

Regular Meeting
South Orange-Maplewood
Board of Education
July 27, 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 July 27, 2023.

2ND Vice President Nubia DuVall Wilson called the meeting to order at 6:41 p.m.

ROLL CALL

Present: Board Member Duvall Wilson, Board Member Eckert,
Board Member Gifford, Board Member Telesford,
Board Member Vadlamani,

Absent: Board Member Malespina, Board Member Winkfield,
Board President Wittleder, Board Member Wright

FIVE 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.

This evening we will hear an Intentional Integration Survey update from our Superintendent. The Board requires that the District administers two experience surveys in January and May in order to monitor and respond to students' and families' experiences. The survey data that will be presented this evening should inform adjustments to District strategy and school supports while helping to target professional development opportunities. Following that, the Board will have two training sessions, the first from our NJSBA Representative about Roles and Responsibilities of Board Members and the second will be a presentation by our Board Attorney on Robert's Rules of Order. Afterwards, we will have public speaks, committee reports, the action portion of the meeting and the final public speaks of the night.

Motion made by 2ND VP DuVall Wilson, seconded by Board Member Eckert 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 one (1) issue 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, May 25, 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 and Litigation Status Report.**

"(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:

"(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: **BPW Settlement (District Administration and the Board will be reviewing and discussing the recommendations made by Dr. Fergus as part of the settlement work).**

"(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." Subject to the balancing of the public's interest and the employee's privacy rights under South Jersey Publishing Co. v. New Jersey Expressway Authority, 124 N.J. 478 (1991), the employee(s) and nature of the discussion, described as specifically as possible without undermining the need for confidentiality are:

"(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 ninety minutes (90) minutes after which the public meeting of the Board shall (select one) reconvene and immediately adjourn or 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 in disclosure is greater than any privacy or governmental interest being protected from disclosure.

Motions unanimously approved.

**Board Members adjourned to Executive Session at 6:41 p.m.
Board Members reconvened at 7:52 p.m.**

Pledge of Allegiance

APPROVAL OF MINUTES

Motion made by 2nd VP DuVall Wilson, seconded by Board Member Eckert to approve the minutes of the following meetings: June 5, 2023 Executive Session and Staff Recognition/ Retirement Meeting Minutes, June 19, 2023 Executive Session and Special Meeting Minutes, June 22, 2023 Executive Session and Regular Meeting Minutes and June 27, 2023 Executive Session and Special Meeting Minutes.

Dr. Taylor requested a moment of silence to acknowledge the passing of retired Marshall Elementary School teacher and longtime South Orange resident Deborah Charles.

SUPERINTENDENT'S UPDATE - Dr. Ronald G. Taylor

MONTROSE ABUSE ALLEGATION

Please allow me to comment on the recent allegation of abuse at the Montrose Extended School Year (ESY) program. We sent our Montrose ESY families and staff a detailed communication with as much information as we are able to share. We also provided additional mental health support to assist as needed this summer. I've also responded to a few parents personally, who contacted me directly. We truly understand this concern and certainly share the sadness expressed regarding any allegations of abuse. But as I shared previously, legal due process is mandatory in these circumstances. It would be inappropriate for us to speak publicly specifically about this matter as it would threaten the legal confidentiality of both the family and contracted ESS Paraprofessional. The allegations were immediately forwarded to the child's parent, the South Orange Police Department and the New Jersey Division of Child Protection. The police and state authorities are conducting their investigations and we are fully cooperating with them.

As a leader educator and father, it can be frustrating for me sometimes not to be able to speak freely. However, until investigations are complete, I simply do not have all the facts that I need to comment on the particular circumstance at Montrose. What I can say publicly is that the contracted paraprofessional is on administrative leave pending the outcome of the previously mentioned investigations. As I stated in our letter to parents last week, if the allegations are substantiated we will not hesitate to do what is needed to protect our children.

To the current and future families of Montrose and all of our schools, let me say that our Board of Education categorically prohibits abuse. We again emphasize that we appreciate the concerns expressed for the safety of our students. All parents have a right to be concerned when that safety is in question. As a parent myself and also a former kindergarten teacher, let me assure you that any instance of a child being mistreated goes against my professional and personal beliefs. There is nothing in policy, training or procedure that would suggest that it is ever appropriate to harm children in our trusted care. This is not only a fact but also a warning to anyone that would do harm to our children.

To bolster our protections for students at Montrose, we have and will reinforce professional development including Handle with Care and continue to ensure the presence of multiple trained adults in each classroom. To be clear, our efforts should not be construed as passing judgment on any current situation. Due process again will be afforded and the outcome of the State and local investigations will guide our actions. Our efforts are geared toward reassuring our community that our schools remain safe and secure learning environments.

Lastly, we will continue to work with our District leaders in our Special Services Department, Curriculum & Instruction, as well as ESS our paraprofessional provider, to provide professional development that includes best practices around mindfulness and cultural competency to do all we can to help those who work with our students to make correct decisions and take appropriate actions, especially when they may be experiencing frustration.

MARSHALL JEFFERSON UNPAIRING BETA TESTS

We have received the results of the Marshall Bolden Unpairing Beta tests from our Consultants the Alves group regarding Rising third grade placements. We sought this review to assist in informing our methodology for future 2024-2025 rising Marshall and Bolden third graders. We are reviewing their results and will have a separate planned Community conversation on this important work.

2023-2024 STUDENT PLACEMENTS

We are happy to share that families of our Rising incoming pre-K students received their placements on July 18th and all students in our 2023-24 Intentional Integration grades kindergarten, first, second, sixth and seventh have also received their placements. Thank you to all those behind the scenes who work so diligently to make this happen. For those who are curious as to why placements occur over the summer, I have a few highlights for you. This time allows for our PowerSchool Student Information System data to be rolled to the next school year. This allows us to thoughtfully review class sizes, full time employees (FTE's) and physical space to prepare to receive and place new students for the upcoming school year. Our timeline is paced to allow for our team to thoroughly complete each task. Here are a few of the tasks.

- Our early enrollment in January and February is exclusively for our incoming kindergarten students. Once that deadline has passed we work with that information because it is our largest group of students that are placed each year.
- We then work on placing the rising sixth graders, in May as this is the next largest group. They are also the group that will experience the largest change going from multiple elementary schools to just two middle schools the following year.
- We then use June and July to process families who either missed the kindergarten early registration deadline or who are new to our District and entering an Intentional Integration grade level.
- From late spring through early summer we also conduct our preschool lottery to identify those students who will be placed for the upcoming year. All families who are part of our preschool lottery are notified of either their placement determination or status between early and late summer prior to the start of our school year.
- We continue to fill preschool student vacancies throughout the academic year with those students who remain on our lottery wait lists until we have met our program capacity.

We were very fortunate to receive a PEEA Expansion Grant to expand our preschool services. We recognize that many families may wonder again why the preschool placement notification is released during the summer months. Our expansion of the preschool program heavily depends upon partnerships with our local child care providers. We have many preschool providers that we contract with to expand our preschool outside of Montrose. Please be aware that providers who express interest to contract with the District have to undergo a lengthy approval process that typically is finalized during the summer recess; therefore, the district's ability to move forward with placement determinations and notification to all families from our lottery is impacted by that time frame. In other words, we have to know what our slots are going to be with our partner sites before we can use that information to run our lottery and place our students.

