

Regular Meeting  
South Orange-Maplewood  
Board of Education  
January 24, 2022

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 January 24, 2022.

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 In-Person: Board member Bergin, Board Member Siders,  
Board Member Winkfield, Board Member Wittleder  
Student Representative Morros

Present Remote: Board President Joshua, Board Member Malespina  
Board Member Telesford, Board Member Vadlamani  
Board Member Wright

Absent: None

*NINE VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT*

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

Motion passed 9 yes, 0 no.

BOARD RECOGNITIONS - *Noah Morros, Student Rep.*

**Student Recognitions:**

NAME/SCHOOL	RECOGNITION
CHS Vocal Music Students: <ul style="list-style-type: none"><li>● <i>Jessica Hutchinson, Junior</i></li><li>● <i>Dustin Crisci, Senior</i></li><li>● <i>Arushi Vadlamani, Sophomore</i></li></ul>	The following Columbia High School Vocal Music students were accepted by audition to the North Jersey School Music Association High School Choral Festival, which will rehearse throughout January and perform February 5th. The students are: <ul style="list-style-type: none"><li>● Jessica Hutchinson (grade 11);</li><li>● Dustin Crisci (grade 12); and</li><li>● Arushi Vadlamani (grade 10)</li></ul>

	Special thanks to CHS Vocal Music Director Mr. Nicholas Diaz.
<p>CHS Band Students:</p> <ul style="list-style-type: none"> <li>● <i>Sophia Franklin, Junior</i></li> <li>● <i>Seth Peiris, Senior</i></li> <li>● <i>Molly Hurley, Sophomore</i></li> <li>● <i>Eliot Photiades, Sophomore</i></li> <li>● <i>Arushi Vadlamani, Sophomore</i></li> </ul>	<p>The following Columbia High School Band Students have been selected as members of the 2021-2022 North Jersey Region Honor Bands. Their selection comes after months of diligent practice and successful virtual auditions held on January 8, 2022.</p> <ul style="list-style-type: none"> <li>● <i>Sophia Franklin, a junior percussionist, was selected as a member of the Region Wind Ensemble; and</i></li> <li>● <i>Seth Peiris, a senior bassoonist, received a qualifying score for the Region Symphonic Band, (but due to COVID restrictions that reduced the size of the ensemble he will neither rehearse nor perform with the group)</i></li> </ul> <p>Additionally, their selection to the region ensembles qualifies them all to audition for the New Jersey All-State band.</p> <p>We would also like to acknowledge the efforts of additional students who auditioned but did not earn qualifying scores: <i>Molly Hurley, a sophomore trombonist, Eliot Photiades, a sophomore trombonist; and Arushi Vadlamani, a sophomore clarinetist.</i></p> <p>These students represent the very best of the Columbia High School band program and we are happy to celebrate their accomplishment with the entire SOMSD community.</p> <p>Special thanks to CHS Band Director Mr. Peter Bauer.</p>

**Staff Recognitions:**

NAME/SCHOOL	RECOGNITION
Rocio Lopez, CHS, AP Spanish Teacher	The District and Columbia High School is proud that our very own AP Spanish Teacher, Ms. Rocio Lopez, was named by the NJEA Women in Education Committee as the 2022 Elizabeth A. Allen Women in Education Award recipient for her contributions in advocating for and empowering women. Ms. Lopez is the advisor to

	<p>the POWER club, and has been an inspirational mentor to many students over the years. Last year, when there were serious sexual harassment allegations, Ms. Lopez worked with students and administrators as part of the Board of Education Taskforce. Ms. Lopez was formally recognized at the 2022 NJEA Equity Alliance Conference on Saturday, January 14 at the Hard Rock Hotel and Casino in Atlantic City!</p>
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APPROVAL OF MINUTES

Motion made by Board President Joshua, seconded by Board Member Sidors to approved the minutes of the December 20, 2021 Regular Meeting -Public and Executive Sessions approved as presented.

BOARD PRESIDENT’S STATEMENT

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

***Board President Joshua left the meeting at 7:55 p.m.  
Eight Voting Members and one student representative present***

SUPERINTENDENT’S UPDATE

2021-2022 District Goal Update

Dr. Ronald G. Taylor, Superintendent of Schools presented the 2021-2022 District Goal update. The presentation included the following:

- Brief Review of the NJSBA District Goal Process
- District Goal Process
- Goal #1 Facilities
  - The Superintendent of Schools will continue to lead the District’s effort toward the successful completion of our \$160M multi-year construction project. An important part of the effort is the continued regular communication on the

status of ongoing construction projects with the affected school communities. The secondary school construction projects should be fully developed, with timelines for regulatory approval, design, stakeholder review and construction and ready to be submitted for code review by March 31, 2022.

