

Regular Meeting  
South Orange-Maplewood  
Board of Education  
October 20, 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 October 20, 2022.

1<sup>st</sup> Vice President Bergin called the meeting to order at 6:34 p.m.

ROLL CALL

Present: Board Member Bergin, Board Member Malespina,  
Board Member Siders, Board Member Telesford,  
Board Member Vadlamani, Board Member Wittleder

Absent: Board President Joshua, Board Member Winkfield,  
Board Member Wright

*SIX 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 Member Siders, seconded by Board Member Wittleder 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, September 29, 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 6:37 p.m.  
Board Members reconvened at 7:47 p.m.  
Board Member Winkfield and Student Representative Previlon Present.  
Seven Voting Members and One Student Representative Present**

Motion made by Board Member Siders seconded by Board Member Winkfield to resume public session. Motion unanimously approved.

Pledge of Allegiance

Maplewood Middle School Chorus performed.

APPROVAL OF MINUTES

Motion made by Board Member Winkfield, seconded by Board Member Siders to approve the minutes of the following meetings: September 29, 2022 Regular Meeting and Executive Session. Motion unanimously approved

BOARD RECOGNITIONS - Vanessa Previlon

Student Recognitions:

NAME/SCHOOL	RECOGNITION
CHS:	College Board Academic Distinctions. Congratulations to the following 15 CHS students who are among 62,000 top students from across the country to earn academic

	<p>honors from the College Board’s National Recognition Programs! These National Recognition Programs grant underrepresented students with academic honors that can be included on college and scholarship applications and connect students with universities across the country, helping them stand out during the admissions process.</p> <p>National African American Recognition Award:</p> <ol style="list-style-type: none"> <li>1. Alexis Halm-Owoo, National African American Recognition Award</li> <li>2. Connor McBride, National African American Recognition Award</li> <li>3. Cyrus Merriweather, National African American Recognition Award</li> <li>4. Hudson Tyler, National African American Recognition Award</li> <li>5. Jeslyn Ero, National African American Recognition Award</li> <li>6. Makayla Ojentis, National African American Recognition Award</li> <li>7. Nicholas Franklin, National African American Recognition Award</li> <li>8. Okherra Prosper, National African American Recognition Award</li> <li>9. Sophia Franklin, National African American Recognition Award</li> <li>10. Tristan Bernard, National African American Recognition Award</li> <li>11. Valentina Ravix, National African American Recognition Award</li> <li>12. Zachary Taylor, National African American Recognition Award</li> </ol> <p>National Hispanic Recognition Award:</p> <ol style="list-style-type: none"> <li>1. Arturo Gigante, National Hispanic Recognition Award</li> <li>2. Sadie Munoz, National Hispanic Recognition Award</li> <li>3. Zoila Mills, National Hispanic Recognition Award</li> </ol>
--	---

Staff Recognitions:

NAME/SCHOOL	RECOGNITION
Achieve Foundation: Fall Achieve Grants	Earlier this month, Achieve awarded 34 grants to teachers and teams of staffers, totaling just shy of \$65,000 in funding. Staffers received funding for special projects and programs.