INTENTIONAL INTEGRATION INITIATIVE ROUND II SURVEY UPDATE - Dr. Gilbert

Dr. Kevin Gilbert, Asst. Superintendent of Access & Equity presented the Intentional Integration Initiative (III) Experience Survey Round 2 Results. The presentation included the following:

- Policy 5120
- 411 families completed the survey
- Changes Made for Round 2 Administration of the Survey
- Demographics of Families Completing the Survey
- Demographics of Students Placed through III in Years 1 and 2
- Responses by Schools
- Families' Responses to questions
- Key Takeaways from Round 2 Responses of Families
- Student Survey questions & responses
- Key Takeaways from Round 2 Responses of Students

Comments/Questions following the presentation included but were not limited to the following:

- Dr. Taylor - I would like to highlight that NJSCI in our partnership with Rutgers is a very significant Climate and Culture Survey. We work with the principals on the timing of those surveys for the high school and middle school; so, we are just trying to cut this data against that data which goes to all three stakeholder groups to see if there are trends across the sixth graders here versus the middle school overall responses.
- Board Member Eckert - Can we further breakdown the data to show the responses by race in school? I think that should help us better understand the impact of placements and what recommendations and future potential improvements will happen. In terms of digging a little deeper into hardships, I would love to see if that includes transportation and new start/end times. New start end times were separate from the III but could have a potential impact on families based on their placements.
- Dr. Taylor - What we can do with the new survey is include a little more nuance as far as the narrative portion.
- Board Member Eckert - Is there a timeline in place to start to actually formulate recommendations and action plans to address the areas of growth that were highlighted?
- Dr. Taylor - We spend the summer planning for the fall which includes our DAT (District Administrative Team) Meeting. Last year, that is where we developed our climate and culture plans with the data from the previous surveys. So similarly, we will do that like we did for the previous round for the administration to dig into this data. I think next year it will be even more voluminous because more kids will be in III. We will have a head start on visiting PTA's and HSA's to get more computers in front of parents who maybe are not as aware or as able to participate.
- Board Member Telesford - There is a substantial increase in participation of some underrepresented groups; do we know what strategies were used that helped increase participation and if not, can we integrate some sort of feedback into the surveys to ask questions e.g. did you do a previous survey, if you have/have not what made you do the survey? In order to find ways to continue to improve on surveys?
- Dr. Taylor - If I had to give my opinion of what I think gave us the bump it was probably using the Google form instead of Power School and more outreach.
- Board Member Vadlamani - Now that we have data from two different surveys, can we put this data into a longitudinal kind of a database/spreadsheet so we have all the data available and then maybe after two years when we run reports we can see exactly what is happening over time? Is participation increasing, decreasing etc.
- Dr. Taylor - Thank you for the recommendation. At our recent data committee meeting we were talking with a third party about data management software and this gives me great questions to speak with

them about if we end up engaging with them and also our own internal team around how we maintain our data for future use.

- Board Member DuVall Wilson - The first survey had a comment section. Did this survey have a comment section as well and what is the plan to evaluate, analyze and then at some point share that data with us?
- Dr. Taylor - It becomes a granular review and so these are some of the things they will be doing with our school principals. It doesn't serve us to keep the data from them, So, we will use them as part of this work to not just review it but to actualize through the work that we are doing. I have to speak to our team but I am not sure we can put that narrative responses on our website. It might be too personal but we will use it with our administrative team for planning and to also measure our growth.
- Board Member DuVall Wilson - I would like to see if there is a way that the takeaways from both surveys can be tied to District Goals.

[presentation on file in Board Secretary's office]

BUSINESS ADMINISTRATOR'S UPDATE - *Eric Burnside*

Business Administrator Eric Burnside provided a brief update for all locations currently under construction and the status of the Collaborative Federal Monitoring Audit.

BOARD ROLES - *Charlene Peterson*

NJSBA Field Representative Charlene Peterson presented an Overview of Board Roles. The presentation included the following:

- Board Members Represent the State, all students and the community.
- School Ethics Act - N.J.S.A 18A 12-23.1
- Governance
- Roles of the Board and Administration
- Roles of the Board/Superintendent
- Administrative and Board perspectives
- Strategic focus of the Board
- Functions of the Board
- Individual Board Members
- Governing as a Team
- Board - Superintendent Relationship
- Tips for Board Member Effectiveness
- Summary
- Governance Discussion Scenarios

ROBERT'S RULES OF ORDER - *Patrick Carrigg, Esq.*

Board Attorney, Patrick Carrigg presented Robert's Rules of Order - Understanding Order, Motions and Voting. The presentation outlined the following:

- A BRIEF HISTORY OF ORDER
 - Most widely used manual of parliamentary procedure in the U.S.
 - First published in 1876 by U.S. Army officer Henry Martyn Robert
 - Adapted the rules and practice of Congress to the needs of non-legislative societies
 - The 12th and current edition was released on September 1, 2020
- WHY - The purpose of the book is "to enable assemblies of any size, with due regard for every member's opinion, to arrive at the general will on the maximum number of questions of varying complexity in a minimum amount of time and under all kinds of internal climate ranging from total harmony to hardened or impassioned division of opinion.
- WHAT DOES IT ADDRESS - Fundamental principles: one question at a time; one person; one vote; and a vote being limited to members present • The book addresses the rights of the majority, of the minority (especially a strong minority that is greater than one third), of individual members, of absentees, and of all these together.
 - Hierarchy
 - Federal law
 - State law
 - Local law
 - Charter, Constitution, Articles of Incorporation
 - By Laws
 - Robert's Rules
- Laws, Bylaws and Robert's Rules - Prioritizing Laws and Rules for Organizational Governance.
- Obtaining the Floor
- Motions:
 - Motion Process
 - Classification
 - Main Motions
 - Subsidiary Motions
 - Privileged Motions
 - Incidental Motions
 - Motion to Review
 - Motion to Renew
 - Motion to Amend
 - Motion to Reconsider
 - Motion to Adjourn

[Presentation on File in Board Secretary's office]

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

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.

SOMSD Teacher Allison Bekkedahl spoke about her employment status and asked the Board to consider the information she provided this evening before voting on resolution 4482.

Dr. Taylor responded that he and the Human Resource Director Mr. Adedoyin are aware of Ms. Bekkedahl's circumstances and for her confidentiality he would not comment further.

COMMITTEE REPORTS

SPECIAL SERVICES COMMITTEE - *Board Member Telesford*

The Committee discussed the following:

- Orientation for students entering MS and HS
- Montrose update
- ESY Start Up
- Data review and discussion if appropriate
 - Analysis of referral data is in progress

POLICY COMMITTEE - *Board Member Gifford*

The committee discussed the following:

- Policy 0164 Conduct of Board Meeting
- Policy 3280 Liability for Student Welfare
- Policy 5120 Assignment of Students

POLICIES FOR POSSIBLE SECOND-READ ADOPTION/ABOLISH:

- 8600.1 Hazardous Routes

POLICIES FOR POSSIBLE FIRST READ:

- 1140 Affirmative Action Program
- 1511 Board of Education Website Accessibility
- 1581 Domestic Violence
- 1643 Family Leave
- 2200 Curriculum Content
- 2260 Affirmative Action Program for School and Classroom Practices
- 2270 Religion of Schools
- 2432 School Sponsored Publications
- 2464 Gifted and Talented Students
- 2520 Instructional Supplies
- 3216 Dress and Grooming
- 3217 Use of Corporal Punishment
- 3421.13 Postnatal Accommodations
- 3224 Evaluation of Principals, Vice Principals, And Assistant Principals
- 3230 Outside Activities
- 3270 Lesson Plans
- 4217 Use of Corporal Punishment
- 5112 Entrance Age
- 5114 Children Displaced by Domestic Violence
- 5130 Withdrawal from School
- 5230 Late Arrival and Early Dismissal
- 5305 Health Services Personnel
- 5308 Student Health Records
- 5310 Health Services
- 6112 Reimbursement of Federal and Other Grant Expenditures
- 6115.04 Federal Funds
- 6471 School District Travel
- 7243 Supervision of Construction
- 7320 Lease of School Premises
- 7410 Maintenance and Repair
- 7425 Lead Testing of Water in Schools
- 7430 School Safety (Abolish)

