

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

A Regular Meeting of the Board of Education of South Orange-Maplewood was held utilizing the online video conference platform on February 24, 2022.

Board President Thair Joshua called the meeting to order at 7:40 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 President Joshua,
Board Member Malespina, Board Member Siders,
Board Member Telesford, Board Member Vadlamani
Board Member Winkfield, Board Member Wittleder
Student Representative Previlon

Absent: Board Member Wright (joined at 8:00 p.m.)

EIGHT VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

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

Motion passed 8 yes, 0 no.

STUDENT REPRESENTATIVE REPORT - Vanessa Previlon

Introduction

Hello, my name is Vanessa Previlon. I'm a junior at Columbia High School. Since this is my first meeting I would like to introduce myself. My parents are Haitian immigrants who immigrated when they were teenagers. My heritage is really important to me. It is a big reason why I want to get involved with this diverse community and why I think it is important to learn about different cultures.

I joined the student council last year because I wanted to help organize and be a part of a student organization. I am part of both MAC (Minority Achievement Committee) and the Special Dance Company. I ran for Student Representative for many reasons. I want to be an advocate for the mental health of students color and LGBTQ+ students. Students have been struggling, especially this last year. I felt that the school must have effective resources for students to reach out to or be aware of that the school offers.

Update

This week Noah and I met with Dr. Taylor. We discussed racial training possibly being provided by MAC for free because we feel as though teachers can be doing more to teach black history properly.

Noah and I are excited to announce that the Achieve tutoring program is hiring interns to help with SAT and ACT tutoring. We have been fighting for this since August because all students deserve an equal opportunity to get the support they need to do well on the SAT and ACT including students who cannot afford tutors.

This month MAC took over the gallery for Black History Month. Mini Mac was invited to the high school and we spoke to them about black figures in history.

BOARD RECOGNITIONS - *Vanessa Previlon, Student Rep. & Board President Joshua*

Student Recognitions:

NAME/SCHOOL	RECOGNITION
Columbia High School: <ul style="list-style-type: none"><li data-bbox="251 913 673 945">● Lindsey Minor, Junior	Lindsey Minor a junior at Columbia High School, is now the #3 women's high school épée fencer in New Jersey. Minor won third place in a grueling competition Sunday, February 13, at Morris Knolls High School, squaring off against a field of 38 other épée women fencers. Congratulations to Lindsey Minor.
CHS Model UN Club:	The CHS Model UN Club attended their first overnight conference since 2020 at the end of January 2022 and their success at the Ivy League Model UN Conference (ILMUNC) was a collaborative effort which culminated in a fantastic weekend for the Model UN club. The students competed against about 1,200 students from 70 schools who traveled across the country for ILMUNC. Model UN Club Advisor, Greg Tuttle was very proud of the CHS Model UN students for their growth and participation. The following students particularly excelled and won awards: <ul style="list-style-type: none"><li data-bbox="771 1617 1461 1680">● Javier Casella & Alex Crosby - Verbal Commendations<li data-bbox="771 1690 1388 1753">● Sabrina Mannion & Molly Mendoza - Honorable Mention<li data-bbox="771 1764 1429 1827">● Max Kravitz & Owen Holt - Honorable Mention<li data-bbox="771 1837 1299 1900">● Eileen Conway & Lyra Graff - Honorable Mention<li data-bbox="771 1900 1404 1921">● Noah Morros - Outstanding Delegate

	<ul style="list-style-type: none"> ● Piper Davenport - Honorable Mention ● Daria Gordan & Jesse Cherins - Best Delegate ● Jem Weiner - Verbal Commendation ● Charlotte McCourt - Best Delegate <p>Mr. Tuttle shared, the hyperbole "it takes a village to raise a child" has many truths. Our collective work created the village that was necessary to give this opportunity and amazing experience for 40 of our CHS students. He shared his thanks to the following:</p> <ul style="list-style-type: none"> ● Mr. Zona and the Cougar Boosters for their continued financial support to the club; ● Principal Sanchez, Mr. Mullen, and Mr. Preston for their continued administrative support; ● Ms. Holmes for assistance in completing the paperwork needed for the trip; ● Mrs. Ellis for continued support of the club and help with the club's finances; ● Nurse Shook and Nurse Crigler, for their medical clearance for the students; and ● Ms. Pierce, Ms. Faison, and Ms. Solimon for their assistance and serving as chaperones/faculty advisors on the trip
<p>Maplewood Middle School (MMS) & South Orange Middle School (SOMS) Model UN Club:</p>	<p>On Saturday, December 11, the SOMS & MMS Model UN Club participated virtually in an international Best Delegate Training Conference. The conference topics were "Climate Change, "Indigenous Rights," and "Access to Clean Water." Each delegate (club member) had spent three weeks researching one of those topics as part of a committee.</p> <p>A total of 16 SOMS and MMS delegates participated in the conference, and two of them received awards:</p> <ul style="list-style-type: none"> ● SOMS 8th-grader Blake Gordon received an Honorable Mention for the Access to Clean Water Committee; ● Maya Kurland, also an 8th-grader at SOMS, received the Most Outstanding Delegate Award for the Climate Change Conference.

	<p>Congratulations to our winners and all of our delegates!</p>
<p>South Orange Middle School</p> <ul style="list-style-type: none"> ● Madeleine Benson, Violinist, 8th grade ● Estelle Olive, Violinist, 8th grade ● Maximiliano Mendoza, Bassist, 8th grade 	<p>Three of our SOMS 8th grade students - violinists Madeleine (Maddie) Benson and Estelle (Stella) Oliver and bassist Maximiliano (Max) Mendoza - recently auditioned for the North Jersey School Music Association's Region I orchestra. All three played very well. Max Mendoza was fortunate enough to make it into the orchestra.</p> <p>Congratulations to all three for a fine effort, and to Max for making into the regional orchestra. He will participate in several rehearsals, as well as a concert on Sunday, March 6th. He is now eligible to audition for the New Jersey All-State Orchestra.</p> <p>Special thanks to String Teachers Mr. Bill Cook and Ms. Claire Wilson for their coaching efforts and continual support of students.</p> <p><i>(From, Supervisor Fine Arts, James Manno)</i></p>
<p>Columbia High School Band:</p> <ul style="list-style-type: none"> ● Jackson Pellegrino, 9th grade ● William Wheeler, 9th grade ● Max Coey, 9th grade 	<p>Jackson Pellegrino, a freshman tenor saxophonist, and William Wheeler, a freshman mallet percussionist, were selected as members of the Intermediate Symphonic Winds. Both Jackson and William earned the highest scores for their instruments, placing them in first place above all other students who auditioned on those instruments. Max Coey, a freshman percussionist, was accepted as a member of the Intermediate Concert Band.</p> <p>They will join the best intermediate band students from all of North Jersey in rehearsals that will culminate in a gala concert on Sunday, March 13th. 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><i>(From, Supervisor Fine Arts, James Manno)</i></p>
<p>Columbia High School</p> <ul style="list-style-type: none"> ● Seth Peiris, Senior ● Sophia Franklin, Junior 	<p>Seth Peiris, a senior bassoonist and member of the CHS Honors Wind Ensemble has been accepted as a member of the 2022 New Jersey All-State Symphonic Band. His acceptance comes after his successful participation in</p>