- Goal #2 Teaching & Learning/Student Achievement
  - SOMSD students live in a diverse community with rich cultures and histories. The District understands that our students' diverse cultures are an asset and should serve as a foundation to accelerate learning for all students. Research has shown that engaging in curriculum and instruction that is culturally responsive increases student engagement, attendance, and overall performance. By June 1, 2022, the Superintendent of Schools will establish a District-wide shared definition of CR-SE (Culturally Responsive-Sustaining Education) and share an action plan beginning in the 2022-23 school year to align resources, curriculum and staff capacity-building efforts in the following areas:
    - Welcoming & Affirming Environment
    - High Expectations & Rigorous Instruction
    - Inclusive Curriculum & Assessment
- Goal #3 Staff Recruitment, Retention & Development
  - The Superintendent of Schools will foster purposeful adult learning communities to build capacity of educators to create welcoming and affirming environments that center students' lived experiences and make learning responsive, rigorous and relevant. These communities of practice should provide educators with concrete opportunities to learn from one another, to join in community with each other and to strengthen their daily practice.
- Goal #4 District Integration
  - The South Orange Maplewood School District's Intentional Integration Initiative (III) will continue to be led by the Superintendent of Schools. As we monitor and grow our intentional integration efforts at the elementary level, the Superintendent of Schools will ensure all elementary schools are positioned to support a diverse range of learners with the goal of a coherent approach to academic and social-emotional intervention and supports to be consistently implemented across all elementary schools. The goal of the method of assigning students shall be that each elementary and middle school closely reflects the district as a whole. The Superintendent of Schools will continue to keep the District community updated on the III.

- District Goal #5 Access and Equity
  - o SOMSD is committed to creating a welcoming and affirming environment for our students and families as a building block for ensuring access and equity for all. The District is also committed to examining our systemic processes to ensure that we abide by existing law and regulations, instill an attention to detail, and examine for bias and unintended consequences. The focus on this goal will be the first experience our children and families have with SOMSD: registration and onboarding for a new school year. In this District Goal, the Superintendent is tasked with reviewing the District's registration process with an intentional equity lens. While understanding that the Board has a fiduciary responsibility regarding residency, the focus of this goal is rethinking our enrollment processes for our PreK thru 12 continuum. By June 1st, 2022, the Superintendent of Schools will present to the Board impact data demonstrating improved outcomes in the registration and onboarding process for students and families.

[Presentation on file in Board Secretary's office and on the District website]

***Board President Joshua returned to the meeting at 8:51 p.m.  
Nine Voting Members and one student representative present***

#### BOARD PRESIDENT'S UPDATE - Board President Joshua

##### Welcome

A warm welcome to our new Board Members Telesford, Vadlamani and Wittleder, who have jumped in with both feet.

##### 2022 Committee Structure

Last year, the Board experimented with committee structure and placed three Board members on the other committees to balance workloads. The belief is that returning to standing committees of four Board members will give all committees the attention and time needed to do their work. To accommodate the request for more transparency across committees, this year we are planning for three committees to each have two meetings that include the entire Board and are open to the public. Those three committees are Curriculum & Instruction; Finance, Facilities & Technology and Policy. Due to the nature of its work, the Personnel committee cannot have public meetings. As a result, this year we plan to have 6 Special Board Meetings that will function as committee meetings.

In addition to making some meetings from more committees open to the public, this structure will allow board members to collaborate across committees. These meetings will offer an opportunity for all board members to participate and offer real time feedback on items

related to our 2021-22 District goals. We believe that this new structure will improve information flow, communication and our ability to work together more efficiently. The first of these meetings will be our Special Board Meeting focused on the Policy Committee's work tentatively scheduled for Tuesday, February 8<sup>th</sup> and others will be announced in the coming months.

#### School Board Recognition Month

The New Jersey School Boards Association has declared January 2022 to be School Board Recognition Month, a time when all residents can acknowledge the contributions made by local school board members, who receive no remuneration for their services. They act as advocates for public school students as they work with administrators, teachers and parents for the betterment of public education; and strive to provide the resources necessary to meet the needs of all students.

#### International Day of Education

Today is the 4<sup>th</sup> annual observance of the International Day of Education, an initiative started by UNICEF.

#### ECSBA Meeting

I am happy to have taken part in the first Essex County SBA Meeting of the year, along with Board Member Wittleder. Board Members from other districts had a discussion on various reopening strategies in light of the Omicron surge after the holidays and heard a presentation on creative school construction project funding by the Business Administrator of Newark Public Schools.

#### Lunar New Year

I want to wish a Happy Lunar New Year to all who celebrate. May this year of the Tiger bring strength power and prosperity to all of us as we continue to recover from the COVID-19 pandemic.

#### STUDENT REPRESENTATIVE REPORT - Noah Morros

Student Representative Morros presented the results of the Columbia High School Student Midterm Survey. The survey included the following questions:

- How would you rate your current stress level?
- Did you know there are midterms scheduled?
- How prepared are you for the upcoming midterms?
- Do you think midterms should happen as scheduled?
- Popular solution
- More possible solutions

[Presentation on file in Board Secretary's office]

HEARING OF INDIVIDUALS AND DELEGATIONS

Rocio Lopez, SOMEA President

Expressed concerns about teacher retention. The World Language Department is losing two teachers to other districts, where they will receive an increase in salary and other earning opportunities. Ms. Lopez also expressed concerns that teaching staff had no input on district goals.