New Business:

- Policy 2419 School Threat Assessment Teams
- Policy Guide 2419 S/E Video Update

PERSONNEL COMMITTEE - Board Member Eckert

The committee discussed the following:

- July 2023 PERSONNEL RECOMMENDATIONS
- JOB OPENINGS/VACANCIES UPDATE
- UPDATES ON PENDING INVESTIGATIONS
- POLICY REVIEW
- The Committee discussed the following data request:
 - Staff that has left the District in the past 5 years.
 - Comprehensive list of open positions for the entire district as we head into the summer/prepare for the upcoming school year.
- NEW BUSINESS
 - Anti-Bullying Specialist (ABS) at Columbia High School
 - Transitioning to Safe Schools from GCN.
 - Budget related longer-term issues around rates for substitute teachers, health benefits for building based substitutes and salaries for leave replacement teachers.
 - Thinking and preparing to set goals for the committee for the 2023-24 school year.
- ACTION ITEMS/NEXT STEPS
 - Policies
 - District Goals

CURRICULUM AND INSTRUCTION COMMITTEE - Board Member DuVall Wilson

The committee discussed the following:

- Summer School Update Enrollment Data
- DEIB Summer Leadership Institute
- Book Adoptions
- Policies
 - First Reads
 - 2411 Guidance Counseling
 - 2415.03 Highly Qualified
 - Second Reads
 - 5305 Health Services Personnel
 - 5308 Student Health Records
 - 5310 Health Services
 - 2464 Gifted and Talented
 - 5112 Entrance Age
 - 5130 Withdrawal from School
 - 5230 Late Arrival and Early Dismissal
 - 2432 School-Sponsored Publications
 - 5114 Children Displaced by Domestic Violence
 - 2260 Affirmative Action
 - 2270 Religion in the Schools
 - 2520 Instructional Supplies
 - 2200 Curriculum Content
- Old Business:

- o Dance Program
- o Maplewoodshop
- o Pass/Fail Data
- o Attendance Recovery process at CHS report
- New Business:
 - o GPA Scale
 - o CHS Student Handbook
 - o Model Resolution about ESL Students
 - o Spanish Honor Society
 - o Spanish at Middle School
 - o HIB Curriculum

FINANCE, FACILITIES AND TECHNOLOGY COMMITTEE - Board Member DuVall Wilson

The committee discussed the following:

- Construction: Kathy Tartaglia EPIC Construction Mgmt & Scott Downie, Spiezle Architectural Group)
 - o Middle School bids
 - o MMS Boilers
 - o New bid schedule
 - o Construction Budget Reports update
 - o Change Orders
 - o Auditoriums
- Budget Calendar Creation
- FEMA reimbursement
- OPRA Request Fee
- Policies & Regulation: 1st Read/2nd Read & Review
 - o SECOND READ (TENTATIVE)
 - 8600.1 - Hazardous Routes
 - o FIRST READ (TENTATIVE)
 - 1511 Board of Education Website Accessibility
 - 6112 Reimbursement of Federal and Other Grant Expenditures
 - 6115.04 Federal Funds - Duplication of Benefits
 - 6471 School District Travel
 - 7243 Supervision of Construction
 - 7320 Lease of School Premises
 - 7410 Maintenance and Repair
 - 7425 Lead Testing of Water in Schools
 - 7430 School Safety
 - o POLICIES FOR DISCUSSION
 - 6311 Contracts for Goods or Services Funded by Federal Grants
 - 6360 Political Contributions
 - 6440 Cooperative Purchasing
- FFT Goals
- Transportation
- Budget for radio ads
- Resolutions: Change Orders, Renewals, Bid Awards
- Lease of computer insurance plan

Board Member Vadlamani commented that the district does not have enough money to finish all its long-range facilities plan projects and shared the project managers' and architects' recommendations to address this issue.

ITEMS FOR ACTION

Motion made by Dr. Taylor, seconded by Board Member Eckert to move resolutions 4482-4489 for discussion and voting:

4482A. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Corino, Ashley	T Math SOM - 1.0 FTE	8/31/23	14
Leister, Johanna	Speech/Language Specialist CHS - 1.0 FTE	8/29/23	.7
Palma, Sandra	T SS CHS - 1.0 FTE	8/31/23	1
Rios, Reuben	T Math CHS - 1.0 FTE	9/13/23	1
Silvestri, Anthony	T SCI/Physics CHS - 1.0 FTE	8/28/23	6
Talmadge, Tammy	Transportation Coordinator DIST - 1.0 FTE	8/31/23	3.5
Trieu, Johnathan	T PE/Health CHS - 1.0 FTE	7/11/23	3.6

4482B. RESCIND APPOINTMENT FOR THE 2023-2024 SCHOOL YEAR
(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
Longo, * Shawna	Assistant Principal CHS - 1.0 FTE	TBD 6/30/24	\$121,920

* This appointment is pending receipt of NJ Certification

4482C. APPOINTMENTS FOR THE 2023-2024 SCHOOL YEAR
(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
Chernoff, * Robin	School Nurse SB - 1.0 FTE	9/1/23 6/30/24	\$73,585
Guariglia, Lisa	Speech/Language Specialist CHS - 1.0 FTE	9/1/23 6/30/24	\$86,385
Gutierrez, Genelle	School Social Worker MM - 1.0 FTE	9/1/23 6/30/24	\$105,135
Hanie,	T KDG	9/1/23	\$57,985

Jessica	DB - 1.0 FTE	6/30/24	
Iuliano-Cabrera, Luisa	Assistant Principal CHS - 1.0 FTE	8/15/23 6/30/24	\$121,920
Kassalow, Peter	Assistant Principal MM - 1.0 FTE	7/19/23 6/30/24	\$111,352
Mack, Michael	T 5 CLIN - 1.0 FTE	9/1/23 6/30/24	\$88,985
Martino-Ortiz, Adrienne	T Science SOM - 1.0 FTE	9/1/23 6/30/24	\$98,585
McCormick, Philip	Assistant Principal CHS - 1.0 FTE	7/19/23 6/30/24	\$124,420
Morah, Kanene	T Science MM - 1.0 FTE	9/25/23 or sooner 6/30/24	\$105,135
Murphy, * Kelly	School Counselor CHS - 1.0 FTE	9/1/23 6/30/24	\$64,985
Ostrega, Jennifer	T ESL CLIN - 1.0 FTE	9/1/23 6/30/24	\$76,185
Paquette, Michael	T 2 TUS - 1.0 FTE	9/1/23 6/30/24	\$57,985
Queiruga, Raul	T Math SOM - 1.0 FTE	9/1/23 6/30/24	\$57,985
Rodriguez, Tiffany	T Lang. Arts SOM - 1.0 FTE	9/1/23 6/30/24	\$67,985
Santos, Ryan	T SPED/INC MM - 1.0 FTE	9/1/23 6/30/24	\$66,985
Wilburn, Alterik	T SS CHS - 1.0 FTE	9/25/23 or sooner 6/30/24	\$82,585

* This appointment is pending receipt of NJ Certification.

4482D. APPOINTMENTS OF LEAVE REPLACEMENT STAFF FOR THE 2023-24 SCHOOL YEAR

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Danitz, Diana	T WL/Chinese CHS - 1.0 FTE	9/1/23 1/7/24	\$64,985
Howard, Tahj	T Art SB - 1.0 FTE	9/1/23 5/31/24	\$59,785
Hummel, * Madison	T Lang. Arts MM - 1.0 FTE	9/1/23 12/4/23	\$57,985
Simone, Madeline	T Music CLIN - 1.0 FTE	9/18/23 6/30/24	\$57,985

* This appointment is pending receipt of NJ Certification.