	<p>auditions that took place this past Saturday at J.P. Stevens High School in Edison, NJ. We also want to recognize the efforts of Sophia Franklin, a junior percussionist, who also auditioned but did not earn a score high enough to be accepted.</p> <p>We are happy to celebrate his accomplishment with the entire SOMSD community.</p> <p>Special thanks to CHS Band Director Mr. Peter Bauer.</p>
<p>Columbia High School:</p> <ul style="list-style-type: none"> ● Office of Visual & Performing Arts 	<p>The Art Administrators of New Jersey Members presented this year's 34th Annual High School Emerging Artist art Exhibit in partnership with Kean University. Students from across New Jersey produced a wonderful collection of artwork showcasing their amazing talents!</p> <p>Two students from Columbia High School are represented this year:</p> <ul style="list-style-type: none"> ● Samuel Taber-Kewene (Ms. Kandice Stewart, Art Educator); and ● Quinn Raines (Mr. Jon Fisher, Art Educator)

Staff Recognitions:

<p>Clinton Elementary School:</p> <ul style="list-style-type: none"> ● Kate Fearon, ELL Teacher 	<p>We congratulate Mrs. Fearon, ELL teacher at Clinton Elementary school, for having been selected to participate in The Fullbright Teachers for Global Classrooms Program. Mrs. Fearon was selected to participate in the Program in 2019. After successfully completing the program, Mrs. Fearon was going to travel to Morocco for a short-term exchange program to continue to develop skills to prepare students for a competitive global economy. This part of the program was cancelled due to COVID and Mrs. Fearon is now ready to finalize the program and work with fellow teachers in Morocco. Our District congratulates Mrs. Fearon on this great achievement.</p>
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APPROVAL OF MINUTES

Motion made by Board President Joshua, seconded by Board Member Bergin to approve the minutes of the following meetings: January 5, 2022 Reorganization Meeting and Executive Session, January 10, 2022 Board

Retreat and January 24, 2022 Executive and Regular Sessions. Motion unanimously approved.

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.

Motion made by Board President Joshua, seconded by Board Member Wittleder to move forward the Hearing of Individuals and Delegations on tonight's Agenda.

Board Member Wright joined the meeting at 8:00 p.m.
9 VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

HEARING OF INDIVIDUALS AND DELEGATIONS

The following Columbia High School students voiced similar concerns and commented in support of teachers at Columbia High School: Laila Gold, Abigail Sullivan, Charlotte Hartevelde, Edith Worrell, Faith Orzeck, Jaydn Park, Rachel Yonteff, and Ella Cervi.

The following students expressed similar concerns regarding masking and other COVID-19 mitigation protocols: Theo Hartley, Benjamin Moser, Gina Proteasa, Hannah Proteasa, Jack Pachal and Jack Walker.

The following community members spoke about masking and other COVID-19 mitigation protocols: David Balutanski, Jarmen Russell, Ritesha Krishnappa, Michaelann Rose, Greg Puglia, Ben Kaplan, Gina Proteasa, Kate Walker, Kelly Piccola, Dimitri, Erin Grill, Jurga Marshall.

Rocio Lopez President & Shira Lincoln Vice President SOMEA

Spoke against outsourcing of district bus drivers and provided examples of how outsourcing has negatively impacted district students.

Kristen Barber

Expressed concerns regarding safety and security at Columbia High School and an issue she encountered with Powerschool software.

Dr. Taylor responded with the following comments:

- To our students who shared their affinity and wants for their teachers, I cannot speak about negotiations or about personnel, but I would like to compliment the students who participated this evening on their poise and bravery in bringing their advocacy. I am sure that the Board Members also paid close attention to what you said and you should feel as though you were heard.
- To the community members who shared their views about COVID-19 mitigation and removal of mitigation, you are acknowledged. Your public officials, Mayor, Village President, Departments of Health, Nurse Porter and I met with a representative number of parents who shared a similar view and we had a thoughtful conversation where they were able to share with us their advocacy and follow-up questions. We will work together to answer those questions.

The point that I want you to leave with this evening is that you are heard, but also that no one on this Board and no one we consult with to make these important decisions is here to harm students. We are here to keep students and families in our community safe and to make thoughtful decisions. Some folks shared what other districts are doing and that 200 districts have removed masking in New Jersey. There are over 600 school districts in our State and to me that reflects that this is a very complicated decision driven by many, many factors. Please know that we are continuing to monitor and work together. Our Departments of Health, school nurses, Asst. Superintendent of Special Services and I discuss this topic all the time and we are attending a Webinar tomorrow with the State on this very topic and the latest guidance.

SUPERINTENDENT'S UPDATE

Hello SOMSD community. Thank you for giving your time to join us this evening for our Board of Education meeting. I have a few updates for you before we move to our presentations. The first update is on Underhill Field. We are very happy to share that Underhill Field will reopen to the public this Saturday, February 26. The security upgrades are complete and we have also updated the protocols for community use. These protocols are as follows:

- The general public can use Underhill Field, but only when SOMSD students are not present and participating in school-based activities, such as P.E. classes, practices or games.
- Please note that there are groups that procure exclusive facility usage agreements and that may impact when the public can use the field.
- The field is available from Dawn to Dusk. We also know that when some outside groups contract with us through facility use agreements, they can extend past dusk but must be completed by 9:00 p.m.
- Underhill will be closed at the conclusion of the Columbia High School Spring Athletic Season on or about May 15, 2022, for much needed summer construction. This includes replacing our seating and

bleachers, press box and turf. We expect this work to be completed in time for our fall sports season.

As we move toward the end of Black History month, I would like to recognize our teachers, school leaders and others for their important work in ensuring that our students not only learn of the contributions of notable African Americans throughout history during the month of February but that our students receive an education where our core beliefs of access, equity and inclusion are woven throughout our curriculum, teaching and learning. A month to highlight a single culture is just that, a highlight of emphasis that serves as a companion to what should be a rich education for all of our students see themselves represented in their literature and history consistently. Where they learn and build authentic empathy and appreciation for other races ethnicities and cultures. This is and should be our intention not happenstance.

We also fully acknowledge that we are far from perfect or done with the work, as it was thoughtfully noted by our student representatives during our monthly meeting and also during their update tonight. This is why we must continue to invest heavily in this important topic of Access & Equity, including professional development in the areas of Restorative Practices, Restorative Justice, Anti-racism and Anti-bias education and also programs like Equal Opportunity Schools and Cougar Academy to name a few. Our Curriculum and Instruction leadership will be presenting a brief presentation this evening around student achievement, but before they do so, I would like to also note the work of that department in ensuring that our District is not only compliant with the very important Amistad Commission Curricular recommendations, but has moved past a goal of simple compliance to one of pragmatic relevance.

