

Regular Meeting
South Orange-Maplewood
Board of Education
January 26, 2023

A Regular Meeting of the Board of Education of South Orange-Maplewood was held in the District Meeting Room at the Administration Building, 525 Academy Street, Maplewood, New Jersey as well as utilizing the online video conference platform on January 26, 2023.

Board President Kaitlin Wittleder called the meeting to order at 6:35 p.m.

ROLL CALL

Present: Board Member Bergin, Board Member Duvall Wilson,
Board Member Eckert, Board Member Gifford
Board Member Malespina, Board Member Telesford,
Board Member Vadlamani, Board Member Winkfield,
Board President Wittleder, Student Representative Previlon

Absent: None

NINE 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 2:30 p.m. on January 6, 2023.
- 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 Wittleder, seconded by Board Member Malespina 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, January 26, 2023 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.

Motions unanimously approved.

***Board Members adjourned to Executive Session at 6:36 p.m.
Board Members reconvened at 8:05 p.m.
Nine Voting Members and one Student Representative Present***

Pledge of Allegiance

BOARD RECOGNITIONS - *Student Rep. Previlon*

Student Recognitions:

NAME/SCHOOL	RECOGNITION
CHS <ul style="list-style-type: none"> ● Cameron Dickson (AP Studio Art class of Ms. Alexandra Cappucci) 	Congratulations to CHS students, Cameron Dickson and Regie Deebke Jackson whose artwork was chosen to be showcased at the 2023 AANJ Emerging Artists exhibition of artwork from high school students throughout the state of New Jersey.

<ul style="list-style-type: none"> ● Regie Deeble Jackson, (Art 3 Honors class of Ms. Kandice Stewart) 	<p>This exhibit will be open from January 13 through January 29 at the James Howe Gallery in the Vaughn Eames Building at Kean University, with the closing reception and awards ceremony held in the gallery on Sunday, January 29, 2023, from 1:00 to 3:00 PM.</p>
<p>CHS</p> <ul style="list-style-type: none"> ● Sophia Franklin ● Jackson Pellegrino 	<p>Congratulations to CHS students, Sophia Franklin and Jackson Pellegrino who have been selected as members of the 2022/2023 North Jersey Region Honors Bands. Sophia, a senior percussionist was selected as a member of the Region Symphonic Band, and Jackson, junior tenor saxophonist was selected as a member of the Region Wind Ensemble.</p> <p>Their selection to the region ensembles qualifies them to audition for the New Jersey All-State Band.</p>
<p>CHS</p> <ul style="list-style-type: none"> ● Abigail Freeman 	<p>Congratulations to CHS student, Abigail Freeman who was presented the Youth Leadership Award by the NJ Chinese Teachers Association. Abigail is co-president of the Chinese Honors Society and co-founder of the Chinese Language and Culture Club, and continues to actively promote diverse culture in various projects and festivals.</p>
<p>CHS</p>	<p>Guildscript. The Columbia High School art and literary magazine, received a First Place award from the American Scholastic Press Association for its 2022 edition. The annual magazine received high marks in design, organization, and presentation. The Association stated that the Guildscript exhibited "superior efforts of talented and creative editors, writers, artists, photographers, layout/graphic designers, staff members and advisors!" It also commented that the "ability to keep your publication alive and printing during a pandemic is a testament to your dedication and devotion to your publication, school, [and] community..."</p> <p>The 2022 Guildscript Advisors, Ms. Lubrano and Ms. Malhotra, are delighted that the magazine was so well received and attribute the magazine's success to the dedication and</p>

	<p>hard work of all the editors, writers and artists involved.</p> <p>Editor-in-Chief Writers Group Leader: Kate Kampner</p> <p>Managing Editor Writers Group Leader: Nina Krauss</p> <p>Art/Photo Editor: Pilar Uhl</p> <p>Advisors 2022: LauraLee Lubrano (Literary) Cindy Malhotra (Art/Design)</p>
CHS	<p>The Short Documentary Film titled "The Healing" has been accepted to be screened at the 21st Annual Garden State Film Festival [GSFF].</p> <p>This film is a result of an Artist-In-Resident Project funded by ACHIEVE FOUNDATION Arts Administrative Grant crafted by Arts Supervisor Mr. James A Manno, Television Industry Professional and South Orange Resident, Mr. Sean McCourt, who worked collaboratively with Columbia High School Film students in Mr. Paul Marigliano's classes, to capture struggles and triumphs experienced by staff and students in SOMSD arts programs during the COVID-19 Pandemic lockdown.</p> <p>All films will screen once during the festival in either Asbury Park or Cranford, NJ during March 23-26, 2023.</p>
Students from Montrose Early Childhood Center, Clinton Elementary and Zadie's of the Oranges PreKindergarten Site	<p>This year, Pre-K students from Montrose and Zadie's along with Clinton Elementary Second graders designed luminaries to honor Dr. Martin Luther King Jr. in support of the Annual MLK Celebration organized by the South Orange/Maplewood Community Coalition on Race. Each student was given a luminary to decorate with images that represent Dr. King's vision. Many students attended the ceremony and the procession up the aisle to the stage and shared their luminaries while the audience sang "We Shall Overcome."</p>

Staff Recognitions:

NAME/SCHOOL	RECOGNITION
<ul style="list-style-type: none"> ● Paul Marigiliano, CHS ● Dorota Martinez, CHS ● Xuelin Li, MMS, SOMS, CHS ● Christine Kleinwaks, MMS ● Elyssa Pierre-LeBris, MMS ● Ezra Stewart, MMS ● Kara Bowe, SOMS ● Caitlin Dennehey, SOMS ● Jen McClure, SOMS ● Annamaria Chilmintris, SOMS ● Ashley Saraceno, SOMS ● Lora Tazewell, SOMS ● Susan Brody, Seth Boyden ● Julie Ann Curley, Seth Boyden ● Shella Mesidor-Villard, Seth Boyden 	<p>The Achieve Foundation is proud to announce its 2022-23 Deborah Prinz Educator Grants. This month, Achieve is awarding 15 grants totaling over \$37,000 in funding to educators across the District! A complete list of grant awards for this round of funding can be found on the achievethefoundation.org website.</p>
<p>Maplewood Middle School</p>	<p>MMS Principal Dara Gronau and MMS Social Worker Gloria Diaz co-wrote and received a \$23,000 Roberts Award grant entitled "Middle School Mental Health Matters." MMS will use these additional funds to support mental health and social emotional learning programming and materials at MMS. This includes but is not limited to an expanded peer resolution program, materials to further invest in their advisory program, add mindfulness spaces, yoga sessions, and staff development. This grant will further support school climate and culture plans this year at MMS. There will be a lens for programming that implements creative solutions for our BIPOC and ELL students. Ms. Gronau thanks Dr. Gilbert and Dr. Taylor for their support of SEL and mental health programs at MMS!</p>

STUDENT REPRESENTATIVE REPORT - *Vanessa Previlon*

Welcome new Board Members and new Board Leadership! Noah and I are excited to work with each of you and thank the new Board leadership for meeting with us this week. During this meeting we spoke about a variety of things including school safety and security and the cost of STD testing. Thank you for reaching

out to us and being so receptive to the perspectives of district students. Student Rep. Previlon also shared updates regarding MLK Day performances by the Special Dance Company and the Columbia High School choir, scheduled meeting SOMS students to hear their concerns and a Special thank you to Board President Wittleder for donating 500 tickets to an HBCU basketball game to Columbia High School students.