FALL 2022 ACHIEVE FOUNDATION GRANT AWARDS - GRANTEE E(S) & SCHOOL PROJECTS

FALL 2022 ACHIEVE FOUNDATION GRANT AWARDS			
GRANTEE(S)	SCHOOL	PROJECT TITLE	AMOUNT GRANTED
Karissa Handler, Brian Clyburn	CHS	Educational Opportunity Fund (EOF) Campus Tours (NJ)	\$4,600.00
Peter Bauer	CHS	"Put Your Piece Where Your Mouth Is"	\$5,084.55
James Manno, Kandice Stewart, Alexandra Cappucci	CHS	NJ Teen Arts Festival 2023	\$2,275.00
James Nugent	CHS	Trout in the Classroom	\$186.34
Stacey Bachenheimer, Amy Biasucci	CHS	Bringing Biotech techniques to the classroom	\$3,000.00
Jennifer Connors, Jordyn Lachmund, Arelis Tapia, Casey Dickson	Clinton	Taking a Walk to Explore Interactive Sensory Paths	\$6,460.14
Jamie Ramsburg, Faith Corbin	Clinton	Book Series Diversity Project	\$1,370.76
April Intile	Marshall	Wobble While You Work	\$633.55
Mary-Alice Zavocki	MMS	Using 3D Models to Inspire Engineering Designs	\$974.40
Suzanne Fein	MMS	Stronger Readers and Writers	\$557.94
Amy Pitucco	MMS	Creative Counseling	\$219.65
Marc Kessler	MMS	Math Problem on the Week	\$615.00
Evyn Degnan	MMS	Library Lounge	\$5,343.93
Jesse Pierre	MMS	Social Emotional Wellbeing	\$237.04
Christine Kleinwaks, Ceelea Graham, Ryann Varney	MMS	8th Grade assemblies	\$3,750.00
Debra Silva, Dominique Laing-Rogers, Ezra Stewart	MMS	KWT - Kids Working Together	\$500.00
Monica Johnson, Alyssa Schlatmann, Steve Rosefort	MMS	The 7th Grade MMS Experience	\$1,010.64
Kelly Donovan, Betsy Hannon	Montrose	Breathe For Change	\$1,859.29
Jesse Hein, Sarah Haldeman, Hannah Kellermeyer, Jen Rollin	Seth Boyden	Hands-On Learning for Centers and Extra Practice	\$1,609.84
Sarah Fakhoury, Rosemary Connell, Anna Colosuonno, Michael Wojcio, Rahmicee Lawson, Amanda Ward	Seth Boyden	A Spot of...	\$726.00
Sarah Haldeman, Hannah Kellermeyer	Seth Boyden	Flexible Fun For Fourth Graders	\$1,500.00
Julia Portnoff, Christian Blackwell, Erica Gluckman, Marissa DeMartino	Seth Boyden	Zones for Teachers	\$2,759.68
Jesse Hein	Seth Boyden	5th Graders Take NYC!	\$3,000.00
Hannah Kellermeyer, Sarah Haldeman, Danielle McCarl, Shella Villard, Julie Anne Curly, Vanessa Franco LaForest	Seth Boyden	Natural Disasters at Liberty Science Museum	\$4,134.00
Vanessa Franco LaForest, Amanda Ward, Danielle McCarl, Shella Mesidor Villard	Seth Boyden	We see you!	\$2,499.35
Shella Mesidor Villard, Vanessa Franco LaForest, Amanda Ward, Danielle McCarl	Seth Boyden	Cultural Responsiveness & Equity in the Classroom Seminars	\$2,009.68
Jen Rollin	Seth Boyden	Flexible Seating for Fidgety Fourth and Fifth Graders	\$675.38
Brianna Quatrone	SOMS	Hooked on Books	\$389.01
Cynthia Phelan	SOMS	Cooking Club	\$485.07
Rebecca Masters	South Mountain	Books to Start Social Justice Conversations	\$604.42
Marianne Hess, Maria Bradley	South Mountain	Strengthening Phonemic Awareness through Multi-sensory Activities	\$398.00
Claire Sinclair, Melissa Koes, Christine Fischetti, Martha O'Connor, Rebecca Vessa	Tuscan	Read All About It	\$767.80
Domenic Croce	Tuscan	Double Basses for 5th Grade	\$4,400.20
Jasmine Bloch-Krepfels	Tuscan	Hitting The "Write" Notes	\$350.00

STUDENT REPRESENTATIVE REPORT - Vanessa Previlon

Student Representative Vanessa Previlon provided updates on the following:

- CHS Homecoming
- Celebrating Muslim holidays in schools and adding these dates to the school calendar.
- Initiative to partner with local clinics to offer students medical services.

## SUPERINTENDENT'S UPDATE

### Annual Report of Student Safety Data System (SSDS) - Dr. Kevin Gilbert

Dr. Gilbert presented the Annual Report of Student Safety Data System for the 2021-2022 school year. By law all New Jersey public school districts must use the Student Safety Data System (SSDS) to report all incidents of violence, vandalism, weapons, substance abuse, and HIB incidents that occur in their schools. SSDS has replaced the Electronic Violence and Vandalism Reporting System (EVVRS) and the Harassment, Intimidation, Bullying investigations trainings and programs systems. The district reports this information to the Board and the public on a semi-annual basis. The last report was on October 18, 2022.