Shira Lincoln, SOMEA Vice President

Expressed concerns with the manner that the Administration has chosen to administer State mandated training to staff. In prior years staff was given time to complete these types of trainings during the work day. Staff is now directed to complete mandated training during personal time.

Alice Solomon

Spoke in support of SOMSD teacher Tamar Herman. Urged the Board to institute district wide anti-semitism awareness and training.

Laurie Rutkin, President of CHS Baseball Boosters

Spoke about the condition of the District's baseball fields and advocated for short-term field improvements that will allow students to play this season.

Renaud Pierre-Louis

Spoke about an unfair work environment and asked the Administration to address his concerns.

Dina Mallach

Spoke in support of SOMSD teacher Tamar Herman and anti-semitism in the SOMSD community.

Anthony Mazzocchi

Advocate for the SOMSD music program. Mr. Mazzocchi explained the vocal and instrumental music programs are built on a very strict 5-12 grade sequence, which builds the high school program over time because over 80% of students begin instruction in the 5<sup>th</sup> grade. Since the program has encountered challenges due to COVID-19 school closures and virtual instruction, Mr. Mazzocchi requested the district extend half-time music teachers until next school year.

Laina Stapleton

Requested an update on the status of ventilation issues, specifically the timeline for the improvements and if air purifiers are being replaced at the appropriate intervals. Ms. Stapleton also suggested an

additional air purification tool to be used alongside the Odorox machines in large spaces.

Nela Hadzic

Spoke about improving ventilation by building our own air purifiers using suggested materials.

Clair Asarnow

Spoke in support of SOMSD teacher Tamar Herman.

Marianne Sender

Spoke in support of SOMSD teacher Tamar Herman.

Tracy Sham

Asked when parents can expect to receive information regarding middle school placements for rising 6th graders and if there are alternative plans for the discontinued Academic Intervention Services for grades 3-5?

Shannon Cuttle

Suggested all Board Members attend the Board Meetings in person.

Dr. Taylor responded with the following comments:

- I cannot comment on collective bargaining or personnel matters but the concerns expressed by SOMEA leadership are acknowledged.
- In response to those who spoke on behalf of Ms. Herman. We cannot comment on personnel matters I ask that you please reference our previous statements that we have released to the public regarding this matter.
- In response to the request for baseball field repairs. I've seen the proposal and I asked Mr. Burnside to determine if there is an applicable budget line that is connected to this proposal to make sure that we are able to move forward in a sound financial manner. I hope that the review will be done shortly.
- Thank you former Board Member Mazzocchi for your ongoing advocacy for our arts program. Not only are we proud of the additional music teachers, we are also very proud of the summer program that was a great success. I am sure as the Board moves through the public budget process your request will receive strong consideration.
- I am not familiar with DIY air purifiers. We will research your suggestion and share it with the Facilities Department for consideration. We are always looking to improve ventilation.
- I am not familiar with the process of using a HEPA filter and fan to create ventilation but again, we will research this process and share it with our Facilities Department. Additionally, the Facilities Department is responsible for filter replacements.



- I cannot give the date that middle school placements will be given to families at this time. We do have some benchmarks when the board will receive more information about our current demographics in our middle schools and the potential of how that can be impacted through our Intentional Integration methodology. We are hoping to have this brought to conclusion by spring; it is also in our action plans that were shared with the public.
- Great to hear from you former Board Member Cuttle. Thank you for your advocacy.

#### COMMITTEE REPORTS

##### CURRICULUM & INSTRUCTION - *Board Member Siders*

The committee discussed the following:

- CHS Program of Studies
- Update on New State Mandated 3 Year ELL plan
- Teaching & Learning District Goal: ELA Updates
- Tang Math Overview
- New Course - Cybersecurity
- Field Trips
- Playposit
- Policies
  - 5519 Dating Violence at School
  - 2480 Alternative Education Programs
  - 2422 Comprehensive Health & Physical Education
  - 2421 Career & Vocational Education NEW POLICY
  - 2415.04 Title I- District Wide Parental Involvement -
  - 2415.20 Every Student Succeeds Act Complaints
  - 5116 Education of Homeless Students
- Preview of February C&I Committee meeting

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

The committee discussed the following:

- Negotiations - Fiscal Impact
- Budget
- Boiler - Central Office
- Baseball Bid
- Construction Update
  - Seth Boyden - Gym Ceiling
  - Seth Boyden - Asbestos Removal
- Facilities ◦ Inspections
- Status Reports - Health and Safety of District Buildings
- New Business
- January Resolutions

PERSONNEL & LABOR RELATIONS - Board Member Winkfield

The committee discussed the following:

- January Personnel Resolutions
- Assist Superintendent of Access and Equity Search Update
- Policy 4219 - Commercial Driver's License Controlled Substance and Alcohol Use Testing
- New Business
  - Tutoring Interest Survey - SOMEA
  - Update on Personnel Goal in the District Goals
  - Hiring Process review

POLICY COMMITTEE - Board Member Bergin

The committee discussed the following:

- Overview and structure of the Policy Committee to the new committee members.
- Ownership of policies and review of the policies by committee was discussed.
- Review of policies - mandatory versus non-mandatory;
- Use of Strauss Esmay for the development for the majority of our policies as well as the development of SOMSD specific policies;
- Need to have a balance when reviewing policies
- Policies have genesis linked to changes in the law - linked to regulation and changed to lawmaking body.
- The District was able to partner with Strauss Esmay as a repository for policy updates.
- Question about the policy life cycle?
- There are a few ways a policy is selected for review.
  - Strauss Esmay generates a list of policies needing updating;
  - Board member could request that a policy be reviewed; or
  - The Superintendent or the Administration could request that a policy be reviewed
- NJSBA has policies that we can draw from; also can look to other districts.
- District can also develop policies from scratch that do not come from Strauss Esmay.
- Policy Committee needs to develop a mission statement; it will include goals.
- One goal needs to be staying on top of the policy alerts that come from Strauss Esmay;
- Another goal needs to be improving policy processes between the committees
- Goal for future policy meetings is to put the policies in the drive and to put the comments in the drive;
- Administration discussed the difference between changes from Strauss Esmay versus the Board.

ITEMS FOR ACTION

Motion made by Board President Joshua, seconded by Board Member Siders to discuss resolutions 4244-4254. Motion to discuss passed unanimously.

The Board held a moment of silence to acknowledge the passing of the current and former employees listed in resolution 4244A Memorials.

4244A. MEMORIALS

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

Dr. Candice Beattys, retired Supervisor of Math passed away on January 7, 2022.

James M. Freeman, retired Guidance Counselor passed away on December 31, 2021.

Nafizia Rugbeer, School Bus Driver passed away on December 24, 2021.

The Superintendent is asked to convey our condolences to the family and friends of Dr. Candice Beattys, James M. Freeman and Nafizia Rugbeer.

4244B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Cirelli, Renata	T WL/Italian CHS - 1.0 FTE	3/13/22	5.5
Miles, Carol	T SPED/INC SOM - 1.0 FTE	3/4/22	.3
Ziegler, Jessica	T SPED/LLD JEFF - 1.0 FTE	3/8/22	6

4244C. APPOINTMENT

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

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Gioffre, Daniel	AV Technician DIST - 1.0 FTE	2/7/22 6/30/22	\$65,893*
Grutta, Jennifer	T 2 CLIN - 1.0 FTE	1/27/22 6/30/22	\$51,860*
Pierre, Jesse	Social Worker (Non-CST) TUS/MM - 1.0 FTE	3/28/22 6/30/22	\$71,060*

\* SOMEA salary based on 2020-21 agreement

## 4244D. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Solas, Kelli	T 2 CLIN -1.0 FTE	Academic Intervention Teacher CLIN - 1.0 FTE	1/28/22 6/30/22

## 4244E. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Costello, Katherine	Instructional Coach DIST - 1.0 FTE	TBD	1/28/22
Dickson, Casey	T SPED/ABA CLIN - 1.0 FTE	1/20/22	1/24/22
Hart, Yves	Instructional Coach DIST - 1.0 FTE	TBD	2/1/22

## 4244F. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Beaubrun, LaKiesha	T SPED/ABA CLIN - 1.0 FTE	1/29/22	1/25/22
Faison, Theodore	LR T 5 JEFF - 1.0 FTE	3/31/22	4/22/22

## 4244G. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Corino, Ashley	T Math SOM - 1.0 FTE	2/1/22-2/28/22 (Unpaid Childcare Leave)
Ioannidis, Gisell	T Business CHS - 1.0 FTE	1/24/22-3/11/22 (Unpaid FMLA)
Kaller, Nichole	T SPED/INC CHS 1.0 FTE	12/6/21-1/14/22 (Paid Maternity Leave) 1/18/22-2/2/22 (Unpaid Maternity Leave) 2/3/22-5/4/22 (Unpaid NJ FLA)
Leggio, Vincent	T Science MM - 1.0 FTE	1/5/22-3/8/22 (Unpaid FMLA)
Meola, Joseph	T SS MM - 1.0 FTE	2/7/22-5/6/22 (Unpaid FMLA)
Rhodes, Michelle	T 5 JEFF 1.0 FTE	10/22/21-1/18/22 (Paid Maternity Leave) 1/19/22-1/20/22 (Paid Sick Days) 1/21/22-4/21/22 (Unpaid FMLA)

