

Regular Meeting  
South Orange-Maplewood  
Board of Education  
August 25, 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 August 25, 2022.

Board President Thair Joshua called the meeting to order at 6:34 p.m.

ROLL CALL

Present: Board Member Bergin, Board President Joshua,  
Board Member Malespina, Board Member Siders,  
Board Member Telesford, Board Member Winkfield,  
Board Member Wittleder, Board Member Wright

Absent: Board Member Vadlamani

*EIGHT VOTING MEMBERS PRESENT*

NOTICE OF THE MEETING

Please take notice that adequate notice of this meeting has been provided in the following manner:

- A. That written notice was sent from the Office of the Secretary of the Board at 7:30 p.m. on June 27, 2022.
- B. That said notice was sent via email to Maplewood and South Orange Township Clerks and the Editors of the News Record, Star Ledger, and the Village Green.

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

SOUTH ORANGE-MAPLEWOOD BOARD OF EDUCATION RESOLUTION AUTHORIZING EXECUTIVE SESSION

WHEREAS, while the "Sen. Byron M. Baer Open Public Meetings Act" (N.J.S.A. 10:4-6 et seq.) requires all meetings of the South Orange Maplewood Board of Education to be held in public, N.J.S.A. 10:4-12(b) sets forth nine (9) types of matters that may lawfully be discussed in "Executive Session," without the public being permitted to attend, and

WHEREAS, the Board has determined that some issues is permitted by N.J.S.A 10:4 - 12 (b) to be discussed without the public in attendance and shall be discussed during an Executive Session to be held on Thursday, August 25, 2022 at 6:30 PM, and

WHEREAS, the nine (9) exceptions to open the public meetings set forth in N.J.S.A 10:2-4(b) are listed below, and next to each exception is a box which will be marked when the issues to be privately discussed fall within that exception, and after each exception is a space where additional information that will disclose as much information about

the discussion as possible without undermining the purpose of the exception shall be written:

"(1) Any matter which, by express provision of Federal law, State statute or rule of court shall be rendered confidential or excluded from public discussion." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is attorney/client privilege, HIB reporting.

"(2) Any matter in which the release of information would impair a right to receive funds from the federal government." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

"(3) Any material the disclosure of which constitutes an unwarranted invasion of individual privacy such as any records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program, including but not limited to information relative to the individual's personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly." The nature of the matters, described as specifically as possible without undermining the need for confidentiality are:

"(4) Any collective bargaining agreement, or the terms and conditions of which are proposed for inclusion in any collective bargaining agreement, including the negotiation of terms and conditions with employees or representatives of employees of the public body."

"(5) Any matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates or investment of public funds where it could adversely affect the public interest if discussion of such matters were disclosed." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

"(6) Any tactics and techniques utilized in protecting the safety and property of the public, provided that their disclosure could impair such protection. Any investigations of violations or possible violations of the law." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is: Safety and Security Update.

"(7) Any pending or anticipated litigation or contract negotiation in which the public body is, or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his

ethical duties as a lawyer." The parties to and docket numbers of each item of litigation and/or the parties to each contract discussed are and the nature of the discussion, described as specifically as possible without undermining the need for confidentiality are: SOMEA Litigation

“(8) Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public meeting." described: Employee Numbers \_\_\_\_.

“(9) Any deliberation of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act of omission for which the responding party bears responsibility." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

WHEREAS, the length of the Executive Session is estimated to be sixty (60) minutes after which the public meeting of the Board shall reconvene and proceed with business where formal action will be taken.

NOW, THEREFORE, BE IT RESOLVED that the South Orange Maplewood Board of Education will go into Executive Session for the above stated reasons only; and

BE IT FURTHER RESOLVED that the Board hereby declares that its discussion of the aforementioned subject(s) will be made public at a time when the public's interest is disclosure is greater than any privacy or governmental interest being protected from disclosure.

***Board Members adjourned to Executive Session at 6:36 p.m.  
Board Members reconvened at 7:58 p.m***

#### APPROVAL OF MINUTES

Motion made by Board President Joshua, seconded by Board Member Siders to approve the minutes of the following meetings: July 18, 2022 Regular Meeting and Executive Sessions and July 21, 2022 Special Meeting.

Roll Call: Motion to approve July 18, 2022 Regular and Special Meeting Minutes

PASSED YES: Bergin, Joshua, Siders, Telesford, Winkfield  
NO: Malespina, Wittleder, Wright

Motion to approve July 21, 2022 Special Meeting Minutes  
PASSED  
YES: Bergin, Joshua, Malespina, Siders, Telesford,  
Winkfield, Wittleder, Wright

## SUPERINTENDENT'S UPDATE

Dr. Taylor shared the following important updates:

- Safety and Security Townhall Event scheduled for Monday, August 29, 2022. The panel will include police chiefs from both towns and our new School and Community Safety Director, Mr. Stanley Valles.
- New teacher orientation
- All SOMSD schools currently under construction will re-open on time.
- Columbia High School graduation rescheduled to June 21, 2023.
- 2022-23 SOMSD Return to School Guidebook will be released early next week. It will reflect the latest guidance that we will be adhering to regarding COVID-19.
- A special thank you to our Re-opening of Schools Task Force, comprised of representatives from all of our departments, Principals, Assistant Principals and SOMEA partners.
- Thank you to our Human Resource team and District Administrators for all of their efforts in filling our vacancies expeditiously, ensuring we are ready to open school on day one.
- Thank you to our Principals, Asst. Principal, Academic Supervisors and Senior Leadership Team Members (SLT) for your hard work in our annual summer District Administrative Team meetings, which focused heavily on continuing or work on school climate and culture improvement and strategies in connection with the social and emotional needs of our students and staff.

## CHS DATA UPDATE

At a recent Board meeting, the Board requested that we share the latest information regarding Columbia High School's pass/fail academic data. This information was reviewed in our Curriculum and Instruction Committee meeting. Feedback and questions were collected and shared with the full Board and additional questions were offered. This evening, we will be presenting the updated information to you, our community. Thank you to Ms. Bodnar, Principal Sanchez, Dr. Bean-Folkes, Mr. Misbahuddin and Mr. Basra for all of your contributions to this analysis.

The aforementioned contributors presented an update on CHS Data detailing the following:

- CHS Honors & Achievement: AP Scores
- CHS grades 9-12 4<sup>th</sup> Marking Period Breakdown of Grades and Ethnicity
- Star Renaissance Data - CHS Algebra 1 (Demographics)
- Failure Data - CHS Algebra 1 (Demographics)
- Algebra 1 Longitudinal Data
- CHS Stem Supports
- Summer Support Demographics
- 21-22 Risk Ratios Math

- 21-22 Risk Ratios Science
- Star Renaissance Data - ELA
- CHS Reading Summary Report - Spring 2022 by Grade
- CHS Reading Proficiency Report - Spring 2022
- Star Reading Summary by Subgroup Spring 2022
- 21-22 Risk Ratios English
- English Department
  - Aims
  - What is working
  - English Department Next Steps

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

PRESIDENT'S UPDATE - *Board President Joshua*

Happy Birthday

Happy birthday to Board Member Wittleder who celebrated a birthday earlier this month.