4482E. TRANSFERS/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Arnette, Jenissa	T Math CHS - 1.0 FTE	T Math SOM - 1.0 FTE	9/1/23 6/30/24

Faley, Christopher	T SPED/POR DB - 1.0 FTE	T SPED/LLD SC DB - 1.0 FTE	9/1/23 6/30/24
Harley, Kathryn	T Math/8 MM - 1.0 FTE	T Math/7 SOM - 1.0 FTE	9/1/23 6/30/24
Imperato, Samantha	T 1 SB - 1.0 FTE	Academic Intervention Teacher SB - 1.0 FTE	9/1/23 6/30/24
Mondelli, Carissa	T KDG SM - 1.0 FTE	T SPED/INC KDG SMA - 1.0 FTE	9/1/23 6/30/24
Ward, Amanda	T 5 SB - 1.0 FTE	T SPED/INC SOM - 1.0 FTE	9/1/23 6/30/24

4482F. SUSPENSION

NAME	EFFECTIVE DATE
Employee #4948	7/18/23 - TBD (w/pay)

4482G. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Giambrone, Lisa	T SPED/INC SMA 1.0 FTE	6/5/23-6/30/23 (Paid Maternity Leave) 9/1/23-12/4/23 (Unpaid FMLA) 12/5/23-6/30/24 (Unpaid Childcare Leave)
McArdle, Shauna	T Lang. Arts SOM - 1.0 FTE	9/1/23-12/4/23 (Unpaid FMLA)
Montilla, Laribel	T Art CLIN 1.0 FTE	6/5/23-6/22/23 (1/2) day (Paid Maternity Leave) 6/22/23 (1/2 day)-6/30/23 (Unpaid FMLA) 9/1/23-12/4/23 (Unpaid NJ FLA)

4482H. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Morrison, Tracie	Asst. Principal CHS 1.0 FTE	6/12- 6/26/23 (6 days) 6/12- 6/26/23 (3 days)	\$37.50 (per day) \$50.00 (per day)	\$225.00 \$150.00
Sanchez, Frank	Asst. Principal CHS 1.0 FTE	6/12- 6/27/23 (7 days) 6/12- 6/27/23 (4 days)	\$37.50 (per day) \$50.00 (per day)	\$262.50 \$200.00

Wallace, LaVonne	Asst. Principal CLIN 1.0 FTE	6/19/23 6/28/23 (8 days)	\$150.00 (per day)	\$1,200.00
Bunch, Beatrice	S4/12, Secretary MM - 1.0 FTE	7/1/23 6/30/24	+\$500.00	\$75,165
Copeland, Jeanette	Clerical Aide DB - 1.0 FTE	5/2-6/26/23 (21 hours)	\$7.49 (per hour)	\$157.29
Mitchell, Michele	S4/12, Secretary (Data Processing) CHS - 1.0 FTE	12/8/22 6/15/23 (874 hours)	\$9.42 (per hour)	\$8,233.08

4482I. 2022-23 SOMEA PERFECT ATTENDANCE AWARD
See attached list

4482J. STIPENDS FOR THE 2023-24 SCHOOL YEAR
See attached list

4482K. SUMMER SCHOOL EMPLOYMENT
See attached list

4482L. SUMMER CURRICULUM WRITERS
See attached list

4483A. APPOINTMENT OF SUBSTITUTE TEACHER(S) FOR THE 2023-2024 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Balogun, Adebukola	University of Ibadan	9/2002	B.S.
Beirne, Lauren	Rutgers University	05/2007	B.A.
Eltarazy, Hany	Ain Shams University	05/1991	B.S.
Radliff, Robert	Montclair State University	05/2015	M.A.
Tarazay, Christina	Suez Canal University	09/2001	B.S.

4483B. APPOINTMENT OF SUMMER SUBSTITUTE SCHOOL NURSE FOR THE 2023-2024 SCHOOL YEAR PAID AT A DAILY RATE OF \$215

NAME
Robin Chernoff
Jennifer Gaymes

4483C. REAPPOINTMENT OF SUBSTITUTE SCHOOL NURSE FOR THE 2023-2024 SCHOOL YEAR PAID AT A DAILY RATE OF \$215

Elmer Daniels	Victoria Pinilis
Lynn Schwartz	Hilary Conway
Myrna Scott	Nancy Weinstein

Jenace Hyman	Judith Konicov
Nkiruka Mgbemena	Nella Weaver

4483D. APPOINTMENT OF SUMMER SUBSTITUTE TEACHERS FOR THE 2023-2024 SCHOOL YEAR PAID AT A DAILY RATE OF \$110

NAME
Wajiha Bhatti
Austin Jackson
Dwayne Jackson

4483E. APPOINTMENT OF SUMMER SUBSTITUTE SECRETARY FOR THE 2023-2024 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$14.63

NAME
Tiara Holt

4483F. REAPPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2023-2024 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$14.63

Catherine Cadorette	Elizabeth Simmons	Fay Clark
Lisa Fallone	Stacey Maeberst	Sandra Richwood
Maria Toledo	Michaia Brown	Bonnie Hellstern
Nicole Burns	Jeanette Copeland	Christine Williams
Anna Provenzano		

4483G. REAPPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2023-2024 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$14.13

Erica Blythe	Melissa Manson
Dejah Maia De Jesus	Courtney DuValier
Larissa Trovamala	Patricia Lewis-Johnson

4483H. APPOINTMENT OF SUMMER MAINTENANCE WORKER FOR THE 2023-2024 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$14.13

NAME
Naa-Arilla Servo

4483I. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2023-2024 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Ashford, Kendall	Assistant Varsity Football Coach	9/2023 11/2023	\$6,498
Brown, Steve	Assistant Varsity Football Coach	9/2023 11/2023	\$6,566
Widener, William	Assistant Varsity Football Coach	9/2023 11/2023	\$6,566

Simmons, Crystal	Cheerleading Coach	9/2023 11/2023	\$5,614
Sims, Stevana	Freshmen Coach Girls Basketball	12/2023 2/2024	\$3,811

4484A. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2023-2024 school year [list on file in Board Secretary's Office].

4484B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2023-2024 school year [list on file in Board Secretary's Office].

4485A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated June 30, 2023
2. Expense Account Adjustment Analysis dated June 30, 2023
3. Revenue Account Adjustment Analysis dated June 30, 2023
4. Check Register#418322-418484 in the amount of \$4,768,600.11
5. Check Register#418485-418607 in the amount of \$5,165,943.40
6. Check Register#200822-200823 in the amount of \$3,029,453.72
7. Voided check#200817 in the amount of \$1,512,386.69
8. Check Register #200824 for June 2023 payroll in the amount of \$7,774,198.70
9. Treasurer's Reports of May 2023

4485B. Certify the Board Secretary's Monthly Financial Report.