Rodrigues, Rachel	T SPED/INC TUS 1.0 FTE	11/24/21-2/2/22 (.5 day) (Paid Maternity Leave) 2/2/22 (.5 day)-3/22/22 (Unpaid FMLA) 3/23/22-6/14/22 (Unpaid NJ FLA)
Rudnick, David	T Business CHS 1.0 FTE	1/7/22-1/20/22 (Paid Sick/Personal Days) 1/21/22-2/4/22 (Unpaid Medical Leave)
Silvestri, Colleen	T SPED/INC TUS - 1.0 FTE	4/7/22-6/30/22 (Unpaid Childcare Leave)
Witrock, Michelle	T Spanish SOM 1.0 FTE	12/13/21-1/25/22 (Paid Maternity Leave) 1/26/22-4/26/22 (Unpaid FMLA) 4/27/22-5/10/22 (Unpaid Childcare Leave)

4244H. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Kaller, Nichole	T SPED/INC CHS - .2 FTE	12/1-12/3/21 (3 days)	\$76.26 (per day)	\$228.78
Obasi, Mabel	T SPED/INC CHS - .2 FTE	12/1-12/23/21 (17 days)	\$78.86 (per day)	\$1,340.62
Quinn, Robin	T SPED/INC CHS - .2 FTE	12/1-12/23/21 (17 days)	\$83.86 (per day)	\$1,425.62
Spina, Kathleen	T SPED/INC CHS - .2 FTE	12/1-12/23/21 (17 days)	\$93.86 (per day)	\$1,595.62
Stradford, Lynn	T SPED/INC CHS - .2 FTE	12/1-12/23/21 (17 days)	\$98.95 (per day)	\$1,682.15
Buzar, Marissa	T SPED/INC CHS - .2 FTE	12/6-12/23/21 (14 days)	\$64.46 (per day)	\$902.44
Keegan, William	T SPED/INC CHS - .2 FTE	12/6-12/23/21 (14 days)	\$93.25 (per day)	\$1,305.50
Massoud, Nicole	T Math CHS - .2 FTE	12/6-12/23/21 (14 days)	\$60.46 (per day)	\$846.44
Robinson, Nicole	T SPED/INC CHS - .2 FTE	12/21-12/23/21 (3 days)	\$65.46 (per day)	\$196.38
Simon, Ken	T SPED/INC CHS - .2 FTE	12/6-12/23/21 (14 days)	\$83.86 (per day)	\$1,174.04
Cashel, Sally	T SCI/P CHS - .2 FTE	12/8-12/23/21 (12 days)	\$59.06 (per day)	\$708.72
Novemsky, Michael	T SCI/P CHS - .2 FTE	12/8-12/23/21 (12 days)	\$93.25 (per day)	\$1,119.00
Post, Randall	T SCI/P CHS - .2 FTE	12/8-12/23/21 (12 days)	\$60.86 (per day)	\$730.22
Silvestri, Anthony	T SCI/P CHS - .2 FTE	12/8-12/23/21 (12 days)	\$98.95 (per day)	\$1,187.40

Wade, Kathleen	T SCI/P CHS - .2 FTE	12/8-12/23/21 (12 days)	\$83.86 (per day)	\$1,006.32
Gallof, Pamela	T SPED CHS - .2 FTE	12/1-12/23/21 (17 days)	\$83.55 (per day)	\$1,420.35
Grasso, Linda	T SPED CHS - .2 FTE	12/2-12/23/21 (16 days)	\$83.55 (per day)	\$1,336.80
Clem, Dallas	T PE/H CHS - .2 FTE	12/1-12/23/21 (17 days)	\$51.86 (per day)	\$881.62
Hurley, Pat	T PE/H CHS - .2 FTE	12/1-12/23/21 (17 days)	\$93.25 (per day)	\$1,585.25
Mobley, Gary	T PE/H CHS - .2 FTE	12/1-12/23/21 (17 days)	\$93.25 (per day)	\$1,585.25
Pilone, Joseph	T PE/H CHS - .2 FTE	12/1-12/23/21 (17 days)	\$98.95 (per day)	\$1,682.15
Shannon, Robert	T PE/H CHS - .2 FTE	12/1-12/23/21 (17 days)	\$93.25 (per day)	\$1,585.25
Cadorette, Catherine	Clerical Aide SB - 1.0 FTE	9/29-12/17/21 (58 hours)	\$8.60 (per hour)	\$498.80
Williams, Christine	Clerical Aide CLIN - 1.0 FTE	10/12-12/20/21 (22 hours)	\$9.52 (per hour)	\$209.44

4244I. STIPEND

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Davis, Jessica	Elementary Subject Leader: Math SMA - 1.0 FTE	9/1/21 12/23/21	\$3,335 (pro-rated)
Kehoe, Sarah	Bus Duty SMA - .5 FTE	9/1/21 12/23/21	\$1,693 (pro-rated)
Salvas, Christine	Elementary Subject Leader: Math SMA - 1.0 FTE	1/4/22 6/30/22	\$3,335 (pro-rated)
	Bus Duty SMA - .5 FTE	1/4/22 6/30/22	\$1,693 (pro-rated)
Shannon, Rob	Head Coach, Indoor Track Boys CHS - 1.0 FTE	1/15/22 2/28/22	\$7,891 (pro-rated)