Achieve's Districtwide Tutorial Program Presentation

Eileen Collins Neri, Executive Director and Shannon Kirk, Program Manager presented an overview of the Achieve Volunteer Tutoring Program (AVTP). The presentation included the following:

OVERVIEW OF ACHIEVE

- Mission
- Governance
- Programs Funded/ Fundraisers

VOLUNTEER TUTOR PROGRAM

- Overview Process
- Tutors
- Students Served
- Program Evaluation

Curriculum & Instruction Start Strong Presentation

Dr. Matthew Friedman, Asst. Superintendent for Curriculum and Instruction and Bodnar Director of Curriculum and Instruction provided and update on SOMSD Start Strong Data. The presentation included the following:

- Start Strong Assessment Overview
- Timeline
- State Guidance: NJDOE Broadcast
- Who was tested? Based on what standards?
- Support Levels
- Number of Students Tested
- What did we learn?
- Grades K-12 English Language Arts and Math Supports
- Grades 9 - 12 STEM Supports

Motion made by Board President Joshua, seconded by Board Member Wittleder to reopen the Hearing of Individuals and Delegations to allow comments by one student who was missed due to earlier technical difficulties.

Motion unanimously approved.

HEARING OF INDIVIDUALS AND DELEGATIONS

Claire Strasser

Spoke in support of SOMSD teachers while sharing how teachers have positively impacted her life throughout her time in the district.

BOARD PRESIDENT'S UPDATE - *Board President Joshua*

Happy Birthday

Happy Birthday to Board Member Bergin, who will be celebrating later this month.

Juneteenth

On this evening's agenda is a resolution for a calendar revision for the 2021-2022 school year to close all district schools and offices on Friday June 17th in honor of the Juneteenth holiday. Thank you to Dr. Taylor and the team for providing an opportunity to observe this holiday.

Negotiations Update

Many of you have inquired as to the status of our ongoing negotiations with the South Orange-Maplewood Education Association (SOMEA). As previously reported by the Board at our [December 2021 public meeting](#), SOMEA proposed a three-year contract with salary increases of 6.14% (year 1), 3.3% (year 2), and 3.3% (year 3).

As also shared at this meeting, we reached an impasse and subsequently moved to a mediation hearing. Since our December update, the District and SOMEA have held three separate mediation hearings. Our first mediation hearing held on January 6, the Board offered and submitted a written proposal with a salary increase at our maximum level of 12% over a three-year span. This offer also included modest requests for concessions that would bring SOMEA's contract more in line with statewide norms, while still overall, maintaining better than average terms and conditions

On February 8, in response to the Board's January 6 offer, SOMEA agreed to less than 25% of the Board's proposals with respect to the rest of the contract and maintained their salary demands of 6.14%, 3.3%, and 3.3% over a three-span (which equates to 12.74%). For comparison's sake, the average raise for Essex County public school districts is 3.17% as of this month.

On February 15, the Board again offered a written counterproposal to SOMEA, making clear its salary offers of 4.5%, 4.25%, and 3.25% over three years, which averages out to 4% per year. The Board's 12% salary increase offer to SOMEA (with a 4.5% increase in the first-year) would be among the largest salary increases for any New Jersey teachers union in the last 10 years. In response to the Board's offer, SOMEA reiterated its salary demands and subsequently withdrew one of their offers with respect to the Board's proposals.

The Board, having not perceived any good faith negotiation from SOMEA, notified the mediator that it did not believe that continued mediation would be worthwhile and asked that a factfinder be assigned. The next step in the process will be with a factfinder who will hear evidence on the remaining issues and recommend a resolution based upon that evidence. As the burden of proof rests with both parties, it will be up to SOMEA to convince a factfinder that the Board's offer - the highest in the State - is unreasonable and that their salary demands, with no concessions, should be met. As factfinding will not conclude for potentially 12 months or longer, the Board remains willing to engage in good faith negotiation with SOMEA should they wish to return to the bargaining table and do the same.

We will continue to keep the SOMSD community updated on our negotiations and for the sake of our teachers/staff and most importantly, our students, we hope that SOMEA will act in good faith and reconsider acceptance of the Board's reasonable offer.

COMMITTEE REPORTS

CURRICULUM & INSTRUCTION - Board Member Siders

The committee discussed the following:

1. Midterm and Finals Discussion
2. Teaching & Learning Goal-Risk Ratio Data
3. Policies

- a. 9130 Public Complaints and Grievances 1st read
- b. 2480 Alternative Education Programs 1st read
- c. 2421 Career and Technical Education 2nd read
- 4. Approvals for February
- 5. Special Education Update
- 6. Equity and Access
- 7. Preview of March C&I Meeting

FINANCE FACILITIES & TECHNOLOGY - Board Member Vadlamani

The committee discussed the following:

- Update by Dominic D'Errico of AHERA Consultants on the Internal Air Quality test performed in some classrooms at Marshall School
- Budget
- Policy 8330
- Boiler - CHS (Same as Central Office)
- Baseball Fields
- Construction Update
 - o Seth Boyden - Gym Ceiling
 - o High School Commons renovation - Bond Construction
 - o Preschool Classroom sizes - Montrose
 - o PEOSH - CHS Complaint & Response
- New Business
 - o Resolutions (Hey Tutor, Atlas Renewal Subscription, Playposit)

PERSONNEL & LABOR RELATIONS - Board Member Winkfield

The committee discussed the following:

- February 2022 Personnel Resolutions
- Hiring Update
- Update on Personnel goal in the District Goals - Exit Interview
- Policy Review - Policies 3221, 3222, 3223, 3224, 3142, 4146, 7436 and 3323.
- Committee Charges 3709 A-D-2018

ITEMS FOR ACTION

Motion made by Board President Joshua, seconded by Board Member Wittleder to discuss resolutions 4256-4269. Motion unanimously approved.

Motion made by Board President Joshua, second by Board Member Wittleder to Rescind the previous motion. Motion passed unanimously.

Motion made by Board President Joshua, second by Board Member Wittleder to approve resolutions 4256-4259 with the exception of 4259M, 4259N, 4259R, 4259T, 4262, 4267A-B.