4485C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE (S)	LOCATION	ESTIMATED COSTS
Julia Clinton Columbia HS	AP Online Summer Institute AP US History	7/31/23 - 8/3/23	Virtual	\$825.00
Dr. Kevin Gilbert Central Office	ASBO International Annual Conference Pending County Approval	10/18/23 10/22/23	National Harbor, MD	\$2,157.73
Christine O'Sullivan South Mountain	Comprehensive Orton Gillingham Plus	9/11/23- 9/15/23	Virtual	\$1,500.00

4485D. Approves the following attendance and/or workshop related expenses:

BOARD MEMBER	EVENT	DATE	Location	Estimated Cost (\$'s)
9 Board Members	NJSBA Workshop 2023	10/23/2023- 10/26/2023	Atlantic City, NJ	\$2,100 Group rate

4485E. Approves the submission of an application for Federal American

Rescue Plan (ARP) Esser Entitlement Funds and accepts these funds as detailed below:

ESSER	\$3,632,949.00
Accelerated Learning Coaching & Educator Support	\$ 598,880.00
Evidence-Based Summer Learning & Enrichment Activities	\$ 40,831.00
Evidence-Based Comprehensive Beyond the School Day Activities	\$ 40,831.00
NJTSS Mental Health Support Staffing	\$ 45,000.00

4485F. Approves the following Saturday Academy Program staff charged to CRRSA ESSER II grant:

Last Name	First Name	Building	Topic
Stewart	Ezra	MMS	Saturday Academy
Silva	Debra	MMS	Saturday Academy
Shelton	Sonya	MMS	Saturday Academy
Sebastian	Lindsay	MMS	Saturday Academy
Dios	Kelli	MMS	Saturday Academy
Giusti	Ryann	MMS	Saturday Academy
Crouch	David	MMS	Saturday Academy
Benevenia	Angela	MMS	Saturday Academy
Schlatmann	Alyssa	MMS	Saturday Academy
Miller	Kelly	MMS	Saturday Academy
Currais	Kevin	MMS	Saturday Academy
Diaz	Gloria	MMS	Saturday Academy
McGlotten	Lynn	SOMS	Saturday Academy
Abella	Linda	SOMS	Saturday Academy
McArdle	Shauna	SOMS	Saturday Academy
Hampton	Talaya	SOMS	Saturday Academy
Aburomi	Daniah	SOMS	Saturday Academy
Ezzo	Jacob	SOMS	Saturday Academy
Noble	Elyssia	SOMS	Saturday Academy
Harris	Elizabeth	SOMS	Saturday Academy
Robinson	Deborah	SOMS	Saturday Academy

4485G. Approves the following provider(s) for the service indicated for the 2023-2024 school year:

Provider Name	Service	Rate
Bergen County Special Services Paramus, NJ	Assistive Technology	
	Student Assessment	\$995.00/\$1,100 Out of County
	AT Support	\$180.00/hour

	Student Consult (3 hours)	\$500.00
	Professional Development Workshop	\$800.00/half day \$1,300.00 full day
	AT Class Assessment	\$800.00
	Augmentative Communication	
	Assessment	\$995.00/\$1,100 Out of County
	AAC Support	\$170.00/hour
	Professional Development Workshop	\$800.00/half day \$1,300.00 full day
	AAC Student Evaluative Consult	\$600.00
	Behavior	
	Functional Behavior Assessment	\$850.00/eval
	Behavior Specialist Services	\$134.00/hour
	BCBA Services	\$150.00/hour
	Home Programming Implementation	\$80.00/hour
	Professional Development Workshop	\$800.00/half day \$1,300.00 full day
	Related Services	
	Occupational, Physical, Speech Therapy Evaluations	\$790.00/eval \$390.00 for 192/193 OT Evals
	Occupational, Physical, Speech Direct Service	\$125.00/hour
	Occupational, Physical, Speech Consultants	\$125.00hour
	Yoga in the Classroom with OT/PT	\$125.00/hour
	Professional Development Workshop	\$800.00/half day \$1,300.00 full day
	Child Study Team	
	Social, Psychological, Educational Evaluations	\$790.00/eval
	Bilingual CST Evaluation	\$850.00/eval
	CST Coverage	\$155.00/hour
	Vocational and Transition Services	
	Functional Assessment	\$850.00

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

	Orton Gillingham Practitioner	\$80.00/hour
	Classroom Environmental Modifications	\$138.00/hour
	Student Wellness Services	
	Therapeutic Adventures & Confidence Course	\$920.00/full day \$470.00/half day
	Yoga in the Classroom with OT/PT - individual classroom lesson	\$125.00/hour
	Yoga or Mindfulness classroom lessons - 3 lesson bundle	\$300.00/for 3 lessons
	Mindfulness in schools	\$125.00/hour
	School-Based Counseling	\$155.00/hour
	Individual Rates for Professional Development Workshops	
	EE PD Series	\$50.00 pp one session \$90.00 pp two session
	AAC PD Series	\$75.00 pp
Brett Dinovi & Associates, LLC Cherry Hill, NJ	Behavior Therapy Consultant Clinical Associate	\$135.00/hour \$60.00/hour
Janine Contreras Maplewood, NJ	Behavior Therapy	\$50.00/hour
Chrstina M. DiCosmo Mountainside, NJ	Sign Language Interpreter	\$85.00/hour
General Healthcare Resources, LLC Dbas GHR Education	Nursing RN Paraprofessional RBT School Counselor Physical Therapy Occupational Therapy Speech Language Pathologist	\$70.00.hour \$35.00/hour \$45.00//hour \$70.00/hour \$85.00/hour \$85.00/hour \$90.00/hour
Grace Medical Group, LLC West Orange, NJ	Psychiatric Evaluation Service	\$1500.00/session
Kaleidoscope Education Solutions, Inc. Bryn Mawr, PA	Speech Language Pathologist Occupational Therapist	\$95.00/hour \$95.00/hour

	Physical Therapist	\$95.00/hour
Learning Tree Multicultural/Multilingual Evaluations and Consulting Inc. Greenbrook, NJ	Learning, Speech/Language, Psychological Social History Evaluations Other Languages Spanish	\$850.00/eval \$800.00/eval
	Translation - Conference	\$120.00/hour
	Written Translation	\$120.00/page
NJ Neurology, Inc.	Neurological/Neurodevelopmental Evaluations	\$600.00 in office
Garwood, NJ		\$650.00 in school
Oxford Consulting Services, Inc.	Services - School Setting	
Manalapan	Speech Therapy	\$87.00/hour
	Occupational Therapy	\$87.00/hour
	Physical Therapy	\$87.00/hour
	Special Education Instruction	\$65.00/hour
	Psychologist	\$85.00/hour
	Social Worker	\$75.00/hour
	ABA Services - School Setting	
	ABA - Direct Instruction	\$65.00/hour
	BCBA - Supervisor	\$95.00/hour
	Services Rendered Out of District or Home Based	
	Speech Therapy	\$105.00/Session
	Occupational Therapy	\$105.00/Session
	Physical Therapy	\$105.00/Session
	Evaluations	
	LDTC, Psychological, Social, Speech Therapy, Occupational Therapy, Physical Therapy	\$500.00/Eval
	Bilingual Evaluations	\$650.00/Eval
	If Attendance at an IEP meeting is required	\$95.00/hr + .056/mile
Prism Behavioral Consulting Lincoln Park, NJ	Behavior Therapy/BCBA	\$132.50/session
Smart Center Jenkintown, PA	Selective Mutism Evaluation	\$495.00
	Selective Mutism Interview	\$495.00
	Jumpstart Treatment	\$595.00
	S-CAT Individualized Intensive Treatment: Single Day	\$2,100.00 or \$3,100.00