4245A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2021-2022 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Abbas, Galila	Ashford University	11/2010	BA
Osborne, Bruce	Bloomfield College	5/1979	BS
Ravix, Ralph	University of the Arts	5/2021	BFA

NON-DEGREE

Bonds, Joshshena
Denize, Eunice
Silverna, Soraya

4245B. APPOINTMENT OF SUBSTITUTE SCHOOL NURSES FOR THE 2021-2022 SCHOOL YEAR PAID AT THE DAILY RATE OF \$215.00

NAME
Hilary Conway
Elmer Daniels

4245C. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2021-2022 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Farone, Christopher	Indoor Track (Boys) Head Coach	12/2021 1/14/22	\$7,891 (pro-rated)
Stephens, Christopher	Indoor Track (Boys) Assistant Coach	1/2022 2/2022	\$5,614 (pro-rated)

4245D. APPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2021-2022 SCHOOL YEAR PAID AT A HOURLY RATE OF \$13.50

Edith Alvarado	Sabrina Bethea	Catherine Cadorette
Fay Clark	Lisa Fallone	Treena Goodman
Bonnie Hellstern	Stacey Maebert	Anna Provenzano
Maryann Post	Sandra Ritchwood	Elizabeth Simmons
Maria Toledo		

4245E. APPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2021-2022 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$13.00

Dejah Maia De Jesus	Patricia Lewis-Johnson	Tatiana Sales
Debra Trebitz	Larissa Trovamala	Renee Wyatt

4245F. APPOINTMENT OF SUBSTITUTE BUS AIDES FOR THE 2021-2022 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$13.50

Marsha Bond      Chrisie Berger      Lucia Gage      Clay Williams

4246. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2021-2022 school year.

4247A. Accepts the following financial reports:

1. Board Secretary's Report dated December 31, 2021
2. Expense Account Adjustment Analysis dated December 31, 2021
3. Revenue Account Adjustment Analysis dated December 31, 2021
4. Check Register #411344-411601 in the amount of \$5,177,693.03
5. Voided check #411164 in the amount of \$5130.00
6. Check Register #200762-200763 in the amount of \$1,555,260.61
7. Check Register #200764 for December 2021 payroll in the amount of \$7,205,823.27
8. Treasurer's Report of November 2021

4247B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

4247C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	Date(s)	Location	Estimated Costs
Madison Gibson Maplewood Middle	Society of Health & Physical Educators NJ	2/14/22- 2/16/22	Long Branch, NJ	\$346.90
Lynn Irby South Orange Middle	Reignite Your Fire	1/28/22- 1/29/22	Online	\$237.68
Jennifer Latimer Clinton	Model Schools Conference 2022	6/25/22- 6/30/22	Orlando, FL	\$3,699.50
Ramon Robles-Fernandez Columbia HS	NJPSA Conference	3/23/22- 3/25/22	Atlantic City, NJ	\$436.08
Meryl Vansickle Maplewood Middle	Society of Health and Physical Educators NJ	2/14/22- 2/16/22	Long Branch, NJ	\$346.90
Michael Zarabi South Orange Middle	School Mental Health - Treating Students K-12	2/4/22- 2/5/22	Boston, MA	\$330.00

4247D. approves the following provider(s) for the service indicated:

Provider Name	Service	Rate
KDH Enterprises Hightown, NJ	Behavior Therapy Speech Therapy Program/Student Review	\$150.00/hr
Homecare Therapies, LLC dba Horizon Healthcare Staffing Manalapan, NJ	Nursing Services:	
	RNs - Health Office coverage/ field trips	\$56.00/hr
	RN - Certified School Nurse	\$64.00/hr
	RNs - 1:1 (skilled nursing services for special needs student)	\$58.00/hr
	Specialty RN - 1:1 (enhanced nursing services for medically fragile special needs students, a separate addendum will be signed for those cases	\$60.00/hr
	LPNs 1:1 skilled nursing	\$50.00/hr
	LPNs Nurse Specialty	\$52.00/hr
	Student Transportation ONLY (2 hour minimum each way)*	\$75.00/hr
	RN - Overnight School Trips	\$59.00/hr (7:30am- lights out)