Board and District Goals

I would like to thank the board for participating in our summer retreats which helped lay the groundwork for the goals up for a vote this evening. Resolution 4340, the District Goals represent where the board wants the district to focus for the 22-23 school year. The majority of the Board Goals outlined in 4341 deal with specific areas where training was identified as a way to increase the Board's effectiveness during our retreats. In addition, there is a commitment to revise the Student Transportation Policy during the school year.

Construction Update

As Dr. Taylor mentioned, our summer construction projects are wrapping up and schools will be open on time. As those projects near completion, the Board is looking forward to seeing the new additions to our school district.

New Teacher Orientation

Yesterday I spent a few minutes at New Teacher Orientation welcoming our new teaching staff to the district. It was exciting to see brand new faces and we begin the new school year.

Transportation Update

Since our last update, the Board has received emails about the district's current transportation policy. Some of the common themes are providing more information on the status of conversations to provide additional transportation for the upcoming school year. I want to reiterate that conversations are ongoing regarding providing additional transportation for the 22-23 school year.

During my last update, I said there were not enough resources available to offer additional transportation at the beginning of the year. Resources means physical resources and financial capital. There have been some discussions on using the Board of School Estimate for a funding source. We inquired about this possibility with the County BA and unfortunately that is not an option for this school year, since the deadline for current school year funding is April 8th. It can be an option during budget planning for the 23-24.

The board also held conversations on providing subscription transportation with our current co-op provider. They indicated that a long lead time is necessary to devise a well thought out subscription plan. Things that need to be considered are overall pricing structure, availability of payments plans, one way or round-trip offerings. All of these considerations will be discussed as part of the District and Board goals surrounding transportation in the coming year.

I also want to reiterate the following:

- The designation of hazardous routes is not made by the district, the board of education or any other elected officials.
- Distance is determined by walking, not driving.

I cannot go into as much detail as I would like in this forum on the substance of some other conversations due to pending litigation related to this issue.

#### SEC Advisory Opinion

Lastly, please note Board Member Malespina will not be participating in any discussion or vote on Resolution 4340B and 4341D this evening. The proposed goals are related to the District's Integration Plan. The Plan is noted in Paragraph 4 of the Settlement Agreement and is therefore a matter "related to the litigation".

#### BOARD PRESIDENT'S STATEMENT

The school board meeting is a business meeting in public and 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 then shared with the other Board members for consideration. Only then is it placed on the agenda for Board discussion and action at a public meeting.

HEARING OF INDIVIDUALS AND DELEGATES

The following community members expressed similar concerns or made comments regarding student transportation, hazardous route and/or other transportation issues: Simone Swingle, Gregory Mortenson, Edwin Matthews, Lillian Harris, Jacquelyn Allsopp.

Community Member Bill Gifford suggested the Board meet with neighborhoods in the SOMSD community to gauge the needs by neighborhood. Mr. Gifford also commented on the CHS Data presentation.

Dr. Taylor thank everyone who spoke this evening and responded to their concerns and comments.

COMMITTEE REPORTS

POLICY COMMITTEE - Board Member Bergin

The committee discussed the following policies:

POLICIES ON FOR SECOND READING ADOPTION:

2417	Student Intervention and Referral Services
2422	Comprehensive Health and Physical Education
2622	Student Assessment
5513	Care of School Property

POLICIES FOR POSSIBLE FIRST READING:

0155.1	Remote Participation in Board Meetings
2415.50	Title I - School Parent and Family Engagement
2426	Study Skills
2451	Adult High School
5512	Harassment, Intimidation, and Bullying
5514	Student Use of Vehicles on School Property
5722	Student Journalism
7430	School Safety
8550	Unpaid Meal Charges/Outstanding Food Services Charges

Items for Discussion:

- Gun Safety
- Goal Setting continued
- Survey under policy 5120 Assignment of Students

CURRICULUM & INSTRUCTION COMMITTEE - Board Member Siders

- CHS 2022-2023 Year End Data
- Special Services
  - ESY Program Successful
  - Filling open positions
  - Full Day PD for Child Study Team
- Access & Equity Updates
  - Registration Supports
  - Director of Access & Equity position
  - School Culture and Climate Plans and CRSE
- Suspension Moratorium Update

PERSONNEL & LABOR RELATIONS COMMITTEE - Board Member Winkfield

The committee discussed the following:

- August Personnel Resolutions
- District Staffing Update
- Assistant Superintendent Curriculum & Instruction Search Update
- Registration Update
- Director of Access & Equity Position Update
- High School Guidance Director job description

FINANCE, FACILITIES AND TECHNOLOGY COMMITTEE - Board President Joshua

The committee discussed the following:

- Construction Update (Kathy Tartaglia & Patrick Carrigg)
  - Status Update
  - LRFP Budget Analysis
  - Change Orders (Asbestos & South Mountain)
- SOMS Parking Lot
- Softball Fields at Ritzer
- Transportation - Courtesy Bussing, Financial Impact, Buses being sold
- Facilities and Integration goal discussion
- Sponsors on Athletic Fields - Boosters were notified.
- Resolutions - ◦ SEHBP Resolution opposing Rate Increase effective 1/1/23
- Policies & Regulation

ITEMS FOR ACTION

Motion made by Dr. Taylor, seconded by Board Member Siders to move the following items for discussion and voting 4333-4341 with the exception of 4340B, 4341D and 4333(E1).

4333A. MEMORIALS

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



Joseph "Ray" Duchesneau, retired CHS Principal passed away on July 12, 2022 Mary Ann Zeadey, retired English Teacher passed away on May 24, 2022.

The Superintendent is asked to convey our condolences to the family and friends of Joseph Duchesneau and Mary Ann Zeadey.

4333B. RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Thompson, Faraja	T 1 CLIN - 1.0 FTE	10/1/22	11

4333C. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Balassone, Falynn	Director of Guidance CHS - 1.0 FTE	9/23/22	11
Bonheur, Pierreline	T SPED/ABA CHS - 1.0 FTE	10/10/22	4
Cannon, Stephanie	T SPED/INC SM - 1.0 FTE	9/12/22	.4
DiOrio, Jerry	Maintenance DIST -1.0 FTE	9/9/22	16
Dominguez, Darlene	T Science MM - 1.0 FTE	9/16/22	3
Duarte, Amanda	T 2 TUS - 1.0 FTE	9/23/22	1
Gelatka, Kyle	T Music (Band) MM/SOM - .4 FTE	9/22/22	1
Misbahuddin, Jameel	Supervisor STEM, 9-12 CHS - 1.0 FTE	10/21/22	6
Ortega, Yuridalva	T Biology CHS - 1.0 FTE	9/23/22	14.8
Oritz, Nicole	LDTC CHS - 1.0 FTE	9/23/22	.9
Petrakian, Jodi	T Science SOM - 1.0 FTE	8/25/22	1.9
Pope-Forbes, Lauren	LR T 1 SMA - 1.0 FTE	8/30/22	1
Sales, Tatiana	LR T 2 SM - 1.0 FTE	8/2/22	0
Smalls, II Dr. Donovan	T PE/H SOM - 1.0 FTE	8/25/22	1
Steckler, Tamara	LR T 2 SB - 1.0 FTE	8/17/22	.3
Thomas, Jarell	T PE/H SOM - 1.0 FTE	10/21/22	1.6
Twahir, Amreen	Maintenance DIST - 1.0 FTE	7/29/22	3