The presentation detailed the following:

- Detailed Explanation of SSDS Terms
- SSDS Data (previous and current years)
- What the Data Shows
  - In comparison to the prior year totals, the number of incidents reported in majority categories increased substantially due to the COVID-19 emergency which placed students in a virtual instructional setting for part of the 19-20 and 20-21 school years.
  - If we compare with SY 18-19, the last year of full in person learning, we see decreases in incidents of violence and weapons for SY 21-22; however, we see large increases in substance abuse and HIBs.
  - If we compare with SY 19-20 (in person for most of year), we see decreases in incidents of violence, weapons, and substance abuse, but the large increase in HIBs continue to be the largest incident category in SOMSD.
- Building Strong School Climates & Cultures
- Week of Respect Activities - October 3-7, 2022 Summary and Highlights
  - The "Anti-Bullying Bill of Rights Act (P.L.2010, c.122) requires that the week beginning with the first Monday in October of each year be designated as the Week of Respect and School Violence Awareness Week in New Jersey. All schools participated in Week of Respect activities.
- WHO...& HOW... to Contact the District or a School with Concerns or Questions

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

### District Goals Action Planning Update - Dr. Taylor

Dr. Taylor presented an update on District Goals Action Plans for the 2022-2023 school year. The presentation included the following:

- Brief Review of the NJSBA District Goal Process
- Review of the District Goals Action Plans
  - i. Facilities (LRFP Construction Projects)
  - ii. Student Achievement
  - iii. Social Emotional Learning
  - iv. Intentional Integration Initiative (III)

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

NJSBA Workshop

Members of the board and administration will be in Atlantic City next week for the Annual NJSBA Workshop, the first one in person since 2019. There are plenty of interesting topics of interest and speakers. Additionally, this year there are multiple keynote speakers, including the Acting Commissioner of Education (and former SOMSD Principal) Dr. Angelica Allen-McMillan. I look forward to trading stories with my colleagues about best practices and other insights gained from the panels and networking with fellow board members throughout the state.

School-Based Youth Service Plans

One of the topics that will be discussed at Workshop is the state's proposal for changes to School Based Youth Service Plans. The Board is aware of the state initial plan to revamp school-based youth service plans. Dr. Taylor, through the AASA (The School Superintendents Association) has begun initial advocacy work to ensure that whatever changes are made are as seamless as possible for districts to implement. I am committed to working with school Board members throughout the state via NJSBA to collectively advocate for a seamless transition to the process. The public comment period on the state's proposal ends tomorrow October 21st and we encourage citizens to submit comments as well.

Transportation

The Board of School Estimate met on October 6th to have preliminary discussions on the possibility of more funding for increased transportation, as outlined in our district and board goals. Thank you to my colleagues on the Board of School Estimate for a very productive meeting. Video of the meeting is available on our YouTube channel and the district website. We also discussed an update on Transportation during the October FFT meeting. Board Member Vadlamani will share more as he is able to during his read out. One more reminder that there are topics related to our transportation discussion that cannot be had in public at this time due to outstanding litigation.

COVID testing

Thank you to the district for the continuing partnership with MediMobile to make free COVID testing readily available every Wednesday here at the District Meeting Room. Anyone who lives, or works, in SOMa is eligible to get tested.

SEC Advisory Opinion

Lastly, Board Member Malespina will not participate in any discussion on the transportation policy this evening because it is connected to the integration plan. The plan is mentioned 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 DELEGATIONS

Community members Vanessa Flyer, Meghan Gosselink, Daniel Gosselink and Kate Travers expressed concerns regarding lack of special education teachers for inclusion classrooms and the effect it is having on their children.

Community member and former Board Member Shannon Cuttle spoke about Bullying Awareness Month and the importance of highlighting this throughout the community.

Dr. Taylor responded with the following comments:

To the parents who so thoughtfully shared the challenges that their families are experiencing due to the lack of a special needs inclusion teacher, please know that this is not for lack of effort. Administration has kept the Board informed of this since the summer. The teacher shortage is affecting Districts throughout the State. This is the highest of priorities for us. The Human Resource and Special Services Departments have been working tirelessly to thoughtfully cover classes depending on each teacher's expertise and heavily recruiting.