		\$10.00/hr lights out - 7:30 am
	RN Visit (dispense meds)	\$86.00/hr
	RN in-service/consulting	\$156.00/hr
	Nurse Practitioner	\$94.00/hr
	CNAs	\$27.00/hr
	Physical/speech/occupational	\$96.00/hr
	The following hourly rates will apply for all shifts and will be billed through Horizon Staffing Resources:	
	Paraprofessionals (Health Aides)	\$28.80/hr
	Social Worker	\$49.00/hr
	ABA 90 minute session	\$126.00 per 90 min
	CPR Certification instruction 1-6 p.p.	\$500.00
Progressive Therapy of New Jersey Oak Ridge, NJ	Advisory and Oversight Services	\$120.00/hour
	Professional Development	\$120.00/hour
	ABA Therapy Coordination	\$120.00/hour
	ABA Therapy Provider	\$ 70.00/hour
	Meetings with home ABA team, CST, IEP, Office of Special Services, Parents	\$120.00/hour
	Functional Behavior Assessments	\$120.00/hour
	Behavioral Intervention Staff, Training and Implementation	\$120.00/hour
	Parent Training	\$120.00/hour
	Written documentation, report writing, feedback notes for staff, parents	\$120.00/hour

4247E. Approves the use of the following vendors in excess of the \$44,000 for the 2021-2022 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
EAI Education	Math Supplies	State Contract
Codejoy	Professional Development & Stem	Other
Scholastic Scope Magazine	Classroom Materials	Other

4247F. WHEREAS, pursuant to NJSA 18:A:6-61 et seq., the South Orange and Maplewood Board of Education must elect one of its members to represent it on the Representative Assembly of the Essex Regional Educational Services Commission; and  
WHEREAS, the South Orange and Maplewood Board of Education has held such an election among its members;

NOW THEREFORE, BE IT RESOLVED THAT the Superintendent of the Essex Regional Educational Services Commission be notified that Thair Joshua has been duly elected as a member of the Representative Assembly of the Essex Regional Educational Services Commission; and

BE IT FURTHER RESOLVED THAT a copy of the minutes indicating such election be forwarded to the Superintendent/Board Secretary of the Essex Regional Educational Services Commission

4247G. Approves the agreement with the South Mountain YMCA to provide Before and After School Care Programs for residents of Maplewood and South Orange at the following schools: Clinton, Jefferson, Marshall, Seth Boyden, South Mountain, South Mountain Annex, Tuscan and Montrose Schools from January 1, 2022 through December 31, 2024.

4247H. Approves the disposal of the vehicles on the attached list either by auction or as refuse. These items are deemed unusable by the district due to flood damage caused by Hurricane Ida or based on the age and condition of the items.

BE IT FURTHER RESOLVED THAT the Board of Education approves the sale of the property through Hunterdon County Educational Services Commission.

4247I. WHEREAS, N.J.S.A. 40A:11-11(5) authorizes contracting units to establish a Cooperative Pricing System and to enter into Cooperative Pricing Agreements for its administration; and

WHEREAS, the County of Bergen, hereinafter referred to as the "Lead Agency" has offered voluntary participation in the New Jersey Cooperative Purchasing Alliance #CK04-a Cooperative Pricing System for the purchase of goods and services;

WHEREAS, on January 24, 2022 the governing body of the South Orange and Maplewood School District, County of Essex, State of New Jersey duly considered participation in a Cooperative Pricing System for the provision and performance of goods and services;

NOW, THEREFORE, BE IT RESOLVED as follows:

TITLE

This Resolution shall be known and may be cited as the Cooperative Pricing Resolution of the South Orange and Maplewood School District.

AUTHORITY

Pursuant to the provisions of N.J.S.A. 40A:11-11(5), the Business Administrator is hereby authorized to enter into a Cooperative Pricing Agreement with the Lead Agency.

CONTRACTING UNIT

The Lead Agency shall be responsible for complying with the provisions of the Local Public Contracts Law (N.J.S.A. 40A:11-1 et seq.) and all over the provisions of the revised statutes of the State of New Jersey.

This resolution shall take effect immediately upon passage.

4247J. WHEREAS, elementary families residing in the geographic zones for Clinton, Jefferson, Marshall, South Mountain and Tuscan elementary schools had the choice of enrolling in the Seth Boyden Demonstration School since the Demonstration School's inception, but it was not until the pilot in the 2017-2018 school year that families zoned for Seth Boyden were provided with a choice to opt in to another elementary school; and

WHEREAS, SOMSD believes that all elementary families should be afforded equal access and choice; and

WHEREAS, SOMSD began an Intentional Integration Initiative, thereby providing the same access to elementary school selection for all students commencing with the kindergarten class entering SOMSD in 2021; and

WHEREAS, SOMSD would like to continue to provide equal access and choice to elementary students in classes that predate the Intentional Integration Initiative by continuing the Seth Boyden Demonstration School and pilot program for those grades; and

NOW THEREFORE, WE RESOLVE that the Superintendent and the Administration are directed to provide opportunities for Seth Boyden-zoned families to have choice in elementary schools for the **2022- 2023** school year by opting in to Marshall and Jefferson for grades two through five within a defined timeframe to be determined by the Superintendent; and

BE IT FURTHER RESOLVED that the Superintendent and the administration are directed to provide opportunities for families

of students at Clinton, Jefferson, Marshall, South Mountain and Tuscan to opt in to Seth Boyden for grades two through five for the 2022-2023 school year within a defined timeframe to be determined by the Superintendent; and

BE IT FURTHER RESOLVED that the Superintendent and the Administration shall communicate these options to families registering students for grades two through five for the 2022-2023 school year.