APPROVAL OF MINUTES

Motion made by Board President Wittleder to approve the minutes of the following meetings: December 15, 2022 Regular Meeting Public and Executive Sessions and December 28, 2023 Special Meeting Public Session. Motion unanimously approved.

SUPERINTENDENT'S UPDATE

We are happy to share that our Intentional Integration biannual survey will be shared with the families of students who have been placed via our Intentional Integration methodology. The letter will be placed in the Powerschool system early next week. Parents of our kindergarteners, first and sixth graders will be notified when the form is available. The Intentional Integration student survey document will also be shared with our sixth graders in the same timeframe. We will have many reminders of this important opportunity to offer stakeholder feedback over the next week.

Many may be aware that our school district through Columbia High School and Maplewood Middle School has had an ongoing partnership with Family Connections via the programming known as the HUB and Loft. You may also be aware that funding for these programs was recently in question. We are happy to share that the funding for these vital programs has been confirmed to remain in place through at least the Spring of 2024. Additionally, we have recently met with Family Connections and confirmed our support for expanded wrap around services. This evening, we will consider formally supporting Family Connections' application via resolution 4407. If accepted and funded by the New Jersey Department of Children and Families, the application could bring significant and new preventative and mental health services, to not only our students but their parents/guardians and our educators. This opportunity is part of a major statewide DCF initiative called the NJ Statewide Student Support Services Network NJ4S. This initiative could also expand its services to include South Orange Middle School.

Lastly, as our student representative just noted, I would like to thank our Board President for bringing to our attention the Invesco HBCU Legacy Classic Basketball event, happening February 4, 2023 at the Prudential Center in Newark, New Jersey. They have provided hundreds of tickets free of charge to Columbia High School. Mr. Sanchez and his team will be providing more information on this opportunity for our students, staff and families.

NJSBA Ethics for School Officials Training

Charlene Peterson, Field Representative for New Jersey School Boards Association facilitated the Ethics for School Officials Training.

The following topics were reviewed:

Ethics/Accountability

- o School Ethics Act
- o Who is Accountable
- o Who Enforces the Act
- o School Ethics Commission (SEC) Jurisdiction
- o SEC Filing Considerations
- o What Training is Mandatory - N.J.S.A.18A:12-33
- o Personal/Relative and Financial Disclosure Statements
- o What are the penalties - Violation the Act
- o What is the Penalty Process
- o Code of Ethics for School Board Members Only
- o 2022 Commissioner/SEC Decisions
- o What is a Conflict of Interest? N.J.S.A. 18A12-24
 - When to Recuse Yourself
 - Relationship Definitions
 - Hiring/Personnel
 - Collective Bargaining
 - Public Advisory Opinions (2022 opinion and 2021 opinions released in 2022)
 - Volunteering School
 - Interview Committees
 - Social Media
- Points to Consider
- Ethics Reminder - In Closing
- Links for Examples Used

[presentation on file in the Board Secretary's Office]

HEARING OF INDIVIDUALS AND DELEGATIONS

Thank you for coming in-person and dialing-in by phone this evening. The South Orange - Maplewood Board of Education certainly respects that you've taken the time out of your busy day to address the Board at tonight's meeting. We value public involvement in our school district, and we are eager to hear what you have to say. The board does have time limits by policy, and it will be enforcing those to enable as many people to speak as possible this evening. Each individual will be given three minutes to speak, please do your best to stay within the time afforded to you. The first public comment period is usually limited to one hour and the second public comment period may be limited to thirty minutes. All input shared with the Board of Education is taken very seriously, and will inform future deliberations and work by the Board of Education and its committees.

Community Members Christine Houseworth, Beth Daugherty and David Huemer made similar comments about the elimination of the Board Liaison to the Achieve Foundation.

SOMEA President Rocio Lopez, expressed concern that district teachers are being considered for administrative roles.

Community Member Malia Herman spoke on behalf of Beth Cosentino, SEPAC President to provide and update and input from SEPAC regarding communication issues (multiple emails sent), staffing shortages, inclusion/cotaught classrooms not available for every grade at every elementary school, bullying of students with IEP's and the need for additional mental health programming within the district.

Community Member Sarah Kishinevsky requested a transfer from Clinton to Marshall School which is closest to her home. Provided examples of how the current placement has created hardships for her family.

Dr. Taylor made the following comments:

- Thank you to the individuals who advocated on behalf of the Achieve Foundation. I am sure our Board heard your messaging. We are happy to continue our partnership.
- Thank you, Rocio Lopez, for bringing your perspective on growing from within, we are committed to that. I cannot talk about personnel while we are in public session but I would love to have a one on one with you to discuss this further. We established the Administrators Academy because we believe in trying to give the staff members here the opportunity to grow.
- Thank You Ms. Herman for your thoughtful feedback on behalf of SEPAC.

NJSLA Data Presentation - Ann Bodnar

Ann Bodnar, Asst. Superintendent of Curriculum and Instruction presented Spring 2022 NJSLA Results to Board and community. The presentation included the following:

- What is NJSLA?
- NJSLA-ELA, NJSLA-M & NJSLA-S (grades 5,8 &11)
- Performance Levels
- Key Takeaways
- Comparison of South Orange/Maplewood School District's Spring 2022 NJSLA Administrations
- NJSLA results by school
- Grade Level Demographics
- Subject Level Demographics
- Intervention Strategies
- Culture and Climate
- Intervention & Referral Services (I&RS)
- Student Opportunities

- Instruction
- Programming

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

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.

COMMITTEE REPORTS

CURRICULUM & INSTRUCTION COMMITTEE - *Board Member Malespina*

The committee discussed the following:

- Review of District Goals
- NJSCI - Out of Rutgers - Culture and Climate survey
- I&RS
 - Creating Consistency across schools
 - Creating I&RS bank of interventions
 - Using data to inform interventions
- Policy Update Book Adoption
- Committee Mission Statement
- Old Business:
 - Home Instruction
- G&T Instruction:
- K-5 Math program update
- New Business:
 - Truancy Process:
 - Explain how the district currently handles truancies
 - Applicable state laws:
 - State Policy
 - District Policies 5200 Attendance
 - Questions:
 - What triggers a letter being sent home?
 - Who on staff currently monitors truancies?
 - Is there consistency between all the schools?