Thank you to former Board Member Cuttle for your advocacy and sharing your thoughts on Bullying Awareness Month.

## COMMITTEE REPORTS

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

The committee discussed the following:

- Gaggle Safety Management System Presentation - <https://www.gaggle.net/safety-management>
- Protect kids - using school devices
- 24/7 Real-time review of student content on school devices - threats, suicide, threats to others
- Violations
  - Profanity - usually turned off
  - Questionable Content



- o Possible Student Situations
- Special Services Update
  - o Update on vacancies and celebration of staff support for our students
  - o Preschool visit by the NJDOE
  - o Tools of the Mind assessment and training
  - o Special Services survey - Summer survey for staff and special education families.
- Access and Equity Update
  - o Schools have submitted their Culture and Climate action plans
  - o Just finished round 12 of III
  - o The field trip task force is launching this month.
  - o Halloween memo and communicate sent to all school leaders and Presidents Council
  - o Setting dates for Climate and Culture surveys
  - o Developing a simple survey that supports III policy
  - o Finalize the high-level investigations
  - o Following up with HYA on the Director posting

Policy Update:

- First Reads
  - o 5330 Administration of Medication
  - o 2260.1 Cultural Competency
  - o 5440 Honoring Student Achievement
  - o 5450 Athletic Awards
- Second Reads
  - o 2415.50 Title I- School Parent and Family Engagement
  - o 2415 Every Student Succeeds Act

Approvals:

- Book adoptions
- Field Trips
- C&I Request Log
- Policy Log

FINANCE, FACILITIES AND TECHNOLOGY COMMITTEE - Board Member Vadlamani

The committee discussed the following:

- Transportation
  - o Consensus on Transportation Policy
  - o Hazardous Routes
  - o MMS Roof Leak
- Construction Update
- Baseball Booster Sponsors
- Demographer
- Facility Use Cleaning - Outside Organizations
- Policies & Regulation
  - o 5514 Student use of vehicles on school property
  - o 6470.01 EFT and Claimant Certification

- o 7432 Eye Protection
- Resolutions
- New Business

PERSONNEL & LABOR RELATIONS COMMITTEE - Board Member Winkfield

The committee discussed the following:

- October Personnel Resolutions
- District Staffing Update
  - o Special Education - Ms. Budine provided a status report on current vacancies and recruitment efforts.
  - o Director Search Update - Hazard, Young, Attea & Associates (HYA) is overseeing and vetting candidates for the Director of Curriculum & Instruction and Director of Access & Equity positions.
- OLD BUSINESS:
  - o Ms. Robinson shared information about sabbatical leaves as noted in the SOMEA Agreement. The committee will review and note any concerns at the next meeting.
  - o Committee members agreed to have quarterly tenure acknowledgment events starting October/November, February and June meeting.
- NEW BUSINESS:
  - o Committee members reviewed submitted questions concerning new staff orientation, district tours, monthly staff meetings, utilizing teachers in job fairs, as well as leadership and mentoring opportunities for teachers. The committee will review submitted questions at the November meeting.
  - o Ms. Robinson shared updates on the Aspiring Leadership Program. The program is in its second year, with many returning and new program participants. The committee was pleased with the response to the new program and its planned events for this year.

POLICY COMMITTEE - Board Member Bergin

The committee discussed the following policies:

POLICIES FOR SECOND READING ADOPTION/ABOLISH:

- 0167 Public Participation in Board Meetings
- 2415 Every Student Succeeds Act
- 2415.50 Title I - School Parent and Family Engagement
- 2425 Emergency Virtual or Remote Instruction Program

POLICIES ON FOR POSSIBLE FIRST READING:

- 5460 High School Graduation
- 5514 Student Use of Vehicles on School Property
- 7432 Eye Protection

POLICIES FOR DISCUSSION AND DISTRIBUTION TO COMMITTEES:

- 2460 Special Services Policy
- 2461 Special Education Receiving Schools

- 5530 Substance Abuse
- 2361 Acceptable Use of Computers, Networks - Computers and Resources
- 5512 HIB - Anti Bullying Bill of Rights Act - NEW
- 5516 Use of Electronic Communication and Recording Devices
- 2431.8 Varsity Letters
- 5124 Internal Transfers of Students
- 5613 Removal of Students/Weapons
- 5722 Student Journalism - NEW BOILERPLATE FROM
- 3321 Acceptable Use of Computer Networks
- 6470.01 Electronic Funds Transfer and Claimant Certification
- 7430 School Safety- see below
- 7440 School District Security
- 8420 Emergency & Crisis Situations

New Business:

- Student Journalism
- Status of I&RS Regulations

ITEMS FOR ACTION

Motion made by Dr. Taylor, seconded by Board Member Siders to move the following items for discussion and voting 4357-4366 with the exception of severed resolutions 4363 and 4367:

4357A. MEMORIAL

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

Genevieve ("Pat") Brown, retired Elementary Principal passed away on September 27, 2022

The Superintendent is asked to convey our condolences to the family and friends of Genevieve Brown.

4357B. RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Robinson, Stacey	Director of Human Resources DIST - 1.0 FTE	1/1/23	2.2

4357C. RESIGNATION

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Alcott, Julia	T PreK/INC MONT - 1.0 FTE	12/5/22	2.1
Pomeranc, Deborah	T 1 SMA - 1.0 FTE	1/10/23	20.3

Renelle, Stephanie	School Counselor CHS - 1.0 FTE	12/16/22	13.4
-----------------------	-----------------------------------	----------	------

4357D. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Barrett, Natalia	Asst. Transportation Coordinator DIST - 1.0 FTE	9/30/22	10/10/22
Veechione, Anthony	Director of Guidance CHS - 1.0 FTE	10/31/22	11/1/22

4357E. 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
Clarke, Shirley	T PE/H CHS - 1.0 FTE	12/1/22 6/30/23	\$62,885
Diaz, Gloria	Social Worker (Reg. Ed) MM - 1.0 FTE	12/20/22 6/30/23	\$95,275
Goncalves, Stephanie	S4/12, Secretary (Athletics) CHS - 1.0 FTE	11/16/22 6/30/23	\$63,120
Jacobs, Shawn	T SPED/ABA CLIN - 1.0 FTE	12/5/22 6/30/23	\$85,885

4357F. 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
Ferriero, Thomas	T PE/H SOM 1.0 FTE	12/20/22 or sooner 6/30/23	\$69,785

4357G. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Rainbolt, Jennalee	LR T 2 SM - 1.0 FTE	LR T 2 MAR - 1.0 FTE	12/1/22 6/30/23

4357H. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Nelson, Joi	T 1 TUS 1.0 FTE	9/1/22-10/17/22 (Paid Maternity Leave) 10/18/22-12/23/22 (Paid Sick Days)

Pomeranc, Deborah	T 1 SMA - 1.0 FTE	11/1/22-1/09/23 (Unpaid Personal Leave)
Tubelli, Elizabeth	T ESL CLIN 1.0 FTE	9/1/22-10/24/22 (Paid Maternity Leave) 10/25/22-1/30/23 (Unpaid NJFLA)

4357I. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Butler, Melissa	Asst. Principal CHS 1.0 FTE	9/16- 9/23/22 (4 days)	\$37.50 (per day)	\$150.00
		9/16- 9/23/22 (2 days)	\$50.00 (per day)	\$100.00
Morrison, Tracie	Asst. Principal CHS 1.0 FTE	9/16- 10/4/22 (4 days)	\$37.50 (per day)	\$150.00
		9/16- 10/4/22 (7 days)	\$50.00 (per day)	\$350.00
Sanchez, Frank	Principal CHS 1.0 FTE	9/16- 9/23/22 (4 days)	\$37.50 (per day)	\$150.00
		9/16- 9/23/22 (2 days)	\$50.00 (per day)	\$1000.00
Butler, Melissa	Asst. Principal CHS 1.0 FTE	9/28- 10/7/22 (7 days)	\$75.00 (per day)	\$525.00
Post, Maryann	Clerical Aide SM 1.0 FTE	9/8-9/29/22 (108 hours)	\$9.35 (per hour)	\$1,009.8 0
Buzar, Marissa	T SPED/INC CHS - 1.17 FTE	9/8/22 6/30/23	+\$11,982.45	\$82,467
Li, Xueyin	T WL/Spanish SOM - 1.10 FTE	9/9/22 6/30/23	+\$6,248.50	\$68,734
Reichenstein, Steven	T SPED/INC CHS - 1.17 FTE	10/7- 11/30/22 (32 days)	\$70.16 (per day)	\$2,245.0 6