4256A. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Bojorque, Ana	T WL/Spanish CHS - 1.0 FTE	3/21/22	3.6
Jackson, Clarke	S4/12, Secretary CHS - 1.0 FTE	3/25/22	2.3
Kehoe, Sarah	T KDG SMA - 1.0 FTE	3/31/22	3
Romayev, Margarita	Occupational Therapist DIST - 1.0 FTE	4/29/22	.8

4256B. 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
Cupo, Ann	Data Entry Mgr-District Based DIST - 1.0 FTE	3/1/22 6/30/22	\$80,497*
Diaz, Diego	Supervisor of Buildings & Grounds DIST - 1.0 FTE	3/1/22 6/30/22	\$98,000
Fortunato, Amy	T KDG SMA - 1.0 FTE	3/21/22 6/30/22	\$72,060*
Mondacci, Jessica	T SPED/INC TUS - 1.0 FTE	1/1/22 6/30/22	\$50,060*
Rodriguez, Richard	T Lang. Arts MM - 1.0 FTE	2/1/22 6/30/22	\$51,860
Semeraro, Vitamaria	T WL/Italian CHS - 1.0 FTE	4/4/22 6/30/22	\$81,360*
Walrond, Andre	T SPED/INC CHS - 1.0 FTE	3/7/22 6/30/22	\$76,260*
Wilson, Claire	T Music (Strings) MM/SOM - .4 FTE	1/1/22 6/30/22	\$23,384*
Zullo, Ann	BCBA DIST - 1.0 FTE	4/25/22 6/30/22	\$96,060*

* SOMEA salary based on 2020-21 agreement

4256C. APPOINTMENT OF LEAVE REPLACEMENT STAFF

(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
Hinton, Shakirah	T Business CHS - 1.0 FTE	3/7/22 or sooner 6/30/22	\$71,060*
Rothchild, Rachel	T 1 st /2 nd Multiage SB - 1.0 FTE	1/4/22 6/30/22	\$50,060*
Steele, Malcolm	T SS MM - 1.0 FTE	2/7/22 5/6/22	\$51,860*

* SOMEA salary based on 2020-21 agreement

4256D. RESCIND APPOINTMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Gioffre, Daniel	AV Technician DIST - 1.0 FTE	2/7/22 6/30/22	\$65,893*

4256E. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Grutta, Jennifer	T 2 CLIN - 1.0 FTE	1/27/22	1/26/22

4256F. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Faison, Theodore	LR T 5 JEFF - 1.0 FTE	3/31/22	3/11/22

4256G. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
D'Alconzo, Kristin	T SPED/INC TUS - 1.0 FTE	T 4 TUS - 1.0 FTE	12/6/21 6/30/22
Phillips, Yvonne	T SPED/INC TUS - 1.0 FTE	T SPED/LLD JEFF - 1.0 FTE	3/8/22 6/30/22

4256H. SUSPENSION

NAME	EFFECTIVE DATE
Employee #4627	2/15/22 TBD

4256I. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Boni, Susan	T Math CHS - 1.0 FTE	2/7/22-4/5/22 (.5 day) (Paid Sick/Personal Days) 4/5/22 (.5 day)-6/30/22 (Unpaid FMLA)
Hansen, Meredith	T SPED/INC MM - 1.0 FTE	1/21/22-3/25/22 (Paid Maternity Leave) 3/26/22-6/30/22 (Unpaid FMLA)
Rodrigues, Rachel	T SPED/INC TUS - 1.0 FTE	3/23/22-6/21/22 (Unpaid FMLA)
Rudnick, David	T Business CHS - 1.0 FTE	2/7/22-2/28/22 (Unpaid Medical Leave)

4256J. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Obasi, Mabel	T SPED/INC CHS - .2 FTE	1/4-1/31/22 (19 days)	\$78.86 (per day)	\$1,498.34
Quinn, Robin	T SPED/INC CHS - .2 FTE	1/4-1/31/22 (19 days)	\$83.86 (per day)	\$1,593.34
Spina, Kathleen	T SPED/INC CHS - .2 FTE	1/4-1/31/22 (19 days)	\$93.86 (per day)	\$1,783.34
Stradford, Lynn	T SPED/INC CHS - .2 FTE	1/4-1/31/22 (19 days)	\$98.95 (per day)	\$1,880.05
Buzar, Marissa	T SPED/INC CHS - .2 FTE	1/4-1/31/22 (19 days)	\$64.46 (per day)	\$1,224.74
Keegan, William	T SPED/INC CHS - .2 FTE	1/4-1/31/22 (19 days)	\$93.25 (per day)	\$1,771.75
Massoud, Nicole	T Math CHS - .2 FTE	1/4-1/31/22 (19 days)	\$60.46 (per day)	\$1,148.74
Robinson, Nicole	T SPED/INC CHS - .2 FTE	1/4-1/31/22 (19 days)	\$65.46 (per day)	\$1,243.74
Simon, Ken	T SPED/INC CHS - .2 FTE	1/4-1/31/22 (19 days)	\$83.86 (per day)	\$1,593.34
Bohm, Kathleen	LDTC CHS - .2 FTE	1/7-1/31/22 (16 days)	\$93.25 (per day)	\$1,492.00
Freitas, Alexandra	LDTC CHS - .2 FTE	1/7-1/31/22 (16 days)	\$98.95 (per day)	\$1,583.20
McCormick, Philip	Social Worker CHS - .2 FTE	1/7-1/31/22 (16 days)	\$71.06 (per day)	\$1,136.96
Speth, Dr. Gregory	School Psychologist CHS - .2 FTE	1/7-1/31/22 (16 days)	\$98.95 (per day)	\$1,583.20
Velder, Dr. David	School Psychologist CHS - .2 FTE	1/7-1/31/22 (16 days)	\$98.95 (per day)	\$1,583.20
Barber, Kristin	T SCI/B CHS - .2 FTE	1/31/22 (1 day)	\$98.95 (per day)	\$98.95
Biasucci, Amy	T SCI/B CHS - .2 FTE	1/31/22 (1 day)	\$93.25 (per day)	\$93.25
Degioia, Damiana	T SPED/INC CHS - .2 FTE	1/31/22 (1 day)	\$68.46 (per day)	\$68.46
Regler, James	T SPED/INC CHS - .2 FTE	1/31/22 (1 day)	\$63.16 (per day)	\$63.16
Steiner, Michael	T SCI/P CHS - .2 FTE	1/31/22 (1 day)	\$53.66 (per day)	\$53.66
Gallof, Pamela	T SPED CHS - .2 FTE	1/4-1/31/22 (19 days)	\$83.55 (per day)	\$1,420.35
Grasso, Linda	T SPED CHS - .2 FTE	1/4-1/31/22 (19 days)	\$83.55 (per day)	\$1,336.80
Navas, Vanessa	School Psychologist MM - .2 FTE	1/4-1/31/22 (19 days)	\$64.26 (per day)	\$1,220.94
Robinson, Dana	Social Worker MM - .2 FTE	1/4-1/31/22 (19 days)	\$58.46 (per day)	\$1,110.74

Clem, Dallas	T PE/H CHS - .2 FTE	1/4-1/31/22 (17 days)	\$51.86 (per day)	\$881.62
Hurley, Pat	T PE/H CHS - .2 FTE	1/4-1/31/22 (17 days)	\$93.25 (per day)	\$1,585.25
Mobley, Gary	T PE/H CHS - .2 FTE	1/4-1/31/22 (17 days)	\$93.25 (per day)	\$1,585.25
Pilone, Joseph	T PE/H CHS - .2 FTE	1/4-1/31/22 (17 days)	\$98.95 (per day)	\$1,682.15
Shannon, Robert	T PE/H CHS - .2 FTE	1/4-1/31/22 (17 days)	\$93.25 (per day)	\$1,585.25
Lehman, James	T PE CLIN - 1.04 FTE	2/11/22 6/30/22	+\$3,730 (pro-rated)	\$99,480
Copeland, Jeanette	Clerical Aide JEFF - 1.0 FTE	12/14/21 12/9/22 (37 hours)	\$9.58 (per hour)	\$354.46
Post, Maryann	Clerical Aide SM - 1.0 FTE	1/21-1/28/22 (35 hours)	\$9.64 (per hour)	\$337.40
Williams, Christine	Clerical Aide CLIN - 1.0 FTE	1/28-2/9/22 (9 hours)	\$9.52 (per hour)	\$85.68