- o Are we under a corrective action plan for our truancy currently?
- IIR Survey Discussion

FINANCE, FACILITIES AND TECHNOLOGY COMMITTEE - Board Member DuVall Wilson

The committee discussed the following:

- Construction Update:
 - o Construction Projects for Budget
 - o Marshall & Montrose bids
 - o PLA Agreement
 - o Change Orders
 - o MMS Update
 - o Auditoriums (S.B. & SOMS) Rigging & Lighting
- Transportation:
 - o Emergent Relief Requests (Legal):
 - There will be an update in Executive Session at the January 26th meeting.
 - o Hazardous Route Process/Capacity Report
 - o Transportation Presentation
 - o Budget Update/Analysis
 - o School by School Spending Report
 - o Debt Service
 - o Auditor Report (Update)
 - The auditor is scheduled to present at the regularly scheduled board meeting on February 23rd.
- January 2023 Financial Resolutions
- New Business:
 - o Committee Goals - Discuss and/or Approve
 - o Field Trip Payment Software
 - o School Lunch Money Fees
 - o Solar Feasibility Study on Schools

PERSONNEL & LABOR RELATIONS COMMITTEE - Board Member Eckert

The committee discussed the following:

- January 2023 Personnel Agenda Items reviewed.
- 2023 Recruiting Events reviewed
- District Staffing Status Update
- New Business: 2023-24 Personnel Committee Mission

POLICY COMMITTEE - Board Member Gifford

The committee discussed the following:

- Welcomed Mr. Gifford to the policy committee as the newly elected chair of the committee;
- Strauss Esmay held training with secretaries working on policies;
- A full audit will be completed by Straus Esmay, to ensure that the District is in compliance.

- Ms. Budine created a document that includes how policies are currently being revised; it was placed in the committee's shared drive for review

POLICIES FOR SECOND READ ADOPTION/ABOLISH:

5331	Management of Life Threatening Food Allergies in Schools
5514	Student Use of Vehicles
5519	Dating Violence at School
5722	Student Journalism
8454	Management of Pediculosis

POLICIES ON FOR POSSIBLE FIRST READING:

2260	Affirmative Action
2361	Acceptable Use of Computers/Networks/Computers and Resources
3321	Acceptable Use Of Computer Network(s) Computers And Resources By Teaching Staff Members
5440	Honoring Student Achievement
5512	Harassment, Intimidation, And Bullying
5516	Use of Electronic Communications and Recording Devices
5701	Plagiarism
5710	Student Grievances
7440	School District Security
8420	Emergency & Crisis Situations

POLICY ALERTS FROM STRAUS ESMAY FOR DISCUSSION AND DISTRIBUTION TO COMMITTEES:

5460	High School Graduation
0152	Board Officers (Alert 229)
0161	Call, Adjournment and Cancellation (Alert 229)
0162	Notice of Board Meeting (Alert 229) -
1648.11	The Road Forward (Alert 229)
1648.13	School Employee Vaccination Requirement (Alert 229)
2423	Bilingual and ESL Education (M) (Alert 229)
2425	Emergency Virtual or Remote Instruction (Alert 229)
5200	Attendance (Alert 229)
8140	Student Enrollment (Alert 229)
8330	Student Records (Alert 229)

- New Business: The following policies were discussed during the executive committee's weekly meeting w/ the Superintendent; would like the School Leadership team to review the following policies:
 - 1230 - Superintendent's Duties
 - 5600 - Student Discipline/Code of Conduct
 - 5610 - Suspension

ITEMS FOR ACTION

Motion made by Dr. Taylor, seconded by Board Member Malespina to move the following items for discussion and voting 4392-4407 with the exception of severed resolutions 4392 (D7), 4404 and 4405:

4392A. MEMORIALS

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

- Thomas Mantore, retired custodian passed away on December 25, 2022.
- Ellen Asselmeyer Nix, retired LDTC passed away on January 14, 2023.
- Dr. Bernard Ryan, retired Principal passed away on January 14, 2023.
- Helen Poole Shillito, former English Dept. Head at CHS passed away on January 12, 2023.
- Marquitta Whaley, retired Data Processing Mgr. passed away on January 7, 2023.

The Superintendent is asked to convey our condolences to the family and friends of Thomas Mantore, Ellen Asselmeyer Nix, Dr. Bernard Ryan, Helen Poole Shillito and Marquitta Whaley.

4392B. RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Smith, Bernadine	S4/12, Secretary SOM - 1.0 FTE	7/1/23	23

4392C. RESIGNATION

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Sampson, Mercedeh	T SPED/INC CHS - 1.0 FTE	3/24/23	.1
Steiner, Michael	T SCI/Physics CHS - 1.0 FTE	2/24/23	3

4392D. 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
Basra, Gurshaan	Maintenance DIST - 1.0 FTE	2/1/23 6/30/23	\$53,754
Panzone, Jeanine	Clerk DIST - 1.0 FTE	7/1/22 6/30/23	\$13/hour
McDaniel, Michael	T SPED/INC MM - 1.0 FTE	2/1/23 or sooner 6/30/23	\$92,530
Nievas, Samantha	T Math SOM - 1.0 FTE	1/30/23 6/30/23	\$57,485
Persaud, Bharrat	Maintenance DIST - 1.0 FTE	2/1/23 6/30/23	\$64,004
Stevens, Molly	T SS CHS - 1.0 FTE	3/28/23 or sooner 6/30/23	\$59,285
Wallace, Lavonne	Assistant Principal CLIN - 1.0 FTE	3/28/23 or sooner 6/30/23	\$103,452

4392E. 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
Bhatti, Wajiha	T SPED/INC Gr.3 SB - 1.0 FTE	1/25/23 5/9/23	\$55,685
Fenoaltea, RosaLia	T SPED/INC TUS - 1.0 FTE	3/1/23 5/26/23	\$55,685

4392F. RESCIND 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
Ferriero, Thomas	T PE/H SOM - 1.0 FTE	12/20/22 or sooner 6/30/23	\$69,785
Myrie, Nicola	T SPED/INC CHS - 1.0 FTE	1/3/23 6/30/23	\$85,885

4392G. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Arnette, Jenissa	T Math CHS - 1.0 FTE	1/17/23	1/23/23
Glassgold, Olivia	T SPED/INC MAR - 1.0 FTE	1/3/23	1/6/23

Waibel, Kerri	Director of Access & Equity DIST - 1.0 FTE	2/14/23	2/21/23
------------------	---	---------	---------