Walker, Kaitlyn	T Music (Woodwind) SOM/MM - .5 FTE	10/20/22	8
Walrond, Andre	T SPED/INC CHS - 1.0 FTE	10/13/22	.4

4333D. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Wilson, Claire	T Music/Strings MM/SOM - .4 FTE	9/8/22	8/25/22

4333E. 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
Bodnar, Ann	Asst. Supt. C&I DIST - 1.0 FTE	8/26/22 6/30/23	\$177,344
Cappucci, Alexandra	T Art CHS 1.0 FTE	10/9/22 or sooner 6/30/23	\$70,485
Chan, Gary	T SCI/Biology CHS 1.0 FTE	9/28/22 or sooner 6/30/23	\$73,085
Cruz, Olivia	PIRT (PEEA) DIST 1.0 FTE	10/24/22 or sooner 6/30/23	\$80,885
D'Alessio, Giordano	T PE MAR - 1.0 FTE	9/1/22 6/30/23	\$55,685
Gsell, Nicholas	T 5 CLIN - 1.0 FTE	9/1/22 6/30/23	\$55,685
Hibbard, Hans-Ethan	T Music/Strings SOM/MM - .4 FTE	9/1/22 6/30/23	\$27,394
Hylton, Venice	T Science SOM - 1.0 FTE	9/1/22 6/30/23	\$72,285
Kelly, Charles	T SPED/INC SM - 1.0 FTE	9/1/22 6/30/23	\$80,885
Kuczynski, Emily	School Psychologist (OOD) CHS - 1.0 FTE	9/1/22 6/30/23	\$78,285
Lapeyrolerie, Erika	T PreK/SC MONT - 1.0 FTE	9/1/22 6/30/23	\$95,275
Leon, Renee	T SPED/INC MM - 1.0 FTE	9/1/22 10/10/22	\$83,385
Lesperance, Cara	T SPED/SC CLIN - 1.0 FTE	9/1/22 6/30/23	\$95,275
Lim, Ji Yeon	T Math SOM - 1.0 FTE	9/1/22 6/30/23	\$65,185
Marano, Tara	T SPED/INC SM 1.0 FTE	9/28/22 or sooner 6/30/23	\$78,685
Melendez,	Maintenance	9/6/22	\$61,441

Yancy	DIST - 1.0 FTE	6/30/23	
Melendez-Pallitto Dr. M. Laura	School Psychologist MAR/DB - 1.0 FTE	9/1/22 6/30/23	\$84,985
Mullen, Christin	Supervisor of SPED CHS - 1.0 FTE	9/12/22 or sooner 6/30/23	\$115,009
Reyes, Nicolas	T SPED/INC MM - 1.0 FTE	9/1/22 6/30/23	\$62,485
Terhune, Lily	T 4 DB - 1.0 FTE	9/1/22 6/30/23	\$64,485

4333F. 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
De Bello, Kelly	T Lang. Arts SOM - 1.0 FTE	9/1/22 4/2/23	\$83,385
Dyer, Erin	T 1 SM - 1.0 FTE	9/7/22 or sooner 10/31/22	\$67,485
Erdman, Lauren	T 1 TUS - 1.0 FTE	9/1/22 1/3/23	\$55,685
Glassgold, Olivia	T 2 MAR - 1.0 FTE	9/1/22 1/3/23	\$55,685
Lizarraga, Brenda	T Math CHS - 1.0 FTE	10/3/22 6/30/23	\$57,485
Mayer, Evan	T 2 SB - 1.0 FTE	9/1/22 6/30/23	\$55,685
McKeon, Kendal	T 4 TUS - 1.0 FTE	9/1/22 6/30/23	\$62,485
Rainbolt, Jennalee	T 2 SM - 1.0 FTE	10/17/22 or sooner 11/30/22	\$64,485

4333G. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Layne, Christine	AIT SOM - 1.0 FTE	AIT MAR - 1.0 FTE	9/1/22 6/30/23
Noble, Elyssia	LR T PE/H SOM - 1.0 FTE	T PE/H SOM - 1.0 FTE	9/1/22 6/30/23

4333H. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Degioia, Damiana	T SPED/INC CHS 1.0 FTE	9/1/22-9/12/22 (Paid Maternity Leave) 9/13/22-12/12/22 (Unpaid FMLA) 12/13/22-2/3/23

		(Unpaid Childcare Leave)
Frydlewicz, Sarah	T 2 MAR - 1.0 FTE	12/1/22-1/3/23 (Unpaid Childcare Leave)
Hillman, Brandon	T Lang. Arts SOM - 1.0 FTE	9/1/22-11/30/22 (Unpaid FMLA)
Thompson, Faraja	T 1 CLIN 1.0 FTE	9/1/22-10/18/22 (Paid Sick Days) 10/19/22-10/31/22 (Unpaid Personal Leave)
Vintschger, Tiffany	T Music CL/SM .6 FTE	6/9/22-6/30/22 (Paid Maternity Leave) 9/1/22-6/30/23 (Unpaid Childcare Leave)
Winkler, Rebecca	T 2 SM - 1.0 FTE	9/1/22-11/30/22 (Unpaid FMLA)

4333I. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Butler, Melissa	Asst. Principal CHS 1.0 FTE	6/28-8/17/22 (8 days)	\$37.50 (per day)	\$300.00
		6/28-8/17/22 (11 days)	\$50.00 (per day)	\$550.00
		6/28-8/17/22 (5 days)	\$75.00 (per day)	\$375.00
Hewitt, Cheryline	Asst. Principal CHS 1.0 FTE	6/27-7/21/22 (3 days)	\$37.50 (per day)	\$112.50
		6/27-7/21/22 (9 days)	\$75.00 (per day)	\$675.00
		6/27-7/21/22 (1 day)	\$150.00 (per day)	\$150.00
Morrison, Tracie	Asst. Principal CHS 1.0 FTE	6/28-8/19/22 (9 days)	\$37.50 (per day)	\$337.50
		6/28-8/19/22 (9 days)	\$50.00 (per day)	\$450.00
		6/28-7/28/22 (7 days)	\$75.00 (per day)	\$525.00
		6/28-7/28/22 (2 days)	\$150.00 (per day)	\$300.00
Sanchez, Frank	Principal CHS 1.0 FTE	6/27-8/18/22 (8 days)	\$37.50 (per day)	\$300.00
		6/27-8/18/22 (12 days)	\$50.00 (per day)	\$600.00
		6/27-8/18/22 (8 days)	\$75.00 (per day)	\$600.00
		6/27-8/2/22 (1 days)	\$150.00 (per day)	\$150.00

4333J. SUMMER EMPLOYMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Clyburn,	School Counselor	7/1/22	\$419.30/day

Brian	Summer Employment - 5 days	8/31/22	
Colasuonno, Anna	ESY Teacher Summer Employment	7/1/22 8/31/22	\$50/hour
Cortes, Sarah	School Counselor Summer Employment - 5 days	7/1/22 8/31/22	\$282.30/day
Fleming, Yolande	School Counselor Summer Employment - 5 days	7/1/22 8/31/22	\$478.75/day
Gardner, Timothy	School Counselor Summer Employment - 5 days	7/1/22 8/31/22	\$302.30/day
Handler, Karissa	School Counselor Summer Employment - 5 days	7/1/22 8/31/22	\$292.30/day
Knasel, Jessica	CST Summer Work Summer Employment	8/1/22 8/31/22	\$50/hour
Koes, Melissa	ESY Teacher Summer Employment	7/1/22 8/31/22	\$50/hour
Luzzi, Christina	AP Social Studies Summer Employment	7/1/22 8/31/22	\$50/hour
McDowell, Jennifer	School Counselor Summer Employment - 5 days	7/1/22 8/31/22	\$440.30/day
Salerno, Gabrielle	ESY Teacher Summer Employment	7/1/22 8/31/22	\$50/hour
Steiner, Alison	Social Worker Special Project Summer Employment	7/1/22 8/31/22	\$50/hour