	Multi-Day	\$2,900.00 or \$4,600.00
	CommuniCamp Intensive Group Treatment 3+ Day Program In-Person or Virtual 1 Day Program Virtual	\$1,995.00 \$600.00
	S-Cat Program Monthly Follow-up Consults	\$400 or \$500
	Psychotherapy Weekly Follow- up Consults: Master Level Clinician Dr. Elisa Shipon-Blum	\$130.00-\$150.00 \$125.00
	Support Consults	\$44.00-\$50.00
	Medication Management Consultation	\$125 or \$300
	School Consultation 30 minutes 60 minutes	\$300 or \$350 \$500 or \$600
	On-Site School Observation & Training	\$2,500 +travel expenses
	General Training Opportunities Onsite Trainings: 1 Hour Fee 3 Hour Fee 6 Hour Fee	 \$750.00 \$1,750.00 \$3,000.00
	Virtual Trainings: 1 Hour Fee 2 Hour Fee 3 Hour Fee	\$500.00 \$1,000.00 \$1,500.00
	Social Communication Full Battery Evaluation	\$2,995.00
	Autism Spectrum Disorder Evaluation	\$1,500.00
	Attention- Deficit/Hyperactivity Disorder Evaluation	\$1,500.00
	Learning Disorder Evaluation	\$1,500.00
	Training & Coaching Services	\$500.00 or \$600.00
	Speech and Language Evaluation	\$1,900.00
	Case Management Training for Treatment Professionals	\$500.00 or \$600.00
Summit Home Health Care Brick, NJ	LPN	\$70.00 LPN
	RN	\$78.00/RN

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
The Stepping Stones Group, LLC Boston, MA	Speech Language Pathologist	\$89-92.00/hour \$425.00/eval
	Bilingual SLP	\$99-102.00/hour \$500.00/eval
	Occupational Therapist	\$89-102.00/hour \$375.00/Eval
	Occupational Therapist Assistant	\$73-75.00/hour
	Physical Therapist	\$90-93.00/hour \$400.00/eval
	Physical Therapist Assistant	\$73-75.00/hour
	School Psychologist	\$90-94.00/hour \$1,100.00/eval
	Bilingual School Psychologist	\$99-103.00/hour \$1000.00/eval
	Social Worker (LSW)	\$74-77.00/hour
	Special Education Teacher	\$73-75.00/hour
	DHH or TVI	\$81-84.00/hour
	LDTC/Educational Diagnostician	\$86-89.00/hour \$800.00/eval

	Sign Language Interpreter	\$68-72.00/hour
	Paraprofessional	\$38.00/hour
	School Certified Registered Nurse	\$82-87.00/hour
	Sub Certified Registered Nurse	\$68-72.00/hour
	Registered Nurse	\$68.00/hour
	Licensed Practical Nurse	\$58-60.00/hour
	BCBA	\$115.00/hour

4485H. Accepts school year 2023-2024 New Jersey Nonpublic Textbook Aid Entitlement Funds in the amount of \$13,065.00 to be allocated as follows:

<u>SCHOOL</u>	<u>PUPILS</u>	<u>STATE AID</u>
Our Lady of Sorrows	205	\$11,851.00
Weekday	21	\$ 1,214.00

4485I. Accepts school year 2023-2024 New Jersey Nonpublic Nursing Aid Entitlement Funds in the amount of \$29,040.00 to be allocated as follows:

<u>SCHOOL</u>	<u>PUPILS</u>	<u>STATE AID</u>
Our Lady of Sorrows	205	\$24,600.00
So Orange Country Day School	16	\$ 1,920.00
Weekday	21	\$ 2,520.00

4485J. Accepts school year 2023-2024 New Jersey Nonpublic Technology Aid Entitlement Funds in the amount of \$11,074.00 to be allocated as follows:

<u>SCHOOL</u>	<u>PUPILS</u>	<u>STATE AID</u>
Our Lady of Sorrows	205	\$10,045.00
Weekday	21	\$ 1,029.00

4485K. Accepts school year 2023-2024 New Jersey Nonpublic Security Aid Entitlement Funds in the amount of \$46,330.00 to be allocated as follows:

<u>SCHOOL</u>	<u>PUPILS</u>	<u>STATE AID</u>
Our Lady of Sorrows	205	\$42,025.00
Weekday	21	\$ 4,305.00

4485L. Enters into an agreement with Essex Regional Educational Services Commission to provide Security Services to nonpublic school students for the period of July 1, 2023 to June 30, 2024.

4485M. Enters into an agreement with Essex Regional Educational

Services Commission to provide Technology Services to nonpublic school students for the period of July 1, 2023 to June 30, 2024.

4485N. Approves the use of the following vendors in excess of the \$44,000 for the 2023-2024 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
Alliance Commercial Pest Control	Pest Control, Facilities	Bid
Aramark Services Inc.	Custodial	Bid
BSN Sports, LLC	Athletics Supplies	Coop
Cede and Company	Banking	Other
CDWG	Computer and Technology Supplies	Coop
Data Network Solutions	Networking, Data Management	Bid
Delta Dental	Insurance	Other
Direct Flooring	Floor Repair	Coop
Dyntek Services, Inc.	Smartnet Technical Support for Cisco	State Contract & Other
ESS Support Services	Paraprofessional Services	Bid
Frontline Technologies Group, LLC	School admin software for recruiting, hiring, time tracking, absence management, Professional Development, Special Education	Other
Gallagher Benefit Services Inc	Benefit Services	Bid
Great Minds PBC	Math Curriculum	Textbooks
Instructure, Inc.	Instructional Learning Platform	Bid
Kelin Heating	HVAC	Bid
Municipal Capital	Copy Machines	State Contract
Newsela	Digital Textbooks	Other
Powerschool Group, LLC	K-12 Software	Other
Rubicon West LLC	Atlas Software Service, Hosting and Training	Other
School Specialty, LLC	Library and Classroom Supplies	State Contract
South Orange Disposal Company	Refuse Disposal and Recycling	Bid
Stewart Industries	Copy, Print Hosting Service	State Contract
United Welding & Plumbing	Plumbing, Heating HVAC	Bid
VMC Company Inc	Asbestos Removal	Bid

44850. Approves the agreement with NJ Commission for the Blind & Visually Impaired of Newark, New Jersey, to provide services for district students who are visually impaired for the 2023-2024 school year at the following rates:

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

4485P. WHEREAS on Thursday, June 2, 2023, Hunterdon County Educational Services Commission and the School Business Administrator conducted an opening for sealed bids for the South Orange Maplewood Board of Education for the lease purchase financing to pay for the acquisition of certain equipment (see attached list) throughout the district and;

WHEREAS, the best interest rate on the \$1,506,343.00 approximate lease purchase amount was 3.99% for the equipment being offered by TD Equipment Financing, Inc. Formal Board action is required to award the contract for the financing;

THEREFORE, BE IT RESOLVED that the Board of Education approves the resolution to award the contract to TD Equipment Financing, Inc. for Lease Purchase Financing to purchase certain equipment for an approximate total amount of \$1,506,343.00 and authorizing the School Business Administrator to execute all related documents to close on this financing.

4485Q. WHEREAS THE BOARD OF EDUCATION OF THE SOUTH ORANGE- MAPLEWOOD SCHOOL DISTRICT IN THE COUNTY OF ESSEX, NEW JERSEY, a body politic and corporate duly organized and existing as a political subdivision of the State of New Jersey ("Lessee"), is authorized by the laws of the State of New Jersey to purchase, acquire and lease personal property for the benefit of Lessee and to enter into contracts with respect thereto; and
WHEREAS Lessee desires to purchase, acquire, finance and lease certain equipment with a cost not to exceed \$1,506,343.00 constituting personal property necessary for Lessee to perform essential governmental functions (the "Equipment"); and

WHEREAS Lessee proposes to enter into that certain Lease Purchase Agreement (the "Agreement"), with TD Equipment Finance, Inc. ("Lessor"), the form of which has been available for review by the governing body of Lessee prior to this meeting; and

WHEREAS the funds made available by Lessor under the Agreement will be deposited pursuant to the terms of that certain Escrow Agreement, among Lessee, the Lessor and TD Bank, N.A. (the "Escrow Agreement"; and together with the Agreement, the

"Financing Documents") and will be applied to the acquisition of the Equipment in accordance with said Escrow Agreement; and

WHEREAS the Equipment is essential for Lessee to perform its governmental functions; and

WHEREAS, Lessee has taken the necessary steps, including those relating to any applicable legal bidding requirements, to arrange for the acquisition of the Equipment; and

WHEREAS the governing body of Lessee deems it for the benefit of Lessee and for the efficient and effective administration thereof to enter into the Financing Documents and any other documentation necessary, convenient or appropriate for the purpose of the financing the Equipment on the terms and conditions described therein;

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF LESSEE, that Lessee is hereby authorized to execute and deliver the Agreement with principal components of rental payments in an aggregate amount not to exceed \$1,506,343.00.