4392H. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Fenoaltea, RosaLia	LR T SPED/POR MAR - 1.0 FTE	2/9/23	2/28/23
Glassgold, Olivia	LR T 2 MAR - 1.0 FTE	1/3/23	1/5/23

4392I. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Miller, Colleen	T SPED/INC MM - 1.0 FTE	T SPED/INC CHS - 1.0 FTE	2/1/23 6/30/23

4392J. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Guastella, Frank	T Science SOM - 1.0 FTE	2/6/23-5/5/23 (Unpaid FMLA)
Klein, Betsy	T SPED/INC MM 1.0 FTE	1/3/23-2/23/23 (Paid Maternity Leave) 2/24/23-5/25/23 (Unpaid NJFLA)
Sargeant, Christine	T SPED/POR MAR - 1.0 FTE	2/10/23-2/24/23 (Unpaid Childcare Leave)

4392K. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Abdelhadi, Mazin	T Math CHS - .2 FTE	1/3-1/23/23 (14 days)	\$99.86 (per day/17%)	\$1,397.99
Banner, Abiodun	T Math CHS - .2 FTE	1/3-1/23/23 (14 days)	\$83.57 (per day/17%)	\$1,169.97
Michels, Raymond	T Math CHS - .2 FTE	1/3-1/23/23 (14 days)	\$85.84 (per day/17%)	\$1,201.70
Pociask, Elizabeth	T Math CHS - .2 FTE	1/3-1/23/23 (14 days)	\$71.48 (per day/17%)	\$1,000.72
Skrivanic, Julie	T Math CHS - .2 FTE	1/3-1/23/23 (14 days)	\$75.64 (per day/17%)	\$1,058.90
Gallof, Pamela	T SPED/INC CHS - .2 FTE	12/1-23/22 (17 days)	\$87.38 (per day/17%)	\$1,485.46
Reichenstein, Steven	T SPED/INC CHS - .2 FTE	12/1-1/23/23 (31 days)	\$70.16 (per day/17%)	\$2,174.96
Brown, Kathleen	T SPED/INC CHS - 1.2 FTE	12/1-23/22 (17 days)	\$87.16 (per day/17%)	\$1,481.72

Pociask, John	T Math CHS - 1.2 FTE	12/1-23/22 (17 days)	\$99.38 (per day/17%)	\$1,689.46
Quinn, Robin	T SPED/INC CHS - 1.2 FTE	12/1-23/22 (17 days)	\$86.02 (per day/17%)	\$1,462.34
Stradford, Karen	T SPED/INC CHS - 1.2 FTE	12/1-23/22 (17 days)	\$83.00 (per day/17%)	\$1,411.00
Petchers, Dr. Penina	School Psychologist SOM - .2 FTE	11/22-2/28/23 (61 days)	\$103.82 (per day /17%)	\$6,333.19
Serpico, Maria	LDTC MM - .2 FTE	11/16-2/28/23 (65 days)	\$101.93 (per day /17%)	\$6,625.45
Chance, Raemona	T SPED/INC SOM - .2 FTE	11/28-5/30/23 (117 days)	\$84.09 (per day/20%)	\$9,838.53
Maser, Julia	T SPED/INC SOM - .2 FTE	11/28-5/30/23 (117 days)	\$76.09 (per day/20%)	\$8,902.53
Winter, Ben	T SPED/INC SOM - .2 FTE	11/28-5/30/23 (117 days)	\$104.09 (per day/20%)	\$12,178.53
Miller, Colleen	T SPED MM - .04 FTE	11/22-1/4/23 (24 days)	\$19.53 (per day/20%)	\$468.72
Mincer, Ebony	T SPED MM - .12 FTE	11/22-1/4/23 (24 days)	\$60.06 (per day/20%)	\$1,441.36
Simmons, Adam	T SPED MM - .2 FTE	11/22-1/4/23 (24 days)	\$81.21 (per day/20%)	\$1,949.04
Somoza, Debra Ann	T ESL CHS/CLIN - 1.0 FTE	9/8/22 1/31/23	+\$29,234 (pro-rate)	\$73,085 (pro-rated)
Panzone, Jeanine	Clerk DIST - 1.0 FTE	1/3/23 6/30/23	+\$1.13	\$14.13/hour
Costa, Jaclyn	Secy, S4/11 MAR - 1.0 FTE	7/1/21	+\$1,050	\$56,404
		6/30/22		
Bethea, Sabrina	Clerical Aide TUS - 1.0 FTE	7/1/22	+\$1,051	\$58,455
		6/30/23		
Cadorete, Catherine	Clerical Aide SB - 1.0 FTE	11/18-12/8/22 (31 hours)	\$7.49 (per hour)	\$232.19
Copeland, Jeanette	Clerical Aide DB - 1.0 FTE	9/22-1/6/23 (63 hours)	\$7.00 (per hour)	\$441.00
Williams, Christine	Clerical Aide CLIN - 1.0 FTE	12/9-1/4/23 (18 hours)	\$7.49 (per hour)	\$134.82
Butler, Melissa	Clerical Aide CLIN - 1.0 FTE	11/4/22 (7.5 hours)	\$9.00 (per hour)	\$67.50
Sanchez, Frank	Asst. Principal CHS - 1.0 FTE	12/7-12/14/22 (6 days)	\$50.00 (per day)	\$300.00
Woolard, Terry	Principal CHS - 1.0 FTE	12/7-12/14/22 (6 days)	\$50.00 (per day)	\$300.00

4392L. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Muirhead, Ryan	Varsity, Baseball Coach CHS - 1.0 FTE	3/1/23 6/30/23	\$7,891
Crouch, David	Asst. Varsity, Baseball Coach CHS - 1.0 FTE	3/1/23 6/30/23	\$5,614
Nichols, Thomas (Max)	Asst./JV, Baseball Coach CHS - 1.0 FTE	3/1/23 6/30/23	\$5,614
Reyes, Nicholas	Asst./Freshman, Baseball Coach CHS - 1.0 FTE	3/1/23 6/30/23	\$3,811
Chan, Gary	Asst./JV, Outdoor Track Coach CHS - 1.0 FTE	3/1/23 6/30/23	\$5,614
Mobley, Gary	Asst./JV, Outdoor Track Coach CHS - 1.0 FTE	3/1/23 6/30/23	\$5,614
Buzar, Marissa	Asst./Freshmen, Outdoor Track Coach CHS - 1.0 FTE	3/1/23 6/30/23	\$3,749
Clesmere, Lindsey	Asst. Varsity, Softball Coach CHS - 1.0 FTE	3/1/23 6/30/23	\$5,614
Reichenstein, Steven	Head, Boys Tennis Coach CHS - 1.0 FTE	3/1/23 6/30/23	\$6,566
Marigliano, Paul	Asst./JV, Boys Tennis Coach CHS - 1.0 FTE	3/1/23 6/30/23	\$6,566
Rivera, Stephanie	Model UN Advisor CHS - 1.0 FTE	1/16/23 6/30/23	\$2,834