4256K. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Chirlo, Nicole	Team Leader, 7B SOM - 1.0 FTE	9/1/21 2/27/22	\$5,944 (pro-rated)
Heunermund, Samantha	Team Leader, 7B SOM - 1.0 FTE	2/28/22 6/30/22	\$5,944 (pro-rated)
Muirhead, Ryan	Head Coach, Baseball CHS - 1.0 FTE	3/1/22 6/30/22	\$7,891
Crouch, David	Asst. Coach, Baseball CHS - 1.0 FTE	3/1/22 6/30/22	\$5,614
White, Dillon	Asst./JV Coach, Baseball CHS - 1.0 FTE	3/1/22 6/30/22	\$5,614
Nichols, Thomas Max	Asst./Freshman Coach, Baseball CHS - 1.0 FTE	3/1/22 6/30/22	\$3,811
Clesmere, Lindsey	Asst. Coach, Softball CHS - 1.0 FTE	3/1/22 6/30/22	\$5,614
Trieu, Johnathan	Asst./JV Coach, Boys Lacrosse CHS - 1.0 FTE	3/1/22 6/30/22	\$5,614
Reichenstein, Steven	Head Coach, Boys Tennis CHS - 1.0 FTE	3/1/22 6/30/22	\$6,566
Marigliano, Paul	Asst./JV Coach, Boys Tennis CHS - 1.0 FTE	3/1/22 6/30/22	\$6,566
Iraggi, Taylor	Head Coach, Girls Outdoor Track CHS - 1.0 FTE	3/1/22 6/30/22	\$7,891
Keegan, William	Head Coach, Boys Outdoor Track CHS - 1.0 FTE	3/1/22 6/30/22	\$7,891
Mobley, Gary	Asst./JV Coach, Boys Outdoor Track CHS - 1.0 FTE	3/1/22 6/30/22	\$5,614

4257A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2021-2022 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Guy, Trixie	University of West Indies	1998	MBA
Peterson, Emmana	Kean University	5/2019	BA

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Monaco, Marta	University of Barcelona	2013	BA

NON-DEGREE

Cassidy Cargan

4257B. APPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2021-2022 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$13.00

Robin Curry

4257C. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2021-2022 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Christie, Cassius	Lacrosse (Boys), Asst. Varsity Coach	3/2022 6/2022	\$5,614
Heningburg, Dylan	Lacrosse (Boys), Head Coach	3/2022 6/2022	\$7,891
Dennis, Donte	Lacrosse (Girls), Asst./Junior Varsity Coach	3/2022 6/2022	\$5,614
Ramos, Steven	Lacrosse (Girls), Head Coach	3/2022 6/2022	\$7,891
Innocent, Reginald	Outdoor Track Freshman/Asst JV Coach	3/2022 6/2022	\$3,710
Stephens, Christopher	Outdoor Track (Girls), Asst. Coach	3/2022 6/2022	\$5,614
Rothenberger, Nicole	Softball (Girls) Freshman/Asst. JV	3/2022 6/2022	\$3,811
Alves-Filho, Jennifer	Softball (Girls), Asst./Junior Varsity Coach	3/2022 6/2022	\$5,614
Smith, Clifford	Softball (Girls), Head Coach	3/2022 6/2022	\$7,891
Little, Austin	Lacrosse (Girls), Freshman/Asst. JV Coach	3/2022 6/2022	\$3,811

Rabiecki, Nicholas	Lacrosse (Girls) Assistant Coach	3/2022 6/2022	\$5,531
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4258A. 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].

4258B. 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].

4259a. Accepts the following financial reports:

1. Board Secretary's Report dated January 31, 2022
2. Expense Account Adjustment Analysis dated January 31, 2022
3. Revenue Account Adjustment Analysis dated January 31, 2022
4. Check Register #411602-411603 in the amount of \$548.00
5. Check Register #411604-411605 in the amount of \$1,850.00
6. Check Register #411606-412225 in the amount of \$10,639,848.23
7. Check Register #200765-200767 in the amount of \$4,062,757.00
8. Check Register #200768 for January 2022 payroll in the amount of \$7,191,109.91
9. Treasurer's Report of December 2021

4259B. Certify the Board Secretary's Monthly Financial Report

4259C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	Date(s)	Location	Estimated Costs
Diego Diaz Central Office	NJSBGA 24th Annual Conference/Expo	3/20/22- 3/23/22	Atlantic City, NJ	\$840.33
Jenny Easton Columbia High School	NASW - NJ Annual Conference	5/1/22- 5/2/22	Online	\$99.00
Thomas Giglio Central Office	NJSBGA 24th Annual Conference/Expo	3/20/22- 3/23/22	Atlantic City, NJ	\$300.00
Shannon Glander Seth Boyden School	2022 NJPSA/FEA/NJASCD	3/24/22- 3/25/22	Atlantic City, NJ	\$523.70
Raquel Horn Marshall School	2022 NJPSA/FEA/NJASCD	3/23/22- 3/25/22	Atlantic City, NJ	\$411.65
Kim Hutchinson Jefferson School	2022 NJPSA/FEA/NJASCD	3/23/22- 3/25/22	Atlantic City, NJ	\$390.50
Dorota Martinez Columbia High School	Family Based Youth Suicide Workshop	3/10/22- 3/11/22	Online	\$165.00
Roberto Mendez Columbia High School	2022 NJPSA/FEA/NJASCD	3/24/22- 3/25/22	Atlantic City, NJ	\$439.52
Ilana Stelmakh Marshall School	2022 NJSJA Convention	4/28/22- 4/29/22	Long Branch, NJ	\$316.50
Tammy Talmadge Central Office	STS 52 nd Annual Conference	3/23/22- 3/25/22	Atlantic City, NJ	\$886.64

4259D. Approves the following provider(s) for the service indicated:

Provider Name	Service	Rate
Bergen County Special Services Paramus, NJ	Assistive Technology:	
	Student Assessment	\$900-\$950.00
	AT Support	\$165.00/hour
	Student Consult *(3 hours)	\$450.00
	Professional Development Workshop	\$800/half day \$1,300/full day
	AT Class Assessment	\$800
	Augmentative Communication:	
	Assessment	\$975/\$1,100
	AAC Support	\$165/hour
	Professional Development Workshop	\$800/half day \$1,300/full day
	AAC Student Evaluative Consult	\$600
	Behavior:	
	Functional Behavior Assessment	\$850
	Behavior Specialist Services	\$134/hour
	BCBA Services	\$150/hour
	Home Programming Implementation	\$80/hour
	Professional Development Workshop	\$800/half day \$1,300/full day
	Related Services:	
	OT/PT/Speech Evaluations	\$790; \$390 OT evals for Chapter 192/193
	OT/PT/Speech Consultants	\$125/hour
	OT/PT/Speech Direct Services	\$125/hour
	Yoga in the Classroom with OT/PT	\$125/hour
	Professional Development Workshop	\$800/half day \$1,300/full day
	Child Study Team:	
	Social, Psychological and Educational Evaluations	\$790
	Bilingual CST Evaluations	\$850
	CST Coverage	\$155/hour
	Vocational and Transition Services:	
	Functional Assessment	\$850
	Situational Assessment	\$80/\$138/hour
	Comprehensive Vocational Assessment	\$975
	Job Coaching	\$80/ hour
	Job Development	\$138/hour
	Site Inspections/Follow-up Visits	\$138/hour
	Transition/CBI Training and	\$138/hour