4333K. STIPEND APPOINTMENTS  
(See attached list)

4333L. SOMEA PERFECT ATTENDANCE AWARD 2021-2022  
(See attached list)

4333M. APPROVE REVISED SALARIES FOR THE 2022-23 SCHOOL YEAR  
(See attached)

4334A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2022-2023 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Lamkin, Kathleen	Stephens College	5/1975	BA

NON-DEGREE SUBSTITUTE

Dieunel, Simon
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4334B. APPOINTMENT OF SUBSTITUTE SCHOOL NURSE(S) FOR THE 2022-2023 SCHOOL YEAR PAID AT A DAILY RATE OF \$215

Nkiruka Mgbemena

4334C. APPOINTMENT OF SUMMER SUBSTITUTE TEACHER(S) FOR THE 2022-2023 SCHOOL YEAR PAID AT THE DAILY RATE \$160

Renee Johnston

4334D. APPOINTMENT OF SUMMER SUBSTITUTE TEACHER(S) FOR THE 2022-2023 SCHOOL YEAR PAID AT THE DAILY RATE \$110

Donte Dennis

4334E. APPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2022-2023 SCHOOL YEAR PAID AT THE HOURLY RATE \$13.50

Michaia Brown  
Nicole Burns

Jeanette Copeland  
Christine Williams

4334F. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2022-2023 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Ashford, Kendall	Assistant/JV Football Coach	9/2022 11/2022	\$6,566
Green, Mateo	Soccer (Freshman) Coach	9/2022 11/2022	\$3,710
Johnson, Michael	Cross Country (Girls) Head Coach	9/2022 11/2022	\$6,566
Salako, Olajuwon	Assistant/JV Football Coach	9/2022 11/2022	\$6,566
Simon, Alexander	Cross Country (Boys) Head Coach	9/2022 11/2022	\$6,566

4334G. APPOINTMENT OF STIPEND POSITIONS FOR THE 2022-2023 SCHOOL YEAR

Name	Position	Stipend
Joseph Itkor	Flags	\$3,323
Kalelyn Passeri	Marching Band Assistant	\$2,834
Bethany Pettigrew	Music Director	\$3,266.50
Patricia Mitchell-Benn	Music Director	\$3,266.50
Marc Matalon	Set Construction	\$2,834

4334H. APPOINTMENT OF ATHLETIC EVENT TICKET TAKERS, SUPERVISORS, AND OFFICIALS FOR THE 2022-2023 SCHOOL YEAR

Ronald Barkley	Cassandra Bragg	Beatrice Bunch
Dallas Clem	Brian Clyburn	David Crouch
Monique Durant	Robert Ellis	Wahkeelah Ellis
Sabina Ellis	Matthew Endlich	Matthew Femenella
Ashwin Herekar	Danyelle Holloway	Shawn Hurd
Pat Hurley	Reginald Innocent	Bryant Long
Antonio Rodriguez	John Trieu	Steven Reichenstein

4334I. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2022-2023 SCHOOL YEAR

STATE CERTIFIED TEACHER

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

LAST NAME	FIRST NAME	DEGREE	CERTIFICATION
Anderson	Esther	BS/MS	CE-T General Business Studies
Clark	Jasmine	BS	CE-T Preschool through Grade 3
Crayne Belcher	Janette	BA	T Art
Fazio	Melanie	BA	Elementary
Freeman	Willie	BA	T Social Studies
Gelatka	Kyle	BA	CEAS-T Music
Gerstle	Bradley	BA/MS	T Biology
Jenkins	Philomena	BA/MA	Supervisor
Nolet	Elizabeth	BA/MS	School Social Worker
Porter	Jeffrey	BA	CEAS-Elementary K-6
			CEAS-T Students w/Disabilities CEAS-Elementary School Teacher, K-6 CEAS-Elementary School w/Subj. Matter Spec: Social Studies, 5-8
Rothchild	Rachel	BA	CEAS-Elementary, K-6 CEAS-T Bilingual/Bicultural Education
Sales	Tatiana	BA	CEAS-Elementary, K-6 CEAS-T Bilingual/Bicultural Education
Shorter	Eric	BA	CE-Elementary, K-6
			Elementary School Teacher Teacher of the Handicapped Student Personnel Services
Smith	Kevin	MA	Elementary School Teacher Teacher of the Handicapped Student Personnel Services
Straus	Robin	BA/MSW	School Social Worker
Tuohy	Margaret	MA	Elementary
Robert	Toussaint	BA	CE-T ESL

COLLEGE GRADUATE AND COUNTY SUBSTITUTE CERTIFICATE

LAST NAME	FIRST NAME	DEGREE
Abbas	Galila	BA
Adenihum	Adikat	BA
Akawuaku	Chiedozie	BS
Artiles	Sergio	BA
Auguste	Decereste	BS
Busichio	Luke	BA
Butz	Michelle	BFA
Caparruva	Geraldine	BFA
Christensen	Jennifer	BA
Dambrot	Miranda	BA
Dennis	Donte	BS
Desir	Mollie	BA
Ellis	Robert	BA/MPA
Exil	Claudette	BA
Foote	Zachary	BA
Forbes	Jacob	BS
Funderburk-Gonzalez	Raheem	BA
Guy	Trixie	MBA
Hammarberg	Jill	BFA
Herbert	Cynthia	BS
Howell	Conrad	BS
Innocent	Reginald	BA
Jackson	Dwayne	BA
Jeudy	Clairemirna	BA
Larkins	Shamara	BA
Lewis-Johnson	Patricia	MBA
Little	Austin	BA
Loesch	Dennis	BA
Long	Bryant	BS
Miller	Vernon	BA
Monaco	Marta	BA
Payne	Patricia	BA
Ravix	Ralph	BFA
Riley	Sabrina	BS/MPA
Saladino	Julia	BS
Schwarzer	Talya	BA
Steele	Malcolm	BA
Trovamala	Larissa	BA
Turner	Javita	BA
Vogt	John	BA
West	Debra	BS
Wilson	Claire	BA/MA
Wright	Eilleen	BS
York	Lydia	Ph.D.
Zaretzka	Traci	BA/MA
Zimmerman	Gina	BA



COUNTY SUBSTITUTE CERTIFICATES - NON-DEGREES

Armenti, Raphael	Koeber, Natalie
Benevento, Christina	Matthews, Idrissa
Boccia, Terrell	Mayer, Evan
Cooper, Aidan	McNeil, Marcell
Bonds, Joshshena	Napolitano, Katie
Bonilla, Karen	Risueno, Daniel
Cassidy, Cargan	Silverne, Soraya
De Jesus, Dejah Maia	Tunis, Eddy
Flores, Amaury	Weinberger, Andre
Gibson, Aiyonnah	Yanosy, Cullen