4357J. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Pierre-LeBris, Elyssa	MLKA MM - .5 FTE	9/1/22 6/30/23	\$1,367
Rodriguez, Richard	MLKA MM - .5 FTE	9/1/22 6/30/23	\$1,367
Endlich, Matthew	Junior Class Advisor CHS - 1.0 FTE	9/1/22 9/30/22	\$4,126 (pro-rated)

Femenella, Matthew	Asst. Coach/JV Tennis CHS - 1.0 FTE	10/3/22 11/30/22	\$3,811
Keegan, William	Varsity Coach, Basketball Girls CHS - 1.0 FTE	12/1/22 2/28/23	\$7,891
Ferruggiario, Alana	Asst. Coach, Basketball Girls CHS - 1.0 FTE	12/1/22 2/28/23	\$5,614
Sumner, Jacob	Asst./Freshman Coach, Basketball Girls CHS - 1.0 FTE	12/1/22 2/28/23	\$3,811
Chan, Gary	Asst. Coach, Indoor Track Boys CHS - 1.0 FTE	12/1/22 2/28/23	\$5,614
Mobley, Gary	Asst. Coach, Indoor Track Girls CHS - 1.0 FTE	12/1/22 2/28/23	\$5,614
Picillo, Nicholas	Asst./Freshman Coach, Wrestling CHS - 1.0 FTE	12/1/22 6/30/23	\$3,811

4357K. STAFF FUNDED BY TITLE 1 FUNDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
DeSarno, Mary	Teacher SB - 40.6 FTE ACCT# 20.231.100.101.SB.0231	9/1/22 6/30/23	\$45,440
Friedrich, Donna	Teacher SB - 45.8 FTE ACCT# 20.231.100.101.SB.0231	9/1/22 6/30/23	\$48,480
Miller, Colleen	Teacher MM - 58.2 FTE ACCT# 20.231.100.101.MM.0231	9/1/22 6/30/23	\$51,874
Strauss, Brittany	Teacher MM - 55.6 FTE ACCT# 20.231.100.101.MM.0231	9/1/22 6/30/23	\$38,101

4357L. STAFF FUNDED BY TITLE 11-A FUNDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Massoud, Nicole	Teacher CHS - 57.9 FTE ACCT# 20.274.100.101.GR.0274	9/1/22 6/30/23	\$38,505
Silver, Bianca	Teacher CHS - 51.8 FTE ACCT# 20.274.100.101.GR.0274	9/1/22 6/30/23	\$38,505

4357M. BEYOND THE BELL APPOINTMENT  
(see attached list)

4358A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2022-2023 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Bey, Aziz	University of Memphis	5/2000	BA
Miller-Allen, Stephenni	Delaware State University American University	5/2000 5/2003	BA MA

4358B. APPOINTMENT OF SUBSTITUTE SCHOOL NURSE FOR THE 2022-2023 SCHOOL YEAR PAID AT A DAILY RATE OF \$215

Robin Chernoff

4358C. RESCIND APPOINTMENT OF OUT-OF-DISTRICT COACH FOR THE 2022-2023 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Fox, Thomas	Assistant/JV Tennis (Girls) Coach	9/1/2022 9/30/2022	\$3,749 Stipend pro- rated

4359A. 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].

4359B. 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].