	Support	
	Post-Secondary Planning	\$138/hour
	Professional Development Workshop	\$800/half day \$1,300/full day
	Inclusion:	
	Curriculum-Adaptions within Inclusive Classroom	\$138/hour
	Inclusion Specialist (LDTC)	\$138/hour
	Support Staff Trainer	\$80/hour
	Peer Training-Disability Awareness	\$80/\$138/hour
	Sound Solutions:	
	Audiological Services	\$188/hour
	Audiological Evaluation	\$500-\$1000
	Central Auditory Processing Evaluations	\$500-\$2000
	Training by Audiologist (3 hr. max)	\$188/hour
	Teacher of the Deaf and Hard of Hearing Consult	\$165/hour
	Teacher of the Deaf and Hard of Hearing Direct Service	\$165/hour
	Teacher of the Deaf and Hard of Hearing In-Service (3 hr. max)	\$165/hour
	Auditory Verbal Based Therapy	\$165/hour
	Interpreter	\$45/hour
	Interpreter Agency Rate	\$110/hour
	CART - Midland Park	\$40/hour
	Early Intervention Rates Educational Services:	
	Consult Services for Curriculum and/or Program Review & Recommendations	\$155/hour
	Home Instruction	\$80/hour
	Orton Gillingham Practitioner	\$80/hour
	Classroom Environmental Modifications	\$138/hour
	Student Wellness Services	
	Therapeutic Adventures and Confidence Course	\$920/full day \$470/half day
	Yoga in the Classroom with OT/PT individual classroom lesson	\$125/hour
	Yoga or Mindfulness classroom lessons	\$300/for 3 lessons
	Mindfulness in schools	\$125/hour
	School-bases counseling	\$155/hour
	Individual Rates for Professional Development Workshops:	
		\$50 one session

	EE PD Series - per person cost	\$90 two sessions
	AAC PD Series - per person cost	\$75
United Therapy Solutions Fanwood, NJ	OT/PT/Speech Services:	
	Therapy Sessions	\$90/hr
	Out of District	\$90/30 min
	Home Care Services	\$180/hr
	Evaluations In-District	\$375 OT/PT \$400 Speech
	Evaluations Out of District	\$375 OT/PT \$400 Speech
	Bilingual Evaluations (In-District)	\$550
	Bilingual Evaluations (Out of District)	\$500
Dr. Lewis Milrod Edison, NJ	Pediatric Neurology Evaluation	\$600/evaluation

4259E. 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
Mackin Library Media	Library Supplies	State Contract
Grainger	Industrial Supplies and Equipment	State Contract
Reading & Writing Project	Virtual & Site Based PD	Other

4259F. Accepts a donation from Columbia High School Cougar Booster Club in the amount of \$600.00 to support the Hockey Team.

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

20-068-200-890 CHS Sports \$600.00

BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary are authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

4259G. Accepts donations for the Parenting Center in the amount of \$2,503.00

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 \$2,503.00

BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary are authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

4259H. Approves the 2022 Agreement and DOT Testing Fee Schedule with Prevention Specialists, Inc. of Ocean, NJ. The cost of services is as follows:

DOT Random Drug Testing (mobile unit)	\$ 68.00 per test
DOT Random Drug Testing (Lab Site)	\$ 58.00 per test
All Non-Randomized Drug Testing (Lab Site)	\$ 68.00 per test
DOT Alcohol Testing	\$ 39.00 per test
DOT Compliance Support	\$515.00 per annum
DOT FMCSA Clearing House	\$195.00 per annum
DOT Policy	Price upon request
Training & Education	Price upon request
Litigation Support	Price upon request
Emergency Response Services	\$155.00 1 st hour \$55.00 every additional half hour plus the cost of tests
PSI Emergency Response Services (if necessary)	\$155.00 for 1 st hour, \$55.00 every additional half hour

4259I. Authorizes the use of Web-Based Solicitation and Bidding Service; and

WHEREAS, BidNet Direct has developed a web-based solicitation system, providing on-line bidding services, including maintenance and support services; and

WHEREAS, the South Orange Maplewood Board of Education wishes to contract with BidNet Direct for these services:

NOW THEREFORE BE IT RESOLVED that the South Orange Maplewood School District awards a contract to BidNet Direct for the period February 24, 2022 through June 30, 2022. There is no cost to the South Orange Maplewood Board of Education.

4259J. Accepts the donation of a Canon Image PROGRAF iPF8400 Printer to the Columbia High School STEM Program. The approximate value of this donation is \$500.

4259K. Approves the following tuition rates for Summer Camp at the Montrose Early Childhood Center for the 2022-2023 School Year:

<u>Program</u>	<u>Cost</u>
6 Week Program	\$750
3 Week Program	\$375

Financial Aid is available for qualified South Orange or Maplewood residents or SOMSD staff for the Montrose Early Childhood Center.

4259L. Approves the subscription renewal and standard maintenance fees for Atlas Curriculum Planning Platform in the amount of \$11,422.85 for the period December 24, 2021 to June 30, 2022

4259M. Approves an agreement with HeyTutor Tutoring Platform of Los Angeles, California to provide online PK-12 tutoring services and teacher placement to schools. The rate for each service is listed below:

Online Tutoring	Per tutor	Per Student
Individual Instruction (1 tutor with 1 student)	\$25/hr	\$25/hr
Small group instruction (1 tutor with up to 3 students)	\$30/hr	\$10-\$15/hr
Medium group instruction (1 tutor with 4 to 6 students)	\$35/hr	\$5.83-\$8.75/hr
Large group instruction (1 tutor with 7+ students)	\$40/hr	<\$5.71/hr
 In-Person Tutoring		
Individual Instruction (1-1 with student)	\$35/hr	\$35/hr
Small group instruction (1 tutor with up to 3 students)	\$40/hr	\$13.33-\$20.00/hr
Medium group instruction (1 tutor with 4 to 6 students)	\$45/hr	\$7.50-11.25/hr
Large group instruction (1 tutor with 7+ students)	\$50/hr	<\$7.14/hr
 Blended (Both Online & In-Person Tutoring)		
Individual Instruction (1-1 with student)	\$30/hr	\$30/hr
Small group instruction (1 tutor with up to 3 students)	\$35/hr	\$11.67-17.50/hr
Medium group instruction (1 tutor with 4 to 6 students)	\$40/hr	\$6.67-\$10/hr
Large group instruction (1 tutor with 7+ students)	\$45/hr	<\$6.43/hr

4259N. Approves an agreement with PlayPosit of Galesville, Maryland to purchase licensing and annual subscription services in the amount of \$33,000.00.