4393A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2022-2023 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Bhatti, Wajiha	Seton Hall University	12/2022	BS
O'Connor Quinn, Deirdre	Seton Hall University	12/2022	BS

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Brooks, Desiree	St. Peter's University	05/2022	MS
Harper, Erin	The City College of New York	05/2008	MA
Lemma, Bezalem	Drew University	05/2015	BA
Malbranche, Pierre	Montclair University	01/2019	BA
Richard, Zachary	University of Scranton	06/2020	BS

NON-DEGREE SUBSTITUTE

Tyler Fuller
Gina Calleo

4393B. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHERS FOR THE 2022-2023 SCHOOL YEAR PAID AT A DAILY RATE OF \$160

Simon Dieunel
Michael Herrod
Susan Hirsh
Tyler Fuller
Richard Zachary

4393C. APPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2022-2023 SCHOOL YEAR PAID AT A HOURLY RATE OF \$14.13 PER HOUR.

Melissa Manson

4393D. REAPPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2022-2023 SCHOOL YEAR PAID AT THE HOURLY RATE \$14.13

Dejah Maia De Jesus Patricia Lewis-Johnson
Tatiana Sales Larissa Trovamala

4393E. REAPPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2022-2023 SCHOOL YEAR PAID AT THE HOURLY RATE \$14.63

Sabrina Bethea	Bonnie Hellstern
Catherine Cadorette	Stacey Maebert
Fay Clark	Sandra Ritchwood
Lisa Fallone	Maria Toledo

4393F. APPOINTMENT OF HOME INSTRUCTORS FOR THE 2022-2023 SCHOOL YEAR, PAID AT AN HOURLY RATE OF \$35.00

Christopher Aguero

4393G. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2022-2023 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Paulina, Arthur	Fencing (Girls) Assistant Coach	1/15/2023 2/2023	\$5,614
Boccia, Terrell	Lacrosse (Boys) Assistant/Freshman Coach	3/2023 6/2023	\$3,749
Cassius, Christie	Lacrosse (Boys) Assistant/Varsity Coach	3/2023 6/2023	\$5,614
Henningburg, Dylan	Lacrosse (Boys) Head Coach	3/2023 6/2023	\$7,891
Dennis, Donte	Lacrosse (Girls) Assistant/JV Coach	3/2023 6/2023	\$5,614

Little, Austin	Lacrosse (Girls) Assistant/Freshman Coach	3/2023 6/2023	\$3,811
Rabiecki, Nick	Lacrosse (Girls) Assistant/Varsity Coach	3/2023 6/2023	\$5,614
Ramos, Stephen	Lacrosse (Girls) Head Coach	3/2023 6/2023	\$7,891
Johnson, Michael	Outdoor Track (Girls) Head Coach	3/2023 6/2023	\$7,891
Simon, Alex	Outdoor Track (Boys) Head Coach	3/2023 6/2023	\$7,891
Alvez-Filho, Jennifer	Softball Assistant/JV Coach	3/2023 6/2023	\$5,614
Rothenberger, Nicole	Softball Assistant/ Freshman Coach	3/2023 6/2023	\$3,811
Smith, Cliff	Softball Head Coach	3/2023 6/2023	\$7,891

4393H. APPOINTMENT OF VOLUNTEER FOR THE 2022-2023 SCHOOL YEAR

NAME	ASSIGNMENT
Dillon White	Basketball
Oretto Felton	Lacrosse

4394A. 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].

4394B. 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].

4395A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated December 31, 2022
2. Expense Account Adjustment Analysis dated December 31, 2022
3. Revenue Account Adjustment Analysis dated December 31, 2022
4. Check Register #415645 - 415970 in the amount of \$8,194,364.76
5. Check Register #415643-415644 in the amount of \$11,016.67
6. Check Register #200803 in the amount of \$1,296,418.76
7. Check Register #200804 for December 2022 payroll in the amount of \$7,642,357.60
8. Treasurer's Reports of November 2022

4395B. Certify the Board Secretary's Monthly Financial Report.

4395C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	Date (s)	Location	Estimated Costs
Hilary Axon Maplewood Middle	Preparing Children with IEP's for State Exams	2/14/23	Virtual	\$0.00
Jane Bean-Folkes Columbia HS	Atlas Regional Workshop in New Jersey	2/28/23	Voorhees Township, NJ	\$46.97
Eric Burnside Central Office	NJASBO Workshops (date change)	2/14/23	Whippany, NJ	\$0.00
Andrea Del Guercio Central Office	NJASBO Workshops (date change)	2/14/23	Whippany, NJ	\$0.00
Raffaella DeMartinis Jefferson School	Preparing for the Demands of the NY State ELA Test	2/13/23	Virtual	\$0.00
Diego Diaz Central Office	NJSBGA 25 th Annual Conference Expo	3/19/23-3/22/23	Atlantic City, NJ	\$842.10
Chelsea DiDiego SOMS	New Jersey Music Educators State Conference	2/23/23-2/24/23	Atlantic City, NJ	\$292.80
Donna Friedrich Seth Boyden	Winter Institute Food for Thought	2/4/23	Virtual	\$90.00
Tom Giglio Central Office	NJSBGA 25 th Annual Conference Expo	3/19/23-3/22/23	Atlantic City, NJ	\$551.10
Meghan Hellthaler Marshall School	Winter Institute Food for Thought	2/4/23	Virtual	\$90.00
Jessica Hughes Jefferson School	Preparing Children with IEP's for State Exams	2/14/23	Virtual	\$0.00
Alexa Ilken Seth Boyden	Winter Institute Food for Thought	2/4/23	Virtual	\$90.00
Lynn Irby South Orange Middle	ASCD Annual Conference	3/30/23-4/3/23	Denver, CO	\$575.00
Yalonda Kirkland Clinton School	Winter Institute Food for Thought	2/4/23	Virtual	\$90.00
Susan Lanzafame Seth Boyden	Preparing Children with IEP's for State Exams	2/14/23	Virtual	\$0.00
Christine Layne Marshall School	Winter Institute Food for Thought	2/4/23	Virtual	\$90.00
James Manno Columbia HS	Atlas Regional Workshop in New Jersey	2/28/23-3/1/23	Voorhees Township, NJ	\$212.92
Shauna McArdle South Orange Middle	Accelerative Foundational Skills Instruction	2/9/23	Monroe Township, NJ	\$0.00
Nicole Monfasani Columbia HS	Atlas Regional Workshop in New Jersey	2/28/23-3/1/23	Voorhees Township, NJ	\$279.66