4360A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated September 30, 2022
2. Expense Account Adjustment Analysis dated September 30, 2022
3. Revenue Account Adjustment Analysis dated September 30, 2022
4. Check Register #414806-414808 in the amount of \$4631.85
5. voided checks#414803-414805
6. Check Register #414809-415075 in the amount of \$7,911,134.32
7. Check Register #200795-200796 in the amount of \$1,311,327.29
8. Check Register #200797 for September 2022 payroll in the amount of \$7,658,795.45
9. Treasurer's Report of August 2022

4360B. Certify the Board Secretary's Monthly Financial Report.

4360C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	Date (s)	Location	Estimated Costs
Anderson, Jackie South Mountain	NJASL 2022 Annual Conference	12/4/22- 12/6/22	Atlantic City, NJ	\$580.11
Graham, Ceelea Maplewood Middle	Teachers College Calendar Day	10/28/22	Atlantic City, NJ	\$45.50
Guastella, Frank South Middle	NJ Science Convention	10/18/22	Princeton, NJ	\$191.41
Latimer, Jennifer Clinton Elementary	NJASL 2022 Annual Conference	12/4/22- 12/6/22	Atlantic City, NJ	\$815.31
Milligan, Rebecca Montrose Early Childhood Ctr	Veteran PIRS Seminar	10/25, 11/15, 12/20, 1/17/23, 2/21/23, 3/28/23, 4/18/23, 5/16/23	Virtual	\$250.00
Witrock, Michelle South Orange Middle	ACTFL Annual Convention & World Language Expo	11/8/22- 11/20/22	Boston, MA	\$865.28

4360D. Approves the following provider(s) for the service indicated for the 2022-2023 school year:

Provider Name	Service	Rate
General Healthcare Resources, LLC Plymouth Meeting, PA	Nursing: RN	\$70.00/hour
	Paraprofessional	\$35.00/hour
	Registered Behavioral Technician (RBT)	\$45.00/hour
	Physical Therapist	\$85.00/hour
	Occupational Therapist	\$90.00/hour
	Speech Language Therapist	\$90.00/hour
Integrated Neuropsychology/ Ann McDonald, PsyD Westfield, NJ	Independent Neuropsychological Evaluation	\$6,300.00/eval
Danusia S. Rampolla, LDTC, LLC Essex Fells, NJ	Independent Child Study Team	\$90.00/hour

4360E. Approves the following change order to APS Contracting, Inc. for Renovations and Additions to Seth Boyden and Tuscan Elementary School Projects.

Contractor	Change Order #	Change Order Amount
APS Contracting, Inc.	6	\$26,960.85



- 4360F. Approves a contract with TSL Consulting of New York, New York to facilitate Culture and Climate Professional Development to South Orange Maplewood School District Administrators. The cost for this service is \$43,000.00 for the 2022-2023 school year.
- 4360G. Approves a Memorandum of Agreement with Kean University, Council on Global Education and Citizenship to offer *Teaching the Holocaust and Prejudice Reduction* Courses (EMSE 5342 and EMSE 5343), to District staff for the 2022-2023 school. In exchange for the district's professional staff being able to enroll, participate and receive credit for the courses, the Board agrees to pay a \$300.00 Kean University Diversity Council Membership fee. There are no tuition costs to the District's professional staff enrolled in these courses, although participants are personally responsible for purchasing assigned books.
- 4360H. Approves the following change order to APS Contracting, Inc. for Renovations and Additions to Seth Boyden and Tuscan Elementary School Projects.

<u>Contractor</u>	<u>Change Order #</u>	<u>Change Order Amount</u>
APS Contracting, Inc.	7	\$ 28,557.00

- 4360I. Approves the following change order to APS Contracting, Inc. for Renovations and Additions to Seth Boyden and Tuscan Elementary School Projects.

<u>Contractor</u>	<u>Change Order #</u>	<u>Change Order Amount</u>
APS Contracting, Inc.	8	\$33,864.02
New Contract Amount		\$18,482,382.53

- 4360J. Accepts a donation from the Achieve Foundation in the amount of \$5,343.93.

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

20-006-200-890	Education Foundation	\$5,343.93
----------------	----------------------	------------

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.