4334J. REAPPOINTMENT OF SUBSTITUTE SCHOOL NURSES FOR THE 2022-2023 SCHOOL YEAR PAID AT A DAILY RATE OF \$215

Erin Amantia	Elmer Daniels	Jenace Hyman
Victoria Pinilis	Lynn Schwartz	Myrna Scott
Nella Weaver	Nancy Weinstein	

4334K. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2022-2023 SCHOOL YEAR PAID AT A DAILY RATE OF \$160

Esther Anderson	Chiedozie Akawuaku	Donte Dennis
Robert Ellis	Jennifer Christensen	Jasmine Clark
Melanie Fazio	Reginald Innocent	Dwayne Jackson
Shamira Larkins	Austin Little	Marcel McNeil
Elizabeth Nolet	Benjamin Olinsky	Michael Paquette
Patricia Payne	Jeffrey Porter	Kevin Smith
Robin Straus	Robert Toussaint	Larissa Trovamala
John Vogt	Debra West	Gina Zimmerman

4334L. REAPPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2022-2023 SCHOOL YEAR PAID AT A HOURLY RATE OF \$13.50

Elizabeth Simmons

4334M. REAPPOINTMENT OF HOME INSTRUCTORS FOR THE 2022-2023 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$35

I. All district certificated teachers are permitted to work as home instructors

II. The following are out-of-district home instructors

Marian Ezell	Tami Grimes-Barnes	Nikkia Moore
Allison Nunes	Anthony Spina	

4335A. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2022-extended school year [list on file in Board Secretary's office].

4335B. Approves the attached list of students who are scheduled to attend Out-

of-District tuition supported programs for the 2022-2023 school year [list on file in Board Secretary's office].

4336A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated July 31, 2022
2. Expense Account Adjustment Analysis dated July 31, 2022
3. Revenue Account Adjustment Analysis dated July 31, 2022
4. Check Register #414098-414402 in the amount of \$11,912,019.61
5. Check Register #200784-200787 in the amount of \$2,003,186.07
6. Check Register #200788 for July 2022 payroll in the amount of \$2,382,941.54
7. Treasurer's Report of June 2022

4336B. Certify the Board Secretary's Monthly Financial Report.

4336C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

<b>Employee</b>	<b>Workshop/Conference</b>	<b>Date(s)</b>	<b>Location</b>	<b>Estimated Costs</b>
Susie Budine Central Office	NJSBA Fall Workshop 2022	10/24/2022- 10/26/2022	Atlantic City, NJ	\$556.77
Ann Bodnar Central Office	NJSBA Fall Workshop 2022	10/24/2022- 10/26/2022	Atlantic City, NJ	\$556.77
Keith Bonds Central Office	NJSBA Fall Workshop 2022	10/24/2022- 10/26/2022	Atlantic City, NJ	\$556.77
Eric Burnside Central Office	NJSBA Fall Workshop 2022	10/24/2022- 10/26/2022	Atlantic City, NJ	\$556.77
Eric Burnside Central Office	NJASBO Workshops	9/20/2022 10/13/2022 11/17/2022 12/14/2022 1/19/2022 2/21/2022 3/21/2022 4/18/2022	Whippany, NJ	\$963.83
Andrea Del Guercio Central Office	NJASBO Workshops	9/20/2022 10/13/2022 11/17/2022 12/14/2022 1/19/2022 2/21/2022 3/21/2022 4/18/2022	Whippany, NJ	\$963.83
Thomas Giglio Central Office	NJSBA Fall Workshop 2022	10/24/2022- 10/26/2022	Atlantic City, NJ	\$556.77
Dr. Kevin Gilbert Central Office	NJSBA Fall Workshop 2022	10/24/2022- 10/26/2022	Atlantic City, NJ	\$556.77

Julianne Porter S. Mountain Annex	Connecting Healthy Equity & Student Success	7/11/2022- 7/13/2022	Online	\$280.00
Stacey Robinson Central Office	NJSBA Virtual Labor Summit	9/28/2022	Online	\$99.00
Stacey Robinson Central Office	NJSBA Fall Workshop 2022	10/24/2022- 10/26/2022	Atlantic City, NJ	\$556.77
Dr. Ronald Taylor Central Office	NJSBA Fall Workshop 2022	10/24/2022- 10/26/2022	Atlantic City, NJ	\$556.77
Stanley Valles Central Office	Class III - School Liaison Refresher Training Morris County	8/29/2022	Morris Plains, NJ	\$95.00

4336D. Approves the following provider(s) for the service indicated for the 2022-2023 school year:

<b>Provider Name</b>	<b>Service</b>	<b>Rate</b>
Bergen County Special Services	<b>Assistive Technology</b>	
Paramus, NJ	Assistive Technology Evaluation	\$975.00/eval
	AT Support	\$170.00/hour
	Student Consult (3 hours)	\$500.00
	Professional Development Workshop	\$800.00/half day \$1,300.00 full day
	AT Class Assessment	\$800.00
	<b>Augmentative Communication</b>	
	Augmentative Communication Assessment	\$1,100/eval
	AAC Support	\$170.00/hour
	Professional Development Workshop	\$800.00/half day \$1,300.00 full day
	AAC Student Evaluative Consult	\$600.00
	<b>Behavior</b>	
	Functional Behavior Assessment	\$850.00/eval
	Behavior Specialist Services	\$134.00/hour
	BCBA Services	\$150.00/hour
	Home Programming Implementation	\$80.00/hour
	Professional Development Workshop	\$800.00/half day \$1,300.00 full day
	<b>Related Services</b>	
	Occupational, Physical, Speech Therapy Evaluations	\$790.00/eval \$390.00 for 192/193
	Occupational, Physical, Speech Direct Service	\$125.00/hour
	Occupational, Physical, Speech Consultants	\$125.99/hour
	Yoga in the Classroom with OT/PT	\$125.00/hour

	Professional Development Workshop	\$800.00/half day \$1,300.00 full day
	<b>Child Study Team</b>	
	Social, Psychological, Educational Evaluations	\$790.00/eval
	Bilingual CST Evaluation	\$850.00/eval
	CST Coverage	\$155.00/hour
	<b>Vocational and Transition Services</b>	
	Functional Assessment	\$850.00
	Situational Assessment	\$80.00/138.00/hour
	Comprehensive Vocational Assessment	\$975.00
	Job Coaching	\$80.00/hour
	Job Development	\$138.00/hour
	Site Inspections/Follow-up Visits	\$138.00/hour
	Transition/CBI Training and Support	\$138.00/hour
	Post-Secondary Planning	\$138.00/hour
	Professional Development Workshop	\$800.00/half day \$1,300.00 full day
	<b>Inclusion</b>	
	Curriculum-Adaptions within Inclusive Classroom	\$138.00/hour
	Inclusion Specialist (LDTC)	\$138.00/hour
	Support Staff Trainer	\$80.00/hour
	Peer Training - Disability Awareness	\$80.00/138.00/hour
	<b>Sound Solutions</b>	
	Audiological Services	\$188.00/hour
	Audiological Evaluations	\$500.00-\$1,000.00
	Central Auditory Processing Evaluations	\$500.00-\$2,000.00
	Training by Audiologist (3-hour max)	\$188.00/hour
	Teacher of the Deaf and Hard of Hearing Consult	\$165.00/hour
	Teacher of the Deaf and Hard of Hearing Direct Service	\$165.00/hour
	Teacher of the Deaf and Hard of Hearing In-Service (3-hour max)	\$165.00/hour
	Auditory Verbal Based Therapy	\$165.00/hour
	Interpreter	\$45.00/hour
	Interpreter Agency Rate	\$110.00/hour
	CART - Midland Park	\$40.00/hour x periods a day/week
	<b>Educational Services</b>	
	Consult Services for curriculum and/or program Review & Recommendations	\$155.00/hour
	Home Instruction	\$75.00/hour