Tamara Murphy South Mountain	Strengthening Your Culturally Relevant Teaching Practices	1/12/23	New York, NY	\$0.00
Theresa Murphy Tuscan School	Winter Institute Food for Thought	2/4/23	Virtual	\$90.00
Paula Ortiz Marshall School	Winter Institute Food for Thought	2/4/23	Virtual	\$90.00
Daniel Pasquale South Orange Middle	New Jersey Music Educators State Conference	2/23/23- 2/24/23	Atlantic City, NJ	\$233.80
Kyndell Pierce South Orange Middle	Preparing for the Demands of the NY State ELA Test	2/13/23	Virtual	\$0.00
Rich Porfido Columbia HS	DAANJ Annual State Convention	3/13/23- 3/17/23	Atlantic City, NJ	812.69
Deb Silva Maplewood Middle	Winter Institute Food for Thought	2/4/23	Virtual	\$90.00
Kandice Stewart Columbia HS	NAEA Conference	4/13/23- 4/15/23	San Antonio, TX	\$230.00
Cris Swan Clinton School	Winter Institute Food for Thought	2/4/23	Virtual	\$90.00

4395D. Approves the following provider(s) for the service indicated for the 2022-2023 school year:

Provider Name	Service	Rate
Jewish Vocational Services of Metrowest Livingston, NJ	Vocational Evaluation	\$975/eval
Summit Home Health Care Brick, NJ	Nursing: RN	\$75/hour
	LPN	\$65/hour
Sunbelt Staffing, LLC Oldsmar, FL	Speech Language Pathologist	\$75-\$125/hour
	Speech Language Pathologist Assistant	\$55-\$75/hour
	Occupational Therapist	\$75-\$125/hour
	Certified Occupational Therapist Assistant	\$55-\$75/hour
	Physical Therapist	\$75-\$125/hour
	Physical Therapy Assistant	\$55-\$75/hour
	School Psychologist	\$75-\$125/hour
	School RN/LVN/CAN	\$35-\$85/hour
	Sign Language Interpreter	\$55-\$75/hour

	Visual Impairment/deaf and Hard of Hearing Teacher/Orientation and Mobility Specialist	\$70-\$110/hour
	Adaptive Physical Education Teacher	\$70-\$105/hour
	Behavior Specialist/Social Worker/Counselors	\$60-\$115/hour
	Instructional Assistants	\$32-\$50/hour
	Behavior Technicians or RBT	\$38-\$75/hour
	BCBA	\$85-\$125/hour
	Teletherapy Services	\$7-\$10/hour

4395E. Accepts donations for the Parenting Center in the amount of \$1,100.00

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

20-019-200-890 Parenting Center \$1,100.00

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

4395F. Accepts a donation from the Geraldine R. Dodge Foundation Inc. for South Orange Middle School in the amount of \$125.00

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

20-005-200-890-SO-5900 South Orange Middle \$125.00

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

4395G. Accepts a donation from the Achieve Foundation in the amount of \$5,000.00

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 \$5,000.00

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

4395H. Approves the following change orders 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.	10	\$ 9,415.00
	11	\$ 7,369.00
	12	\$ 66,717.86

4395I. 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>Change Order Amount</u>
G&P Parlamas	12	\$11,656.00

4395J. Authorizes the Business Administrator to enter into an agreement with Ultimate Frisbee of South Orange, New Jersey for Facility Usage at Underhill Field. This agreement includes facility usage fees of \$40/hour

4395K. Adopted the South Orange - Maplewood Board of Education 403(b) Plan and the South Orange - Maplewood Board of Education 457(b) Governmental Plan ("Plans") for its eligible employees, and wishes to appoint Plan Connect to perform certain plan administration, plan compliance and related services for the Plans; and

WHEREAS, PlanConnect has agreed to provide such services in accordance with the provisions in this Agreement.

NOW, THEREFORE BE IT RESOLVED THAT the Client and Plan Connect agree that Plan Connect will provide administrative, compliance and related services for the plan as outlined in the agreement. Initial and Annual fees will be waived in accordance with this agreement. Per participant fees applicable for all plan participants will be \$2.00 per month/\$24.00 per year.

4395L. Approves an affiliation agreement with Pennsylvania Western (PennWest) University, an educational institution of the State System of Higher Education, for the purposes of educational experience in a clinical setting for the University's students in the area of Speech-Language Pathology effective January 1, 2023 - December 31, 2023.

4395M. Submits and accepts the Fiscal Year 2022 Elementary & Secondary Education Act (ESEA) Carryover Funds in the amount of \$111,484.00 as listed below:

Program

Title I-A, Part A: Teacher/Principal/Training/Recruiting \$111,484.00

4395N. Accepts State Nonpublic Auxiliary Services (Chapter 192) and Handicapped Services (Chapter 193) Aid Entitlement Funds for 2022-2023 for a total amount of \$106,819.00 allocated as follows:

<u>NP</u>	<u>Auxiliary</u>	<u>Rate/Pupil</u>	<u>Pupils</u>	<u>State Aid</u>	<u>Allocation</u>
Services					
*Compensatory		\$1,040.33	35	\$31,132.00	\$48,922.00
Education					
*E.S.L.		\$1,055.00	0	\$0.00	
*Transportation		\$0	0	\$0.00	
Total	Auxiliary				\$48,922.00
Services					
*	Prorated at				
	90.00%				
<u>NP</u>	<u>Handicapped</u>	<u>Rate/Pupil</u>	<u>Pupils</u>	<u>State Aid</u>	<u>Allocation</u>
Services					
*Initial	Exam	&			
Class.		\$1,326.17	3	\$ 3,979.00	\$17,241.00
*Annual	Exam	&			
Class.		\$380.00	15	\$ 5,700.00	\$ 8,360.00
*Corrective Speech		\$930.00	3	\$ 2,511.00	\$11,811.00
*Supplemental		\$826.00	12	\$ 8,921.00	\$20,485.00
Instruction					
Total	Handicapped				\$57,897.00
Services					
TOTAL	192/193				\$106,819.00
Allocation					

*Prorated at 100.00%

4395O. Approves a contract with Handle with Care Behavior Management System, Inc. of Gardiner, New York to provide program licensing and training at a cost not to exceed \$13,200.00 for the 2022-2023 school year:

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.

4395P. WHEREAS, that the Board of Education of the South Orange and Maplewood School District, accepts and approves the withdrawal of capital reserve for other capital projects in the 2022-2023 budget and;

The projects include the South Orange Middle School Auditorium rigging and lighting Renovation (\$445,599.00) and Seth Boyden Elementary School rigging and lighting Renovation (\$202,987.00).

The total cost of these projects is \$648,586.00 which represents expenditures for construction elements or projects that are in addition to the facilities efficiency standards determined by the Commissioner as necessary to achieve the core curriculum content standards.