4259O. Approves a contract with TSL Consulting of New York, New York to facilitate the Advanced Restorative Practices Professional Development Roll Out to South Orange Maplewood School District Administrators. The cost for this service is \$35,800 and will begin March 1, 2022 and end June 30, 2022.

- 4259P. Approves an affiliation agreement with New Jersey City University of Jersey City, New Jersey for the purposes of providing an internship experience for university students in the Nursing Program effective January 25, 2022 through January 24, 2023.
- 4259Q. Approves an agreement with St. Bonaventure University, for the purposes of providing field placements for School of Education students for the period of August 1, 2021 through August 31, 2024.
- 4259R. Approves a Memorandum of Understanding with WestEd of San Francisco, California to study student learning engagement. This study is funded by Newsela. The District and Newsela have entered into a separate agreement pertaining to the District's use of Newsela's platform and instructional content.
- 4259S. Approves an agreement with Challenge Day of Concord, California, to provide an Interactive Workshop for students attending Maplewood Middle School, South Orange Middle School and Columbia High School at a cost of \$25,725.00.
- 4259T. Accepts and approves the 2019-2020 School Nutrition Procurement Review Recommendations and Corrective Action Plan as follows:

1. School Food Authority (SFA) should ensure a proper quote solicitation is conducted based on the appropriate threshold as required by regulation.
2. SFA should use form #330 or an equivalent developed by the SFA when monitoring the activities of the Food Service Management Company.

As part of the Corrective Action Plan, the SFA should include the names of the individuals responsible for the implementation of the corrective actions. The staff members responsible for implementing the corrective actions should attend all applicable training sessions on procurement regulations, policies and procedures presented by the NJDA during the 2020-2021 fiscal year.

4260. Approves the following:

WHEREAS, in accordance with law, hearings were afforded with regard to the children identified by student number below; and

WHEREAS, the Board has determined that, as to the students identified below, the parents or guardians are not domiciled within the District or the children are not kept in the home of another person domiciled within the school district pursuant to the affidavit pupil's statute; now, therefore

BE IT RESOLVED, that the Board hereby orders the transfer or removal of the students identified below.

<u>STUDENT #</u>	<u>SCHOOL</u>	<u>GRADE</u>
2971726219	CHS	11 th
7209185175	CHS	11 th
8084401854	CHS	9 th
2376151724	CHS	9 th
7913515868	SB	4 th
9323467768	SB	3 rd
7857277835	CLIN	K

4261. Approves the assignment of the student(s) listed below as tuition-free student(s) for the remainder of the 2021/2022 school year, pursuant to Board Policy 5111 (Eligibility of Resident/Nonresident Students). Transportation shall be provided by the student's family to and from assigned District school.

Student ID#	School	Grade
4544689423	CHS	12

4262. Approves the following:

WHEREAS, Student ID No. 3679558230 and the Student's parents have been duly noticed, and have been afforded the appropriate due process rights, and have been afforded the opportunity to participate in a hearing before the Superintendent; and

WHEREAS, the Student and the Student's parents do not wish to contest the administration's disciplinary recommendation and have determined that they do not wish to participate in a Board hearing at this time; and

WHEREAS, the Student has admitted that they engaged in prohibited conduct and that said behavior constitutes good cause for further discipline.

NOW, THEREFORE, BE IT RESOLVED, THAT Student ID No. 3679558230 will receive home instruction from February 8, 2022 until February 21, 2022 and return to school on February 22, 2022.

BE IT FURTHER RESOLVED, THAT Student ID No. 3679558230 will be excluded from participating in all Columbia High School extracurricular school activities and is not permitted on any school property or at any other school function without prior approval of the Superintendent through February 21, 2022.

4263. Approves the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials for the 2021-2022 SY pursuant to N.J.A.C. 6A: 16-6.2 and be it

FURTHER RESOLVED, THAT the live streaming video referenced in P.L. 2017, c.119 will not be accessed except in emergent situations, without a request from a District administrator.

4264. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of January 2022.
- 4265A. Approves a settlement agreement for special education Student ID #4137053521 and authorizes the Board President to execute the settlement agreement.
- 4265B. Approves a settlement agreement for special education Student ID #6343369171 and authorizes the Board President to execute the settlement agreement.
- 4265C. Approves a settlement agreement for special education Student ID #5468184903 and authorizes the Board President to execute the settlement agreement.
- 4265D. Approves a settlement agreement for special education Student ID #9478440253 and authorizes the Board President to execute the settlement agreement.
- 4265E. Approves a settlement agreement for special education Student ID #5199672551 and authorizes the Board President to execute the settlement agreement.
- 4266A. Adopt Board Policy 2421 Career & Technical Education.
- 4266B. Adopt Board Policy 3142 Non-renewal of Non-Tenured Teaching Staff Member.
- 4266C. Adopt Board Policy 3221 Evaluation of Teaching Staff Members Excluding Teachers and Administrators.
- 4266D. Adopt Board Policy 3222 Evaluation of Teaching Staff Members, Excluding Teachers and Administrators.
- 4266E. Adopt Board Policy 3223 Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals.
- 4266F. Adopt Board Policy 3224 Evaluation of Principals, Vice Principals, and Assistant Principals.
- 4266G. Adopt Board Policy 4146 Non-renewal of Non-Tenured Support Staff Member.
- 4266H. Adopt Board Policy 4219 Commercial Driver's License Controlled Substance and Alcohol Abuse.
- 4267A. Approves the school calendar for the 2022-2023 school year as presented.
- 4267B. Approves the school calendar for the 2023-2024 school year as presented.
4268. Approve the amended 2021-2022 school year calendar as submitted.

4269. WHEREAS, The South Orange Maplewood School District is committed to equity, diversity and inclusiveness, providing safe and welcoming spaces for all students, regardless of race, religion, ethnicity, national origin, language, disability status, gender expression or identity, and sexual orientation;

WHEREAS, The South Orange Maplewood Board of Education supports and is committed to ensuring welcoming, inclusive safer schools for all students and families and has adopted policies to support lesbian, gay, bisexual, transgender, queer/questioning (LGBTQ+) students and families;

WHEREAS, Recognizing a student by the student's preferred name and pronouns is a gender affirming practice that the South Orange Maplewood Board of Education supports;

WHEREAS, On May 17, 2021, the South Orange Maplewood Board of Education adopted Policy 5756 Transgender and Nonbinary Students, recognizing that every student has the right to be addressed by a name and pronouns that correspond to the student's gender identity;

WHEREAS, The South Orange Maplewood School District accepts a student's asserted gender identity and/or chosen name without requiring the student to meet any legal requirements to have their gender identity and/or chosen name recognized on school documents; and

WHEREAS, New Jersey Assembly Bill A1588 permits graduating students to use preferred names on diplomas conferred by both public and nonpublic schools, institutions of higher education, and proprietary institutions licensed to offer academic degrees; now, therefore, be it

RESOLVED, That the South Orange Maplewood Board of Education supports New Jersey Assembly Bill A1588 and the ability of graduating students to request that a diploma be conferred by the school or institution listing the student's preferred name without documenting a legal change in name or gender.