BE IT FURTHER RESOLVED that the Financing Documents and the acquisition and financing of the Equipment under the terms and conditions as described in the Financing Documents are hereby approved. The Business Administrator/Board Secretary of Lessee and any other officer of Lessee with the power to execute contracts on behalf of Lessee be, and each of them hereby is, authorized to execute, acknowledge and deliver the Financing Documents and any and all instruments, documents and certificates which may be required by or provided for in the Financing Documents or as may otherwise be required for or necessary, convenient or appropriate to the financing described in this resolution together with any changes, insertions and omissions therein as may be approved by the officer(s) who execute the Financing Documents, such approval to be conclusively evidenced by such execution and delivery of the Financing Documents. The Business Administrator/Board Secretary of Lessee and any other officer of Lessee with the power to do so be, and each of them hereby is, authorized to affix the official seal of Lessee to the Financing Documents and attest the same.

BE IT FURTHER RESOLVED that the proper officers of Lessee be, and each of them hereby is, authorized and directed to execute and deliver any and all papers, instruments, opinions, certificates, affidavits and other documents and to do or cause to be done any and all other acts and things necessary or proper for carrying out this resolution and the Financing Documents.

Bank Qualified only BE IT FURTHER RESOLVED, that pursuant to Section 265(b) of the Internal Revenue Code of 1986, as amended (the "Code"), Lessee hereby specifically designates the

Agreement as a "qualified tax-exempt obligation" for purposes of Section 265(b)(3) of the Code.

BE IT FURTHER RESOLVED, that nothing contained in this resolution, the Agreement nor any other instrument shall be construed with respect to Lessee as incurring a pecuniary liability or charge upon the general credit of Lessee or against its taxing power, nor shall the breach of any agreement contained in this resolution, the Agreement or any other instrument or document executed in connection therewith impose any pecuniary liability upon Lessee or any charge upon its general credit or against its taxing power, except to the extent that the rental payments payable under the Agreement are special limited obligations of Lessee as provided in the Agreement.

BE IT FURTHER RESOLVED, that if any section, paragraph, clause or provision of this Resolution shall for any reason be held to be invalid or unenforceable, the invalidity or unenforceability of such section, paragraph, clause or provision shall not affect any of the remaining provisions of this Resolution.

4485R. Approves an agreement with Atlantic Tomorrow's Office of Bloomfield, New Jersey for a 60-month lease for the following Digital Imaging System copy machines:

- (4) - Savin IM 5000
- (4) - Savin IM 8000

The total combined monthly lease cost of \$2,795.00 for an annual combined cost of \$33,540.00 plus the cost of \$.0053 per page for maintenance and supplies (excludes paper and staples).

4485S. Approves the following change orders 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	18	\$89,531.70 (increase contract) \$ 8,430.30 (reduce general allowance)

4485T. Approves the submission of an application for FY 2024 Individuals with Disabilities Education Improvement Act entitlement funds as follows:

- Part B Allocation \$1,632,045.00
- Preschool Allocation \$ 49,904.00

4485U. Accepts the Federal FY2024 Elementary and Secondary Education Act (ESEA) Consolidated Entitlement Funds in the amount of

\$460,910.00 as follows:

<u>Public School</u>	
Title I, Part A: Improving Basic Programs	\$282,865.00
Title II, Part A: Teacher/Principal Training/Recruiting	\$109,536.00
Title III, English Language Acquisition/Language Enhancement	\$ 20,585.00
Title III Immigrant Language Instruction for Immigrant Student	\$ 22,062.00
Title IV, Part A: Student Support and Academic Enrichment	\$ 21,218.00
Total Public School Allocation	\$456,266.00

Non-Public School Title I Title II-A Title III Title IV

Total Non-Public Allocation	0	\$3,891	0	\$753	<u>4,644.00</u>
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TOTAL ESEA ALLOCATION **\$460,910.00**

4485V. Approves the submission of an amendment to the Fiscal Year 2023 Elementary & Secondary Education Act (ESEA) Funds in the amount of \$679,132 as listed below:

<u>Program</u>	<u>Carryover</u>
Title I, Part A Improving Basic Programs	\$399,166
Title II-A, Part A: Teacher / Principal/ Training/Recruiting	\$186,597
Title III, English Language Acquisition/ Language Enhancement	\$ 32,779
Title IV, Part A	\$ 60,590
Total Carryover	\$679,132

4485W. Approves the submission of an amendment to the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Grant Funds in the amount of \$1,765,224.

4485X. Approves the submission of an application for federal fiscal year 2024 Carl D. Perkins Vocational and Technical Program Entitlement Funds in the amount of \$34,376.00 to provide supplementary services to vocational students during the 2023-2024 school year.

4485Y. Approves a Clinical Affiliation Agreement with the State University of New York at Stony Brook, School of Health Professions for the purposes of providing clinical experiences for University students in School of Health Professions academic programs, effective July 1, 2023 through June 30, 2024.

4485Z. Authorize the following Clubs, Parent Organizations and PTA's be covered as additionally insured under the District's NJSIG policy for the 2023-2024 school year.

CHS Clubs	
AASU (Asian American Student Union)	International Exchange Club (AFS)
African Caribbean Student Organization	Jazz Ensemble
All School Musical	Kitchen Creations Club
Art Club	MAC (Minority Achievement Committee) Scholars
Aspiring Leaders of Tomorrow	Marching Band
Astronomy	Martin Luther King Assn.
Black Student Union	Math Team
Brass Ensemble	Medical Club
Chinese Culture Club	Men with Purpose
Chinese Honor Society	Mental Health Club
CHS World	Microfinance Club
Climbing Club	Middle Eastern Cultural Club
Color Guard	Mock Trial
Columbian	Model U.N.
Comics Club	Music Industry Club
Community Service Club	Music Technology Club
Cornhole Club	Parnassian
Cougar Nation	Pen & Page
Current Events Club	Philosophy
Cyper Patriot Club	Power
Debate Club	Quiz Bowl
Do Something Club	Red Cross Club
Dungeons and Dragons Club	Robotics Club
Environmental Club	Running Club
Esports	Science League
Fibers Club	Sewing Club
Film Club	Shakespeare Festival Club
Finance Club	Social Justice Club
Fishing Club	Spectrum
Future Business Leaders of America	Sports Broadcasting Club
GHGP (Girls Helping Girls Period)	Stage Crew
Girls Who Code	Student Council
Guildscript	The Democrats Club
Guitar Club	The German Language Club

Hands for Hearts	Ubuntu Club
Improv Club	Yearbook Club
<u>Service Clubs</u>	
ACHIEVE Volunteer Tutors	FLES
Amnesty International	GAIA
Elementors	Key Club
<u>Parent Organizations</u>	
CHS Football Parents	CHS Wrestling Boosters
CHS Boys Soccer Parents	CHS Track and Field Parent Association
CHS Volleyball Parent Association	CHS Fencing Parents
CHS Track and Field Parent Association	Baseball Parents Organization
CHS Basketball Parents	CHS Track and Field Parent Association
CHS Basketball Parents	CHS Boys/Girls LAX Boosters
CHS Alumni Association	CHS Boys/Girls LAX Boosters
CHS Music Parents Association	CHS Cougar Boosters
	CHS Scholarship Fund
<u>PTA'S</u>	
Clinton PTA	South Mountain PTA
Delia Bolden PTA	Tuscan PTA
Marshall PTA	Maplewood Middle HSA
Montrose PTA	South Orange Middle School HSA
Seth Boyden PTA	Columbia HSA
This list must be approved annually.	

