowing healthy children to continue to learn in the best environment, the classroom.

Abigail Mori

Spoke in support of paraprofessionals and the importance of their role in supporting special need students. Requested they are paid fairly.

Kelly Piccola

Thanked the outgoing Board members for their service.

Matthew Gamage

Former SOMSD teacher who spoke about his time in SOMSD and shared his reasons for resigning and accepting a teaching position in another district.

John Sullivan

Thanked Board Members Cuttle, Maini and Sabin for their service and highlighted Board Member Cuttle for their tireless work not only at the local level, but County, State and National level in being a voice for those who do not traditionally "have a seat at the table" where decisions are made. Board Member Cuttle has promoted equity and is a role model for many.

The following community members shared concerns or comments regarding COVID-19 quarantine protocols: Doerfler, Adam Jaskowiak, Allison Kopcha, Kelly Piccola and David Yazdan.

The following community members shared similar concerns or comments regarding Board Governance and functionality: Melanie Finnern, C. Goldstein and Christopher Trzaska.

The following community members spoke in support of SOMSD teachers, and expressed similar comments or concerns regarding salaries and negotiations: Kim Collins, Julie Dechen, Stacey Gregg, Kelly Piccola, Kay Puthaaron, Anna Rulnick, John Sullivan and Christopher Trzaska.

The following community members shared similar concerns or comments regarding the Director of Safety and Security position: Kathleen Kargoll, Kelly Piccola, Anna Rulnick, Jocelyn Ryan, Heather Saslovksy.

NEW BUSINESS

Board Member Cuttle informed the community that Essex County is hosting a free delivery Holiday Food Drive for needy families.

Motion made by Board President Joshua, seconded by Board Member Malespina to approved the following:

4238. WITHDRAWN

Motion made by Board Member Maini, seconded by Board President Joshua to approve the following:

4239. WHEREAS, the South Orange Maplewood Board of Education is fully committed to supporting all students, families, staff, and community, and;

WHEREAS, the South Orange Maplewood Board of Education was a leader in crafting LGBTQ+ Policies to protect the rights of children and staff, as well as create welcoming inclusive learning environments, and;

WHEREAS, the South Orange Maplewood Board of Education had a norm of placing all policies for first and second read into a single resolution, and;

WHEREAS, that norm created situations where individual board members could not easily separate a single policy for an individual vote, and;

WHEREAS, the South Orange Maplewood Board of Education has subsequently changed the norm to include separate numbering of each policy to make a separate vote easier for board members and easier for the management of the meeting process, and;

WHEREAS, the May 17th Special Board Meeting of the South Orange Maplewood Board of Education included a resolution that had multiple policies as one resolution, and;

WHEREAS, board members expressed the desire to sever a policy for an individual vote which semantically was not recommended by legal counsel at the time, but could have included a motion to withdraw the entire resolution and rewrite the resolution to include this opportunity to vote separately on the policies, and;

WHEREAS, a process to rescind the original resolution and revote on individual policies has the potential to create additional confusion with respect to the status of the policy from May until now, and in particular the potential impact on federal funds, and;

WHEREAS, the minutes of the May regular meeting can be formally amended, therefore the South Orange-Maplewood School Board would like to formally amend the May Regular Meeting Minutes to include a copy of this resolution as well as this language, following directly after the notation of the vote on the agenda resolutions:

During the May Board Meeting there was a desire by some board members to vote separately on the policies. Due to procedural norms and legal advice, this severing was not granted. The result was that board members voted no to express their objection to a particular policy but had the result of signaling to the community that they were against all the policies, including the LGBTQ Student Policy, and Resource Policy. This was an unfair

conclusion for anyone in the community to draw and any public shaming of board members for individual votes should not be tolerated in our community. All current board members (as of December 2021) affirm their commitment to all students, families, and staff and commit to ensuring that all children and staff feel welcome and included in our learning spaces.

Motion made by Board Member Joshua, seconded by Board Member Sabin to take a 5 minute recess. Motion approved.

Board recessed at 11:28 p.m.
Board reconvened at 11:33 p.m.

Motion made by Board President Joshua, seconded by Board Member Maini to resume the meeting. Motion unanimously approved.

Nine Voting Members and one Student Representative Present

Board Members continued their discussion on resolution 4329.

ROLL CALL: Motion to table resolution 4239 FAILED YES:
Malespina, Wright NO: Bergin, Cuttle, Joshua, Maini,
Siders, Winkfield ABSTAIN: Sabin

ROLL CALL: Motion 4239 PASSED YES: Bergin, Cuttle, Joshua, Maini,
Siders, Winkfield NO: None ABSTAIN: Malespina, Sabin,
Wright.

Board Member Malespina requested a commitment by the Board to work on a proposal to include a section in our code of conduct related to of Board Members or to update the healthy work place policy to include Board of Education Members since the Code of Governance Best Practice document signed by all Board members is not being enforced or abided by.

Board President Joshua informed Board Member Malespina that it would be more appropriate have this discussion with new Board in January. He also mentioned that the Code of Governance policy is enforced and it will be updated to account for some of the things that came out of the Board's summer retreat. The document will be shared with Board members later this week and should be on the agenda for the Reorganization meeting.

Future Meetings

The Board of Education will hold its annual Reorganization Meeting on Wednesday, January 5, 2022 at 6:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ as well as using the online video conference platform. Action will be taken. The Board of Education will adjourn at 7:00 pm to Closed Session in the Superintendent's Office to discuss personnel and legal issues, negotiations and other matters to be announced at a later date. The Board of Education will return to Public Session at 7:30 pm. Action will be taken. 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 required in accordance with the guidance received from the local DOH and the CDC. Action will be taken.

Motion made by Board Member Maini, seconded by Board Member Sabin, that the Board of Education will meet in Executive Session following the Annual Reorganization Meeting on January 5, 2022 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 Member Maini, seconded by Board President Joshua, that the Board of Education adjourn at 11:49 p.m.

Eric Burnside, Business Administrator