	Orton Gillingham Practitioner	\$80.00/hour
	Classroom Environmental Modifications	\$138.00/hour
	Student Wellness Services	
	Therapeutic Adventures & Confidence Course	\$920.00/full day \$470.00/half day
	Yoga in the Classroom with OT/PT - individual classroom lesson	\$125.00/hour
	Yoga or Mindfulness classroom lessons - 3 lesson bundle	\$300.00/for 3 lesson
	Mindfulness in schools	\$125.00/hour
	School-Based Counseling	\$155.00/hour
	Individual Rates for Professional Development Workshops	
		\$50.00 pp one session \$90.00 pp two session
	EE PD Series	
	AAC PD Series	\$75.00 pp
Jag-One Bridgewater, NJ	Per Diem Athletic Training	\$65.00/hour
Community Behavior Consulting, LLC South Orange, NJ	Behavior Therapy	\$75.00/hour
	Tier 1 Services	\$200.00-\$350.00
	Tier 2 Services	\$850.00-1000.00
	Tier 3 Services	\$1200.00
Silvergate Prep Bridgewater, NJ	Home Instruction	\$60.00/hour
Brett Dinovi & Associates, LLC Cherry Hill, NJ	Behavior Consultation/ABA Services Clinical Associates	\$60.00/hour
	Behavior Consultants	\$135.00/hour
Dr. Ilyse O'Desky Springfield, NJ	Neuropsychological/Psychological Evaluation	\$4,000.00/evaluation
EI US LLC, dba Learn Well Plymouth, MA	Home/Hospital Instruction	\$60.50/hour
Derrick T. McKie East Orange, NJ	Behavior Therapy	\$50.00/hour
Jeanine Contreras Maplewood, NJ	Behavior Therapy	\$50.00/hour
Prism Behavioral Consulting	Behavior Therapy/BCBA	\$130.00/session

Lincoln Park, NJ		
Prime Healthcare - St. Clare's Hospital Boonton, NJ	Home Instruction	\$55.00/hour
Cure Staffing Whitestone, NY	Registered Nurse (RN)	\$75.00 per hour
	License Practical Nurse (LPN)	\$64.00 per hour
Summit Speech School New Providence, NJ	Itinerant Teacher of the Deaf	\$190.00 or \$195.00/hour
	Staff/Student In-Service	\$190.00 or \$195.00/hour
	Consultative Services	\$190 or \$195.00/hour
	Review/Observation/Intake (ROI) provided by the coordinator/supervisor of the Itinerant Program	\$250.00/hour

4336E. Accepts State Nonpublic Auxiliary Services (Chapter 192) and Handicapped Services (Chapter 193) Aid Entitlement Funds for 2022-2023 for a total amount of \$54,576.00 allocated as follows:

<u>NP Auxiliary Services</u>	<u>Rate/Pupil</u>	<u>Pupils</u>	<u>State Aid</u>	<u>Allocation</u>
*Compensatory Education	\$1,040.33	18	\$17,790.00	
*E.S.L.	\$1,055.00	0	\$0.00	
*Transportation	\$0	0	\$0.00	
<b>Total Auxiliary Services</b>				<b>\$17,790.00</b>
*Prorated at 90.00%				
<u>NP Handicapped Services</u>	<u>Rate/Pupil</u>	<u>Pupils</u>	<u>State Aid</u>	<u>Allocation</u>
*Initial Exam & Class.	\$1,326.17	10	\$13,262.00	
*Annual Exam & Class.	\$380.00	7	\$ 2,660.00	
*Corrective Speech	\$930.00	10	\$ 9,300.00	
*Supplemental Instruction	\$826.00	14	\$11,564.00	
<b>Total Handicapped Services</b>				<b>\$36,786.00</b>
<b>TOTAL 192/193 Allocation</b>				<b>\$54,576.00</b>
* Prorated at 100.00%				

4336F. Approves the following rates to be used for Beyond the Bell Afterschool Program:

- 6 week program \$125
- 7 week program \$145

- 8 week program \$165
- \$25 per student [if approved for reduced price lunch]
- FREE [if approved for free lunch]

4336G. Renews the agreement with Essex County Towing of South Orange, New Jersey to provide towing services for vehicles illegally parked on District property for the 2022-2023 school year.

4336H. Approves the agreement with NJ Commission for the Blind & Visually Impaired of Newark, New Jersey, to provide services for district students who are visually impaired for the 2022-2023 school year at the following rates:

Level 1	\$2,200.00/year
Level 2	\$ 5,250.00/year
Level 3	\$14,600.00/year
Level 4	\$16,590.00/year

4336I. Approves a tuition agreement with Essex County Vocational Schools for the 2022-2023 school year.

Full Time:

Regular Education	\$5,911.00 per student
Special Education	\$9,104.00 per student

Shared Time:

Regular Education	\$2,955.50 per student
Special Education	\$4,552.00 per student

4336J. Approves a contract with The Adam Roselli Agency to conduct residency investigations and surveillances throughout the 2022-2023 school year at a rate of \$80.00 per hour including mileage.

4336K. WHEREAS, the South Orange Maplewood School District desires to become a member of the Somerset County Cooperative Pricing System, #2-SOCCP, effective, and that such membership shall for the period July 1, 2022 ending on June 30, 2023, and each renewal thereafter of the system, unless elects to formally withdraw from the system;

Now, therefore, be it resolved, that the South Orange and Maplewood Board of Education and Business Administrator are hereby authorized to execute the agreement for such membership.

4336L. Approves the following change order to the contract with Lilich Corporation, Inc. for Removal and Disposal of Asbestos Containing Materials in Seth Boyden and Tuscan Elementary Schools.

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>
Lilich Corporation	1	\$15,092.00

4336M. Approves the following change order to the contract with Unicorn Contracting for Removal and Disposal of Asbestos Containing Materials in South Mountain Elementary School:

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>
General Contingency		
Unicorn Contracting	1	\$11,025.00

4336N. Approves the following change order to the contract with Unicorn Contracting for Removal and Disposal of Asbestos Containing Materials in South Mountain Elementary School:

<u>Contractor</u>	<u>Change Order #</u>	<u>Original Contract Amount</u>	<u>Change Order Amount</u>	<u>New Contract Amount</u>
Unicorn Contracting	2	\$134,640.00	(\$11,415.00)	\$123,225.00

4336O. Approves the following change order to the contract with G&P Parlamas, Inc. for Renovations and Additions to South Mountain and South Mountain Annex School Projects:

<u>Contractor</u>	<u>Change Order #</u>	<u>Original Contract Amount</u>	<u>Change Order Amount</u>	<u>New Contract Amount</u>
G&P Parlamas	6	\$19,081,092.00	\$154,340.00	\$19,236,232.00

4336P. Approves the following change order to the contract with G&P Parlamas, Inc. for Renovations and Additions to South Mountain and South Mountain Annex School Projects:

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>
General Contingency		
G&P Parlamas	7	\$8,494.00

4336Q. Approves the following change order to the contract with DMD Contracting, Inc. for Renovations and Additions to Clinton and Delia Bolden (fma Jefferson Elementary) School Projects:

<u>Contractor</u>	<u>Change Order #</u>	<u>Original Contract Amount</u>	<u>Change Order Amount</u>	<u>New Contract Amount</u>
DMD Contracting, Inc.	8	\$22,410,000.00	\$87,177.82	\$22,497,177.82

4336R. Approves the following change order to the contract with DMD Contracting, Inc. for Renovations and Additions to Clinton and Delia Bolden Elementary School (fma Jefferson Elementary) Projects.