4361. Approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance."

4362. Transfer or removal of the students identified below.

<u>STUDENT #</u>	<u>SCHOOL</u>	<u>GRADE</u>
9400898490	Marshall	1 <sup>st</sup>

4363. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of September 2022.
- 4364A. Adopt Policy 0167 Public Participation in Board Meetings.
- 4364B. Adopt Policy 2415 Every Student Succeeds Act.
- 4364C. Adopt Policy 2415.50 Title I School Parent and Family Engagement.
- 4364D. Adopt Policy 2425 Emergency Virtual or Remote Instruction Program.
- 4365A. Approves the settlement agreement for Student ID #7553989340 and authorizes the Board President to execute the settlement agreement.
- 4365B. Approves the settlement agreement for Student ID #7871781356 and authorizes the Board President to execute the settlement agreement.
- 4365C. Approves the settlement agreement for Student ID #6561391346 and authorizes the Board President to execute the settlement agreement.
- 4365D. Approves the settlement agreement for Student ID #7690391186 & 1280224516 and authorizes the Board President to execute the settlement agreement.
- 4365E. Approves the settlement agreement for Student ID # 7690391186 & 1280224516 and authorizes the Board President to execute the settlement agreement.
4366. Adopts the following book:

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
STEM	10th	Conceptual Physics/13 <sup>th</sup> Edition	Paul G. Hewitt/Pearson, 2022

4367. WHEREAS, each school, through its School Safety Team, is required to evaluate its implementation of the Anti-Bullying Bill of Rights Act (ABR) from July 1 through June 30 each year by using the NJDOE Self-Assessment, in accordance with N.J.S.A. 18A:17-46, and

WHEREAS, the South Orange Maplewood Board of Education has completed its self-assessment for the period of July 1, 2021 through June 30, 2022;

NOW THEREFORE BE IT RESOLVED THAT the South Orange Maplewood Board of Education does hereby approve the submission of the NJDOE Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights for the 2021-2022 school year.

ROLL CALL: Motion 4357A-M, 4358A-C, 4359A-B, 4360B-J, 4361, 4362, 4364, 4365, 4366 PASSED YES: Bergin, Malespina, Siders, Telesford, Vadlamani, Winkfield, Wittleder, NO: None

MOTION 4360A PASSED YES: Bergin, Siders, Telesford, Vadlamani, Winkfield, Wittleder 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 4363. Motion passed unanimously.

ROLL CALL: Motion 4363 PASSED YES: Siders, Telesford, Vadlamani, Wittleder  
NO: Malespina ABSTAIN: Bergin, Winkfield

Motion made by Dr. Taylor seconded by Board Member Siders to discuss and vote on resolution 4367. Motion passed unanimously.

ROLL CALL: Motion 4367 PASSED YES: Bergin, Siders, Telesford, Vadlamani, Winkfield, Wittleder, NO: Malespina

#### HEARING OF INDIVIDUALS AND DELEGATIONS

None.

#### NEW BUSINESS

Board Members presented the following topics for discussion:

- Board Member Malespina
  - What can we do as a Board to denounce Governor Murphy defunding mental health services that are currently offered in schools? Is there a plan to develop a resolution?
- Board Member Wittleder
  - Would like administration to ensure that all Clinton Elementary School ELL students who live a mile or more receive transportation and an analysis on this be provided to the Board.
  - Would like Administration to consider revising the format of the Friday packet to make it more user friendly.
  - Inquired if Board members in favor of collecting data on sexual violence and sexual harassment in the District? Which committee will gather and present the data?
- Dr. Taylor asked Attorney Febres if the district will be risking the confidentiality of victims if this data is shared widely? Ms. Febres provided examples of how confidentiality may be an issue when sharing this type of data. The data should be reviewed by counsel before sharing to avoid this issue.
- Board Member Vadlamani
  - Would like the Board to proactively communicate to students, parents and the community if they will be impacted by new policies or policy changes.

#### Future Meetings

1<sup>st</sup> VP Bergin made the following motion seconded by Board Member Siders:

The Board of Education will meet in Public Session on Thursday, November 17, 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. The community can view the meeting by following the steps which will be listed on the agenda. Action will be taken.

Motion made by 1<sup>st</sup> VP Bergin, seconded by Board Member Vadlamani to adjourn. Motion to adjourn was unanimously approved at 10:56 p.m.

---

Eric Burnside, Board Secretary