4485AA. Approves a purchase of textbooks from Great Minds PBC above the bid threshold.

4485AB. Approves the following fee schedule for services provided to the South Orange Maplewood District at a Member of the Morris Union Jointure Commission of New Providence, New Jersey, to provide the following related and specialized services for the 2023-2024 school year:

Service Name	Member Rate 2023-2024	Rate Type
ABA Home Program-Supervision	\$215.00	Hourly
ABA Home Program-Teacher	\$170.00	Hourly
ABA Home Program-Teacher Assistant	\$155.00	Hourly
ABA Home Program-Support Assistant	\$135.00	Hourly
Adaptive Physical Education/Hourly	\$195.00	Hourly
After School Assistant for Behavioral Services	\$55.00	Hourly
Personal Aide Outside School Activities	\$55.00	Hourly
Community-Based Instruction	\$14,500.00	Flat Rate
Counseling/Hourly	\$115.00	Hourly
Inservice, full day	\$1,330.00	Flat Rate
Inservice, half day	\$750.00	Flat Rate
Occupational Therapy/Daily	\$840.00	Flat Rate
Occupational Therapy/Hourly w/OTR	\$200.00	Hourly
Outreach Services 1/2 Day	\$720.00	Flat Rate
Outreach Services Daily	\$1,025.00	Flat Rate
Outreach Services Hourly	\$265.00	Hourly
Physical Therapy/Daily	\$920.00	Flat Rate
Physical Therapy/Hourly	\$220.00	Hourly
Speech/Language Therapy/Daily	\$940.00	Flat Rate
Speech/Language Therapy/Hourly	\$235.00	Hourly
Technology Assessment/Hourly	\$385.00	Hourly
Transition Assessment Workshop/Full Day	\$770.00	Flat Rate
Transition Assessment Workshop/Half Day	\$475.00	Flat Rate
Basic Transition Assessment	\$620.00	Flat Rate
Basic Transition Assessment (package)	\$1,740.00	Flat Rate
Advanced Transition Assessment	\$1,670.00	Flat Rate
Advanced Transition Assessment (package)	\$4,745.00	Flat Rate
Advanced & Community Assessment	\$2,260.00	Flat Rate
Advanced & Community Assessment (package)	\$6,425.00	Flat Rate
Transition Program Evaluation	\$1,625.00	Flat Rate
Job Sampling / Coaching:		
TA	\$85.00	Hourly
Teacher	\$95.00	Hourly
Transition Coordinator	\$105.00	Hourly

4485AC. Renews the agreement with Essex County Towing, of South Orange, New Jersey to provide towing services for vehicles illegally parked on District property for the 2023-2024 school year.

4485AD. Based on the recommendation of the School Business Administrator, and pursuant to N.J.S.A. 18A:18A-4.3 (a), authorizes the use of the Competitive Contracting procurement process to enter into a contract for Student Transportation Consulting Services.

The Competitive Contracting process shall be administered by the School Business Administrator pursuant to N.J.S.A. 18A:18A-4.3 (b).

4485AE. Accepts Climate Change Grant funds from the New Jersey Department of Education in the amount of \$ 6,660.00 for the 2022-2023 school year.

4486. Adopts the following books:

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
ELA K-12	11 & 12	For Black Boys Who Have Considered Suicide When the Hue Gets Too Heavy, Ryan Calais Camreon	Methuen, 2021
ELA K-12	11 & 12	Indecent, Paula Vogel	Theatre Communication Group, 2017
ELA K-12	11 & 12	Our Country's Good, Timberlake Wertenbaker	The Dramatic Publishing Company, 1990

4487. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of June 2023.

4488A. Approves the settlement agreement for Student ID # 1884193836 and authorizes the Board President to execute the settlement agreement.

4488B. Approves the settlement agreement for Student ID # 5782748359 and authorizes the Board President to execute the settlement agreement.

4488C. Approves the settlement agreement for Student ID # 2448912340 and authorizes the Board President to execute the settlement agreement.

4488D. Approves the settlement agreement for Student ID # 5572729678 and authorizes the Board President to execute the settlement agreement.

4488E. Approves the settlement agreement for Student ID # 5124712160 and authorizes the Board President to execute the settlement agreement.

4488F. Approves the settlement agreement for Student ID # 4841749431

and authorizes the Board President to execute the settlement agreement.

4489. Adopt Board Policy 8600.1 Hazardous Routes.

ROLL CALL: Motion 4482A-K, 4483A-I, 4484A-B, 4485A-AD, 4486, 4487, 4488A-F, 4489 PASSED YES: Duvall Wilson, Eckert, Gifford, Telesford, Vadlamani NO: None

Motion made by Dr. Taylor, seconded by Board Member Malespina to move resolution 4490 for voting. Motion passed unanimously.

4490. WHEREAS, on July 10, 2023 an HIB appeal hearing was held by a Committee of the Board involving a Harassment/Intimidation/Bullying matter HIB Report #242854_CHS_02142023;

WHEREAS, at the hearing, the Board heard from the District HIB Coordinator, the Principal and the parents who filed the appeal on behalf of their child; and

WHEREAS, the Committee carefully considered the relevant information; and

WHEREAS, the Committee has made a recommendation to the full Board during the executive portion of its July 23, 2023 Board meeting and the Board has carefully considered the matter and the recommendation of the Committee;

NOW, THEREFORE BE IT RESOLVED, THAT the Board hereby **affirms** the determination that the incident DID constitute HIB within the meaning of New Jersey's statute and the Board's policy on Harassment/ Intimidation/Bullying as to Student #3266060608; and

BE IT FURTHER RESOLVED, THAT the Administration take appropriate supportive, restorative, remedial action; and

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

ROLL CALL: Motion 4490 PASSED YES: DuVall Wilson, Eckert, Gifford, Telesford, Vadlamani NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

Community Member Shannon Cuttle congratulated the Board for continuing educational credits with NJSBA, thanked Dr. Gilbert for the III Survey presentation, recommended the district participate in the CDC Youth Risk Behavior Survey System and to view data provided by GLSEN National Student Safe Schools Data Collection New Jersey stat snapshot and the May 2023 Trevor Project survey.

Dr. Taylor asked Shannon Cuttle to send the information they shared this evening in an email for review.

NEW BUSINESS

NONE.

Future Meetings

2nd VP DuVall Wilson made the following motions seconded by Board Member Eckert:

The Board of Education will hold a public Board Retreat on Tuesday, August 1, 2023 at 6:00 pm at 525 Academy Street, Maplewood, NJ and immediately adjourn to go into a Board Retreat in person and utilizing an online video conference platform to discuss the Board Self Evaluation and District Goals. Action will not be taken.

The Board of Education will meet in Public Session on Thursday, August 24, 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, 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.

Motions unanimously approved.

Motion made by 2nd VP DuVall Wilson, seconded by Board Member Eckert to adjourn. Motion to adjourn was unanimously approved at 10:13 p.m.

Eric Burnside, Board Secretary