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>
General Allowance (GA)		
DMD Contracting, Inc.	9	\$6,171.52



4336S. WHEREAS, the School Employees Health Benefits Program (SEHBP), governed by *N.J.S.A. 52:14-17.46 et seq.*, offers medical, prescription drug, and dental coverage to participating school district employees, retirees, and eligible dependents; and

WHEREAS, all SEHBP plans are self-funded, meaning that the money paid out for benefits comes directly from an SEHBP fund supplied by participating local employers and member premiums; and

WHEREAS, the Division of Pensions and Benefits is responsible for the daily administrative activities of the SEHBP, the School Employees Health Benefits Commission is the executive organization responsible for overseeing the SEHBP; and

WHEREAS, the School Employees Health Benefits Commission, comprised of state officials, union representatives and a representative of the New Jersey School Boards Association, annually considers the calendar year premium levels for the Local Education Employee Group of the SEHBP based on recommendations found in the Rate Setting Recommendation Analysis of the Local Education Employee Group; and

WHEREAS, the School Employees' Health Benefits Plan Design Committee has the responsibility for and authority over the various plans and components of the plans, including for medical benefits, prescription benefits, dental, vision, and any other health care benefits, offered and administered by the SEHBP; and

WHEREAS, existing law requires three members of the School Employees' Health Benefits Plan Design Committee to be appointed by the Governor as representatives of public employers (i.e., local school districts) whose employees are enrolled in the program, but currently all such representatives are state-level appointees;

WHEREAS, the recommended rate changes for medical and prescription drug coverage for the Active 2023 Local Education Employer Group is 15.1%, which includes a 15.3% increase for active employees enrolled in NJ DIRECT 10/15 and a 14.9% increase for active employees enrolled in the NJ Educators Health Plan (NJEHP); and

WHEREAS, such proposed exorbitant rate increases will fall upon the local property taxpayer, as well as school employees, at a time where there is record inflation; and

WHEREAS, since employees enrolled the NJEHP pay a percentage of salary toward their health benefits per P.L.2020, c.44, commonly referred to as "Chapter 44", any increase in NJEHP premiums will fall almost entirely upon local boards of education, placing a severe strain on their budgets; and

WHEREAS, the proposed premium increase for most active employees will take thousands more out of their paychecks annually and lead to huge costs for local school districts that will translate into higher property tax bills for struggling families; and

NOW, THEREFORE, BE IT RESOLVED, by the South Orange and Maplewood School District in the county of Essex call upon the School Employees Health Benefits Commission to reconsider the rate increase and strike a rate increase that is appropriate in the current economic conditions; and

BE IT FURTHER RESOVLED, that the South Orange and Maplewood School District in the county of Essex urge the Legislature to adopt legislation expanding the composition of the School Employees Health Benefits Commission and the School Employees' Health Benefits Plan Design Committee to include additional representatives from local school district management; and

BE IT FURTHER RESOLVED, that the South Orange and Maplewood School District in the county of Essex urge the Legislature and executive branch to examine the impact that "Chapter 44" has had on school district budgets and to adopt legislation that will reverse any of its negative consequences and provide relief to those districts; and

BE IT FURTHER RESOLVED that a copy of this resolution be forwarded to Governor Murphy, State Treasurer Muoio, Senate President Scutari, Assembly Speaker Coughlin, Senator Cory Booker, Assemblywoman Mila Jasey, Assemblyman John McKeon, Jr., and the New Jersey School Boards Association.

- 4336T. 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. This agreement is effective July 1, 2022 through September 16, 2022.
- 4337. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of July 2022.
- 4338A. Adopt Board Policy 2417 Student Intervention and Referral Services.
- 4338B. Adopt Board Policy 2422 Comprehensive Health and Physical Education.
- 4338C. Adopt Board Policy 2622 Student Assessment.
- 4338D. Adopt Board Policy 5513 Care of School Property.
- 4339A. Approves a settlement agreement for special education Student ID # 3699345206 and authorizes the Board President to execute the settlement agreement.
- 4339B. Approves a settlement agreement for special education Student ID # 3069682624 and authorizes the Board President to execute the settlement agreement.
- 4340. Approve the following District Goals for 2022- 2023 school year as presented:

## A. 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. **In this goal, the District will provide monthly communication on the status of ongoing construction projects that include project timelines for completion, projected and current project expenses and remaining bond balance. This report should be made available to the Board and the community on the District's website.**

### **Examples of measurable subgoals may include:**

- The middle 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 no later than December 31, 2022. Within 30 calendar days of receiving code approval from the State, the district will advertise and begin receiving bids for the approved projects.
- The Columbia High School and Ritzer Field construction projects should be fully developed, with timelines for regulatory approval, design, stakeholder review and construction and ready to be submitted for code review no later than February 28, 2023. Within 30 calendar days of receiving code approval from the State, the district will advertise and begin receiving bids for the approved project.
- The District will review and continue enhancement of its comprehensive safety and security plans, procedures and mechanisms in the district schools. The plans and procedures, which shall be in written form, will provide for: the protection of the health, safety, security and welfare of the school population; the prevention of, intervention in, response to and recovery from emergency and crisis situations.

## B. 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. The Superintendent of Schools will continue to keep the District community updated on the III. **In this goal, the Superintendent of Schools will monitor and recommend enhancements in the implementation of the assignment algorithm.**

### **Measurable subgoals will include:**

- In order to monitor and respond to students' and families' experiences, the Superintendent of Schools will administer "Experience Surveys" in January 2023 and May 2023 to the SOMSD Kindergarten and First Grade families. The Superintendent of Schools will conduct a rigorous review of the school assignment data and

Experience Survey results and will present the Board with information on adjustments to District strategy, school supports and professional development initiatives in support of the III.

- By February 28, 2023, The Superintendent of Schools will present to the Board the plan for the transition of the Marshall and Bolden Elementary Schools so that each elementary school serves students in Kindergarten through 5th grade, with Delia Bolden serving Kindergarten by September 2023.
- By March 31, 2023, The Superintendent of Schools will develop a robust transportation plan which will increase access to transportation district wide for elementary students as part of the ongoing evolution of the Intentional Integration Initiative.
- By May 31, 2023, the Superintendent of Schools will analyze the potential budgetary impact of losing Title I for a particular school or the district overall. Recognizing the Title I status is not determined by the district, the plan should have timelines for when the district anticipates the loss of Title I designation(s) and present potential solutions and mitigation strategies.