4395Q. The South Orange Maplewood Board of Education, upon recommendation of the School Business Administrator, approves the condition of award of all district construction projects; and

WHEREAS, the Board plans to have construction performed on all district facilities; and

WHEREAS, the N.J.S.A. 52:38-1 et seq permits boards of education to condition awards of construction contracts whose costs are equal to or will exceed \$5,000,000 to only those contractors who agree to be bound by a project labor agreement with local labor unions; and

WHEREAS, the Board, has consulted with its professionals (Architect, Construction Manager, and Board Attorney) to obtain information necessary for it to make a decision about whether it will condition the award of the contract for all district projects to contractors who agree to be bound by a project labor agreement; and

WHEREAS, the Board Attorney has reviewed a proposed project labor agreement with the Essex County Building Trades Council, and has determined that it complies with the legal requirements of N.J.S.A. 52:38-5; and

NOW, THEREFORE, BE IT RESOLVED that the Board hereby determines, taking into consideration the size, complexity, and anticipated cost of district projects, that conditioning the award of the project to a contractor who agrees to be bound by the project labor agreement substantially in the form proposed by the Essex County Building Trades Council will promote labor stability, advance the Board's interests in cost, efficiency, skilled labor force, quality, safety and timeliness, and promote the employment of residents of the school district; and

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board Secretary/Business Administrator, the Architect, Construction Manager, and Board Attorney to prepare bid specifications for the any district project conditioning the award upon the successful bidder agreeing to a project labor agreement that meets the legal requirements of N.J.S.A. 52:38-5.

4396. Adopts the following book:

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
ELA K-12	3-5	Build A House	Candlewick, 2022
Background: To bring attention to the meaning of Juneteenth in Black culture. In addition, the book and its music will create a wealth of			

creativity for young readers in order to better understand the meaning of the celebration.

4397. Adopts the following book:

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
ELA K-12	3-5	Build A House	Candlewick, 2022
Background: To bring attention to the meaning of Juneteenth in Black culture. In addition, the book and its music will create a wealth of creativity for young readers in order to better understand the meaning of the celebration.			

4398. Hereby affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of December 2022.

4399. Approves the settlement agreement for Student ID # 1201337155 and authorizes the Board President to execute the settlement agreement.

4399B. Approves the settlement agreement for Student ID # 2851366170 and authorizes the Board President to execute the settlement agreement.

4399C. Approves the settlement agreement for Student ID # 7608935748 and authorizes the Board President to execute the settlement agreement.

4399D. Approves the settlement agreement for Student ID# 4131085361 and authorizes the Board President to execute the settlement agreement.

4399E. Approves the settlement agreement for Student ID # 1136489550 and authorizes the Board President to execute the settlement agreement.

4400A. Adopt Policy 5331 Management of Life Threatening Food Allergies in Schools.

4400B. Adopt Policy 5514 Student Use of Vehicles.

4400C. Adopt Policy 5519 Dating Violence at School.

4400D. Adopt Policy 5722 Student Journalism.

4400E. Adopt Policy 8454 Management of Pediculosis.

4401. BE IT RESOLVED THAT the South Orange-Maplewood Board of Education approves the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials for the 2022-2023 SY pursuant to N.J.A.C. 6A: 16-6.2 and be it

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

4402. Approves the Sidebar agreement with SOMEA concerning "New and Updated

Stipends for the 2021-2024 CBA" and "Teachers Assigned to Prepare Lesson Plans for Another Class" and authorizes the Board President to execute the agreement.

4403. Approves the following:

WHEREAS, Student ID No. 5162740605 and the Student's parents have been duly noticed, and have been afforded the appropriate due process rights, and have been afforded the opportunity to participate in a hearing before the Superintendent; and

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

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

NOW, THEREFORE, BE IT RESOLVED, THAT Student ID No. 5162740605 received home instruction from November 21, 2022 until January 23, 2023.

BE IT FURTHER RESOLVED, THAT Student ID No. 5162740605 was excluded from participating in all Columbia High School extracurricular school activities and was not permitted on any school property or at any other school function without prior approval of the Superintendent through January 23, 2023.

4404. Approves the revised Board of Education Committees for the 2023 calendar year as presented.

4405. Approves the Board of Education Committee Liaisons for the 2023 calendar year as presented.

4406. Adopt the Code of Governance Best practices as shown below:

BEFORE a meeting:

- Be prepared by reading packets prior to board meetings (and holding administration responsible for delivering draft agendas and packet information in accordance with bylaws)
- Arrive and begin on time for meetings
- Board members are to notify the board officers and the Superintendent of in-person or virtual attendance, absence, or late arrival in advance of the meeting
- When possible ask questions ahead of time to allow administration to research requested information, questions for administration should go through the executive committee
- Respond to requests for availability or information from board members and/or administration within 72 hours

- Maintain confidentiality of information shared in advance of the meeting
- Board Members will follow the chain of command and shall reach out directly to the Executive Committee with questions for Administration and will reach out to the Committee Chair with inquiries related to committee work
- Committee Chairs will proactively reach out to the full Board one week ahead of agenda setting to request topics of inclusion for consideration.
- Committee Chairs will collaboratively work with Administrative Liaisons to ensure that District Goals are covered in every Committee Meeting
- All formal presentation slides by Board Members shall receive legal approval from counsel with respect to whether the presentation can be publicly shared.
- Board Members shall provide advance notice of new resolutions within at least three business days of the Board meeting

DURING a meeting:

- Adhere to Robert's Rules of Order during meetings
- Listen and speak with respect for others at all times, in public and in private.
- Reflect on personal comments prior to speaking to avoid duplication
- Listen with an open mind to the opinions of others and work to find consensus
- Respect the majority decision of the board
- Maintain the focus on student achievement and student growth
- Protect confidentiality of discussions during the preceding executive session

AFTER a meeting:

- Uphold all decisions of the board
- Systematic follow-through on topics and discussions from board meetings
- Understand and respect the separate roles and responsibilities of the board and the administration. Confine activities within the boundaries of the respective roles and ensure that both the administration and the board can fulfill their respective roles
Continually develop trust among board members and with the administration

If any board member feels that another board member has violated any provision of this agreement, that board member shall personally talk with the offending board member in an attempt to resolve the issue, outside of a public meeting. If the attempt fails, the board member who feels that another board member has violated this agreement shall bring the matter to the attention of the entire board. Any concerns that arise should be dealt with immediately.

We the undersigned members of the Board of Education and Superintendent agree to abide by these objectives as a commitment to valuing education,

showing good character and strong leadership to our students, staff, and community.

4407. WHEREAS, the South Orange Maplewood School District Board of Education supports Family Connections applying to the NJ Department of Children and Families (DCF) in annualized funding to bring significant and new prevention and mental health services to Essex County public school students, their parents/guardians, and educators. This opportunity is part of a major statewide DCF initiative called the New Jersey Statewide Student Support Services Network (NJ4S).