4247K. Renews the contract for telecommunication services with MetTel of New York, New York for a term of 24 months. IP PRI Service includes 5,000 local and regional calling minutes for each line per month. Long distance calls and local and regional calls exceeding 5,000 minutes per line will be billed at 1.9 cents per minute.

Additionally, Centrex service will be provided at the rate of \$29.24 per line per month at POTS services will be provided at the rate of \$24.79 per month.

During the service agreement period, the district will begin transitioning copper fax lines to eFax lines. eFax lines will be provided at \$4.99 per month with a cost of \$0.06 per page. eFax contract period will be for 36 months.

4248. Adopt the following new courses:

New Course Name	Department
Cyber Security	STEM 9-12

4249. Approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance."

Upcoming Field Trips	
CHS (Model UN)	Philadelphia Marriott Downtown, Philadelphia, PA (Overnight)

Additional Destinations Added to Statement of Assurance
Philadelphia Marriott Downtown, Philadelphia, PA
Reading Terminal Market, Philadelphia, PA

4250. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of December 2021.

4251A. Approves a settlement agreement for special education Student ID #4851347513 and authorizes the Board President to execute the settlement agreement.

4251B. Approves a settlement agreement for special education Student ID #68\*\*\* and authorizes the Board President to execute the settlement agreement.

4251C. Approves a settlement agreement for special education Student ID #3470107975 and authorizes the Board President to execute the settlement agreement.

4252A. Adopt Board Policy 2415.20 Every Student Succeeds Act Complaints.

4252B. Adopt Board Policy 5116 Education of Homeless Children.

4252C. Adopt Board 6115.01 Federal Awards - Funds Internal Control - Allowability of Costs.

4252D. Adopt Board 6115.02 Federal Awards - Funds Internal Control - Mandatory Disclosures.

4252E. Adopt Board 6115.03 Federal Awards - Funds Internal Control - Conflict of Interest.

4253. WHEREAS, each school, through its School Safety Team, is required to evaluate its implementation of the Anti-Bullying Bill of Rights Act (ABR) from July 1 through June 30 each year by using the NJDOE Self-Assessment, in accordance with N.J.S.A. 18A:17-46, and

WHEREAS, the South Orange Maplewood Board of Education has completed its self-assessment for the period of July 1, 2020 through June 30, 2021;

NOW THEREFORE BE IT RESOLVED THAT the South Orange Maplewood Board of Education does hereby approve the submission of the NJDOE Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights for the 2020-2021 school year.

4254. Approves the NJDOE English Language Learner Three-Year Plan.

Motion made by Board President Joshua seconded by Board Member Siders to discuss resolution 4255. Motion to discuss passed unanimously.

4255. WHEREAS, The Parents/Guardians of Student ID #1151074932 submitted a request to the Superintendent requesting an appeal for transportation in exception to the two-mile rule for elementary students, and/or transfer the student to another school;

WHEREAS, The Parents/Guardians request was denied by the Superintendent;

WHEREAS, The Parents/Guardians requested reconsideration by the Superintendent, which was denied.

WHEREAS, The Parents/Guardians notified the District of their intent to retain legal counsel for an appeal before the Board;

WHEREAS, The Parents/Guardians of Student ID#1151074932 appeared before the Board with their legal counsel to appeal the decision;

NOW THEREFORE BE IT RESOLVED, That the Board of Education heard the appeal of the Parents/Guardians and their legal counsel and has made the following final determination in this matter, that courtesy transportation shall not be provided for Student ID#1151074932 effective for as long as the student remains domiciled in the school District at the current residence and the student attends their current school.

ROLL CALL: MOTION 4244A-I, 4245A-F, 4246, 4247B-K, 4248, 4249, 4250, 4251, 4252, 4253, 4254 PASSED YES: Bergin, Joshua, Malespina, Siders, Telesford, Vadlamani, Winkfield, Wittleder, Wright NO: None

MOTION 4247A PASSED YES: Bergin, Joshua, Siders, Telesford, Vadlamani, Winkfield, Wittleder, 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 4255 PASSED YES: Bergin, Joshua, Malespina, Siders, Telesford, Vadlamani, Winkfield NO: Wittleder, Wright

#### HEARING OF INDIVIDUALS AND DELEGATIONS

None.

#### NEW BUSINESS

None.

#### Future Meetings

The Board of Education will meet in Closed Session on Thursday, February 24, 2022 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 required in accordance with the guidance received from the local DOH and the CDC. Action will be taken.

Motion made by Board President Joshua, seconded by Board Member Wright, that the Board of Education will meet in Executive Session prior to the February 24, 2022 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 Siders to adjourn to Executive Session to discuss personnel and legal matters. Motion to adjourn unanimously approved at 10:53 p.m.

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Eric Burnside, Business Administrator