### **C. Student Achievement**

In this goal, the Superintendent of Schools will work with the SLT and key team members to use current, as well as additional, support measures as needed to identify struggling CHS students and intervene to ensure students have access to and take advantage of the resources and supports needed in order to succeed in their courses, resulting in improved outcomes for credit accumulation and reduced disparities in course fail data.

#### **Examples of progress towards this goal may include:**

- A review of benchmark data using June 2022 credit accumulation.
- By Fall 2022, the Superintendent and/or his designee will present to the Board (or C&I Committee) data showing students in danger of failing one or more courses along with a plan to address and improve this data by the end of the first semester.
- By Winter 2023, the Superintendent will share fail data with comparison data from 2021-22 and include a full report on which strategies and intervention resources were used to support student success in the first semester.
- By Spring 2023, the Superintendent and/or his designee will present to the Board (or C&I Committee) data showing students in danger of failing one or more courses along with a plan to address and improve this data by the end of the year.
- By June/July 2023\*, the Superintendent will share fail data with comparison data from 2021-22 and include a full report on which strategies and intervention resources were used to support student success in the first semester.

\*This data may not be available for consideration for the Superintendent's evaluation.

#### **D. Curriculum and Instruction**

The Superintendent of Schools will continue to lead the District's efforts to address longstanding discipline disparities by replacing punitive discipline measures with restorative practices supported by an overall investment in social emotional learning measures. In the 2022-23 school year, the District will advance these efforts by leveraging investments in social emotional learning (SEL) and restorative practices professional learning. The District will create a detailed draft plan\* for implementing a comprehensive SEL/Restorative Justice program across the PreK - 12 continuum and share progress through regular updates to the Board.

Possible action steps for consideration by the administration may include:

- An audit of existing SEL and Restorative Practices (using an established tool like the [CASEL](#) rubric).
- Strategic use of social emotional learning (SEL) expert frameworks (for example: [CASEL](#)) to teach all our students to develop healthy relationships, problem solving, self-reflection, empathy and strengthen communication skills.
- Plans to activate SEL content in older grades (6-12) to improve practices and procedures around communication and conflict resolution.
- Continued Professional development/training for all classroom teachers, students and other staff on SEL and Restorative Practices with a focus on how to incorporate them into the classrooms.
- Communications and trainings of parents and community members around SEL and Restorative Practices
- Clearly defined roles and responsibilities for all staff, guidance, admin and the SEL /RJ Coordinator at each building.
- Clearly defined practices at each tier of intervention (prevention/universal, targeted intervention and intensive intervention).
- Recommended/identified resources needed to support the successful implementation of the plan.
- Recommended revisions to the Code of Conduct to align with new structures/procedures within the plan (e.g., peer mediation, restorative circle, repair plan, etc.).
- Timeline for shifts and implementation along with plans for assessing the effectiveness of the plan.

\*Please refer to extensive existing plans like [this one](#) as you design a plan for SOMSD.

4341. Approves the revised Board Goals for the 2022-2023 School Year.

A. Maintain the NJSBA Board Certification Status

B. Continue as a Board to hold Board retreats with NJSBA to include training on:

- Restorative Practices
- Robert's Rules of Order
- Cultural Competency
- Role and Responsibilities of a Board Member

C. Board members will take training individually on the following

topics:

- Open Public Meetings Act
  - Open Public Records Act
  - Understanding of Financial Reports
- D. The Board of Education will revise Policy 8600 (Student Transportation) by June 30, 2023 to facilitate increased transportation access concurrent with further implementation of the District's Intentional Integration Initiative.
- E. Use the Annual Agenda to manage and guide monthly Board work.

ROLL CALL: Motion 4333A-D, 4333E(except E1), 4334A-M, 4335A-B, 4336B-T, 4337, 4338, 4339A-B, 4340A, 4340C-D, 4341A-C, 4341E PASSED YES: Bergin, Joshua, Malespina, Siders, Telesford, Winkfield, Wittleder, Wright NO: None

MOTION 4336A PASSED YES: Bergin, Joshua, Siders, Telesford, 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 Dr. Taylor seconded by Board Member Siders to discuss and vote on resolution 4340B and 4341D. Motion passed unanimously.

Motion 4340B and 4341D PASSED YES: Bergin, Joshua, Siders, Telesford, Winkfield, Wittleder, Wright NO: None ABSTAIN: Malespina

Motion made by Dr. Taylor seconded by Board Member Siders to discuss and vote on resolution 4333(E1). Motion passed unanimously.

Motion 4333(E1) PASSED YES: Bergin, Joshua, Siders, Telesford, Winkfield, NO: Malespina, Wittleder, Wright

#### HEARING OF INDIVIDUALS AND DELEGATIONS

None.

#### NEW BUSINESS

Board Members presented the following topics for discussion:

Board Member Wittleder requested the Board receive elementary and middle school student achievement data similar to what was presented this evening for Columbia High School.

Board Member Bergin requested the Board explore (1) offsite aftercare relationships with providers other than the YMCA for the current school year (2) FFT and the Board to re-evaluate the onsite aftercare contract with the YMCA (3) If the district renews the contract with the YMCA, require they provide equal access to registration for all district families. Currently the YMCA gives priority to students in its own Preschool program and existing aftercare program.

Board Member Telesford commended the Board Members who voted to rename Jefferson Elementary School, Delia Bolden Elementary School despite the hate

mail and messages sent to the Board with many of the messages directed at Board Member Telesford regarding the renaming. Board Member Telesford read a positive message he received regarding the renaming.

Board President Joshua informed the Board of Counsel's recommendation to follow the policy on public speaks which is to dedicate the first public speaks to agenda items only and the second public speaks to everything else. Board President Joshua also requested the policy committee review this bi-law and have a discussion on how the Board would like to move forward.

Ms. Febres, Board Counsel commented that the Board can decide to move forward with the suggested change or not. This is more for efficiency. If the Board hears comments regarding agenda items first, these comments can be taken into consideration when voting. The second public speaks can be for all other comments. This process is helpful when there is a packed agenda.

Board Member Wittleder requested Michael Alves of the Alves Group meet with the Board this fall, now that one of our district goals is opening up Delia Bolden Elementary to kindergarten for the 2023-24 school year. His perspective and support in helping the district do this successfully is vital. At this point we have enough feedback from the community to share with Mr. Alves who can help to evolve and improve the Intentional Integration model.

#### Future Meetings

Board Member Joshua made a motion seconded by Board Member Siders to adjourn to Executive Session to discuss litigation and negotiations. Motion unanimously approved.

***The Board adjourned to Executive Session at 11:07 p.m.  
The Board reconvened at 11:21 p.m.***

Board President Joshua made the following motion seconded by Board Member Siders:

The Board of Education will meet in Public Session on Thursday, September 29, 2022 at 6:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Immediately following the opening of Public Session, the board will move to go into a Closed Session in the Superintendent's Office, 525 Academy Street, Maplewood, NJ, as well as using an online video conference platform to discuss personnel, matters within the attorney-client privilege, legal, negotiations, and other matters that may arise and require discussion, to be announced at a later date. Immediately following the Closed Session, the Board of Education will meet in Public Session (estimated to be 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. Action will be taken. Motion unanimously approved.

Motion made by Board President Joshua, seconded by Board Member Siders to adjourn. Motion to adjourn was unanimously approved at 11:23 p.m.

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Eric Burnside, Board Secretary