WHEREAS, the South Orange Maplewood School District Board of Education recognizes the need for prevention and mental health, wellness services since the pandemic. Family Connections has provided Maplewood Middle and Columbia High School (MMS-HUB & CHS-LOFT) students with services that include trauma-informed, culturally competent school based mental health services.

BE IT RESOLVED, the South Orange Maplewood School District Board of Education is committed to continue collaborative efforts with Family Connections in the success of NJ4S-Essex.

ROLL CALL: Motion 4392A-D(6), 4392E-L, 4393A-H, 4394A-B, 4395B-Q, 4396, 4397, 4398, 4399, 4400, 4401, 4402, 4403, 4406, 4407 PASSED YES: Bergin, Duvall Wilson, Eckert, Gifford, Malespina, Telesford, Vadlamani, Winkfield, Wittleder NO: None

Motion 4395A PASSED YES: Bergin, Duvall Wilson, Eckert, Gifford, 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 Malespina to move resolution 4392(D7) for discussion and voting. Motion passed unanimously.

ROLL CALL: Motion 4392(D7) PASSED YES: Bergin, Duvall Wilson, Eckert, Telesford, Vadlamani, Winkfield, Wittleder NO: Gifford, Malespina

Motion made by Dr. Taylor, seconded by Board President Wittleder to move resolution 4404 for discussion and voting. Motion passed unanimously.

Motion made by Board Member Bergin seconded by Board Member Vadlamani to amend resolution 4404 to add the Data Committee to the list.

Motion to amend resolution 4404 PASSED YES: Bergin, Duvall Wilson, Eckert, Gifford, Malespina, Telesford, Vadlamani, Winkfield, Wittleder NO: None

ROLL CALL: Motion 4404 (Data Committee) FAILED YES: Bergin, Duvall Wilson, Eckert, Telesford, Vadlamani, Winkfield, Wittleder NO: Gifford, Malespina

Motion made by Dr. Taylor, seconded by Board President Wittleder to move resolution 4405 for discussion and voting. Motion unanimously approved.

Motion made by Board Member Winkfield, seconded by Board Member Bergin to amend resolution 4405 to add a Liaison for the Achieve Foundation to the committee liaison chart with Board Member Vadlamani as chair.

ROLL CALL: Motion 4405 PASSED YES: Bergin, Eckert, Telesford, Vadlamani, Winkfield, NO: Gifford, Malespina, Wittleder ABSTAIN: Duvall Wilson

HEARING OF INDIVIDUALS AND DELEGATIONS

Community Member David Heumer thanked the Board for the thoughtful discussion about liaisons; it served the Board's goal of transparency. A special thank you to Board Member Eckert for the yes vote.

Community Member Jeffrey Bennett spoke briefly about his time as a Board Member and the functionality of the current Board. Suggested two Board Meetings per month.

NEW BUSINESS

Board Member Bergin requested clarification on the roll call vote for resolution 4404 as it relates to Board Member Malespina's recusal on matters related to Black Parents Workshop (BPW). Resolution 4404 included the creation of a BPW OCR Compliance Committee.

Motion made by Board Member Bergin seconded by Board Member Telesford to reconsider the vote for resolution 4404 BPW OCR Committee.

ROLL CALL: Motion 4404 BPW OCR Committee FAILED: YES: Duvall Wilson, Eckert, Gifford, Wittleder NO: Bergin, Telesford, Vadlamani, Winkfield, ABSTAIN: Malespina (in accordance with School Ethics Advisory Opinion A05-21)

Board Member Bergin objected to what she considered a sudden shift in how Board Malespina handles her recusals from the Black Parent Workshop (BPW) settlement issues. Up until this month for topics in which Board Member Malespina acknowledged she was conflicted and needed to recuse herself, she would generally leave non-public Board meetings so that she was not present to hear the information discussed. At this month's policy committee meeting Board Member Malespina announced her recusal but did not leave the policy committee meeting even after she was questioned.

Attorney Matthew Giacobbe responded that he will not give legal advice publicly about a specific Board Member but advised that if a Board Member has to abstain from a vote or recuse themselves from a discussion they have to step out of the room and cannot be a part of the discussion. Mr. Giacobbe provided a case example as a reference and also reminded the Board that they can obtain advisory opinions on matters from the School Ethics Commission (SEC).

Board Member Malespina commented that she did recused herself and did not participate in the discussion.

Mr. Giacobbe clarified that if a Board member has to recuse themselves e.g. during executive session, then they must leave the room, they cannot be present during the discussion. With regards to committees, committees do not take action, they report back to the Board so the Board should be mindful and when in doubt contact his office for guidance.

Board Member Malespina responded that the advice that she received was that she could remain in the room but not speak, but going forward she will completely recuse herself.

Board Member Telesford spoke about the mission of the Maplewood Foundation, a Foundation chaired by Board President Wittleder and the similarities between the Maplewood Foundation and the Achieve Foundation and how this can be considered a conflict.

Mr. Giacobbe responded that you can be a member of the Board and serve on other foundations and recommended a private offline conversation with the Board or Dr. Taylor.

Board President Wittleder explained that the Maplewood Foundation can only give to registered 501C3 nonprofit organizations so the Achieve Foundation could submit a grant application and receive funds from the Maplewood Foundation.

Board Member Wittleder made a motion, seconded by Board Member Eckert to create a SEPAC (Special Education Parent Advisory Committee) Liaison position.

ROLL CALL: SEPAC Liaison PASSED YES: Bergin, Duvall Wilson, Eckert, Gifford, Malespina, Telesford, Vadlamani, Winkfield, Wittleder NO: None

Motion made by Dr. Taylor, seconded by Board Member Wittleder to move resolution 4408 for discussion and voting. Motion unanimously approved.

4408. WHEREAS, on January 26, 2023, a Residency Hearing was held by the full

Board in closed session; and

WHEREAS, at the hearing, the Board heard from administration and the parent/guardian of Student #8515209655 who filed an appeal on behalf of their child; and

WHEREAS, the Board carefully considered information presented and based on the evidence presented by the parent/guardian;

NOW, THEREFORE BE IT RESOLVED, THAT the Board hereby finds that Student # 8515209655 is domiciled within its school district as required by N.J.S.A. 18A:38-1(a) and may continue attending its schools; and

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

Future Meetings

The Board of Education will meet in Public Session on Thursday, February 23, 2023 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. If there are members of the community who would like to attend the meeting in person, please note that masks and social distancing are optional in accordance with the guidance received from the local DOH and the CDC. Action will be taken.

Motion made by Board President Wittleder, seconded by Board Member Maplespina to adjourn. Motion to adjourn was unanimously approved on January 27, 2023 at 12:20 a.m.

Eric Burnside, Board Secretary