Motion made by Board President Joshua, seconded by Board Member Sidors to move resolution 4270 for discussion. Motion passed unanimously.

4270. WHEREAS, on February 23, 2022 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 parents who filed the appeal on behalf of their child; and

WHEREAS, the Committee carefully considered the relevant information; and

WHEREAS, the Committee has made a recommendation to the full Board during the executive portion of its February 24, 2022 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 #3024694577; 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 4256A-K, 4257A-C, 4258, 4259B-L, 4259O-Q, 4259S, 4260, 4261, 4263, 4264, 4265, 4266, 4268, 4269 PASSED YES: Bergin, Joshua, Malespina, Siders, Telesford, Vadlamani, Winkfield, Wittleder, Wright NO: None

MOTION 4259A 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 made by Board President Joshua, seconded by Board Member Wittleder to discuss resolutions 4259M-N, 4259R, 4259T. Motion unanimously approved.

ROLL CALL: Motion 4259M-N, 4259R, 4259T PASSED YES: Bergin, Joshua, Siders, Telesford, Vadlamani, Winkfield, Wittleder NO: Malespina, Wright

Motion made by Board President Joshua, seconded by Board Member Malespina to discuss resolution 4262. Motion unanimously approved.

ROLL CALL: Motion 4262 PASSED YES: Bergin, Joshua, Malespina, Siders, Telesford, Vadlamani, Wittleder Wright NO: Winkfield

ROLL CALL: 4267A-B PASSED YES: Bergin, Joshua, Malespina, Siders, Telesford, Vadlamani, Winkfield, Wittleder, Wright NO: None

ROLL CALL: 4270 PASSED YES: Bergin, Joshua, Malespina, Siders, Telesford, Vadlamani, Winkfield, Wittleder, Wright NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

The following community members shared spoke about or shared similar comments and/or concerns regarding masking and other COVID-19 mitigation protocols: Kristina Amerikaner, Brendan Browne, Sinead Carew, Jennifer

Carlson, Diederik de Savornin Lohman, Julie Dechen, Amy Donohue, Bari Dunphy, Brian Dunphy, Regan Ekert, Leslie Enright, Michael Erman, Laurie Gates, Michael Gates, Izzy Gladstone, Kim Goode, Aaron Grill, Matthew Guiney, Theo Hartley, Adam Jaskowski, Heather Kushner, Lindsay Lantz, John McFarren, Paola McFarren, Benjamin Moser, Susan Parker, Andy Price, Greg Puglia, Nick Rose, Marissa Russell, Rebecca Sheer, Anne Simms, Daniel Smith, Erin Solomon, John Stapleton, Robert Torasso and Janet Williams.

The following community members shared similar comments regarding use of the Underhill Field track: Kristen Aimes, Andy Babcock, Mary Babcock, Holy Beuchel, Joseph Cummings, Alan Fowler, Izzy Gladstone, Dana Hall, Laura Hildebrand, Anya Hoffman, Alissa Jankay, Michael Kirkwood, Jessica Lituchy, Jason Lynch, Andrew Masterleo, Aidan McGovern, Anthony Nicoletti, Nicole Nicoletti, Vidisha Panse, Kimberly Rosen, Sara Schillaci, Chris Shamburg, Stephanie Shiau, Jennifer Thomas, John Von Brachel and Gina Zimmerman.

Greg Tuttle

Expressed disappointment with the Board regarding negotiations, teacher salaries and the decision to outsource district bus drivers.

Cathleen Mitchell

Asked the Board to provide a general update on construction including if the projects are progressing as scheduled, when we can expect various phases to be completed, exactly what types of ventilation upgrades are built into the LRFP and when we can expect ventilation upgrades to be completed in our schools.

Christopher Trzaska

Inquired about the progress of quarter 2 grades since quarter 1 grades were delayed. Mr. Trzaska also requested a detailed construction update for all schools and a specific progress update on the Intentional Integration Initiative.

NEW BUSINESS

Board Member Vadlamani requested input from fellow Board members regarding a possible deficiency with regard to affinity groups/student organizations citing SOMSD has several student organizations and some are exclusionary. Board policy 5842 mentions equal access to student organizations and that participation must be available to all students. Board Member Vadlamani asked the Board to explore three options: 1) The language in the policy is sufficient but we need request that the district propagate this message to all affinity groups 2) The language of the policy is not sufficient and we need to strengthen it and request the district propagate it 3) We need a brand new policy that the district must propagate.

Board Member Bergin asked Board Member Vadlamani for clarification regarding his request.

Board Member Vadlamani clarified that each groups purpose can be directed towards a particular group but access to the group cannot be restricted.

Board Member Malespina and Board President Joshua asked Ms. Butler, what New Jersey statutes require.

Board Member Winkfield urged Board Member Vadlamani to do a little research because the spirit behind affinity groups is to create safe spaces for people to engage in spaces that are homogenous in nature where they can share common experiences.

Board Member Telesford provided an example of a similar policy at Rutgers University.

Dr. Taylor suggested continuing the discussion during Executive Session.

Board President Joshua closed the discussion by stating that affinity groups are a place to feel included when they feel excluded everywhere else.

Board Member Malespina asked to Board and Administration to look into allowing the Fencing Alliance to use our facilities because they are having issues securing a space. We have a huge history of fencing in our district and it looks like they are going to be removed from their space.

Board President Joshua and Dr. Taylor suggested the group reach out to the district by contacting the Business Administrator's office to start the conversation. The group was housed in the Columbia High School Cafeteria in the past and as stated in the Village Green the group would like to come back to the district.

Board Member Vadlamani asked if we allow for profit organizations to use our facilities.

Dr. Taylor explained that our facility usage agreement document is the way that we filter usage for anyone who wants to use our facilities. Usually when people wish to use our space they reach out to us and we share what space is available and the protocols.

Board Member Malespina encouraged administration to speak to the Mayor about this at the next meeting.

Future Meetings

The Board of Education will meet for a Special Meeting on Monday, February 28, 2022, at 7:00 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ in person as well as 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 may be taken. Immediately following the Special Meeting, the Board will adjourn to Executive Session to discuss personnel and legal issues, negotiations, and other matters to be announced at a later date.

The Board of Education will meet for a Finance Committee and Budget Workshop on Wednesday, March 16th, 2022, at 6:30 pm using the online video conference platform which will include Hearing of Individuals. Action may be taken.

The Board of Education will meet in Closed Session on Monday, March 21, 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 Wittleder, that the Board of Education will meet in Executive Session prior to the March 21, 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. Motion to adjourn was unanimously approved on Friday, February 25, 2022 at 12:46 a.m.

Eric Burnside, Business Administrator