

Regular Meeting  
South Orange-Maplewood  
Board of Education  
August 24, 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 August 24, 2023.

Board President Kaitlin Wittleder called the meeting to order at 6:32 p.m.

ROLL CALL

Present: Board Member Duvall Wilson, Board Member Eckert,  
Board Member Gifford(6:34 P.M.), Board Member Malespina,  
Board Member Telesford, Board Member Vadlamani,  
Board Member Winkfield, Board President Wittleder,  
Board Member Wright, Student Representative Brown

Absent: None

*NINE VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE 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 the Board will have the honor of swearing in one of our newly elected Student Board Representatives, Gwyneth Brown. Also, on the agenda for this evening are two district presentations on the New Jersey Graduation Proficiency Assessment and Student Safety Data System.

Pledge of Allegiance

Motion made by President Wittleder, 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**

"(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 sixty minutes (60) 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 6:34 p.m.***

***Board Member Gifford arrived at 6:34 p.m.***

***Board Members reconvened at 7:45 p.m.***

## OATH OF OFFICE

Board Secretary Eric Burnside administered the Oath of Office for Gwyneth Brown Student Representative to the Board of Education for the 2023-2024 school year [the signed Oath of Office is on file in the Board Secretary's Office].

Motion made by Board Member Malespina seconded by Board Member Gifford to amend the agenda and move up public speaks. Motion unanimously approved.

## HEARING OF INDIVIDUALS AND DELEGATIONS

### 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.

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.

Andrew Grossman expressed disappointment with the Board and Administration's lack of communication in response to his concerns conveyed through emails and public comments.

Community Member & Montrose ECC PTA President Kate Athens spoke in support of the proposed board goal of increased family engagement. She spoke about two incidents that occurred at Montrose where more communication and effort from the Board and Administration on how these matters are being addressed can be beneficial for parents.

Board President Wittleder made the following comments: "As Board members one of the hardest things for us is that we cannot be involved in administrative matters. We would love to accept every meeting request with community members but we legally are unable to do so. We absolutely encourage the community to engage with the Board by attending our public meetings and utilizing public speaks and through email. We always welcome emails that come in from community members to our BOE email address; it goes to all nine of us. We would just encourage anyone who wants to share positive things, concerns or whatever it may be to please send the board an email or attend these public meetings and share your story with us via public speaks."

Dr. Taylor made the following statement in response to Mr. Grossman's comments: "I think that my reputation for responsiveness speaks for itself and I think that my reputation over the last four years of my acumen for how I interact with members of our communities and our stakeholders also speaks for itself, even when things are very heated."

Dr. Taylor responded to Ms. Athens with the following comments: "I believe I made a statement around this in July and I received a lot of positive feedback from the families on what I was able to share. We would welcome opportunities to be able to have a more intimate setting. We also understand as you've stated perfectly there are some things that we cannot talk about, even if we really want to. We are always careful that we hope to set the expectations for families that they do not come to a meeting expecting to hear a certain topic and leave disappointed. So, I would be happy to work with you on planning that meeting we are also working on planning a meeting with the Marshall families later in October."

#### APPROVAL OF MINUTES

Motion made by Board President Wittleder, seconded by Board Member Eckert to approve the minutes of the following meetings: July 27, 2023 Executive Session and Regular Meeting.

#### SUPERINTENDENT'S UPDATE - Dr. Ronald G. Taylor

Dr. Taylor provided the following updates:

- This evening the Board will be considering the approval of a revised District calendar that reflects the confirmed Columbia High School class of 2024 graduation date. The date is formally being moved from June 20th to June 19th after conversations with the venue to finalize that contract.
- We are thrilled to share that our construction for this summer is moving forward on time and we will open all schools as planned for September 7. Thank you to Mr. Burnside, Mr. Giglio and the facilities team, Epic Construction Managers and contractors. Thank you to all the teachers and administrators who had to pack up their classrooms and offices to allow for this necessary work.
- Thank you to our Board President for joining me in welcoming our newly hired Educators this week. Our principals, assistant principals and supervisors joined us in expressing our excitement at the potential that these new South Orange and Maplewood School

District family members are bringing to our schools in service of our students and families.

- Thank you to our Senior Leadership Team for the outstanding District Administrative Team professional development that occurred the first two days of this week. Feedback from our school leaders was unanimous. They lauded the quality and relevance of this professional development.
- Thank you to Mr. Adedoyin and his team in the Human Resource Department for their successful drop-in job fair last week. A total of 73 job Seekers attended and a number of offers were made to educators in critical areas such as mathematics and special education.

#### NJGPA & ACCESS RESULTS PRESENTATION

Ann Bodnar, Asst. Superintendent for Curriculum & Instruction, Zoila Correa, Director of Curriculum and Instruction and Dr. Ramon Robles-Fernandez, K-12 Supervisor of World Languages & ELL presented the Spring 2023 NJ Graduation Proficiency Assessment (NJGPA) & Access Results. The presentation included the following:

- NJGPA History
- NJGPA 2023 Overview
- NJGPA Timeline
- Graduation Pathways
- SOMSD – NJGPA 11<sup>th</sup> Graders Assessed
- Unit Test Times of the NJGPA
- Comparison of SOMSD’s Spring 2023 NJGPA Administration – Percentages
- Point Distribution of Content Areas
- ELA Subclaim Performance
- Mathematics Subclaim Performance
- Comparison of SOMSD’s Spring 2022 and Spring 2023 NJGPA Percent of Students Graduation Ready
- Notable Achievements
- Subgroup Charts by Gender, Ethnicity/Race, Economic Disadvantage, Students with Disabilities
- Intervention Strategies
- ACCESS for ELL Testing
- English Language Proficiency Levels
- ACCESS for ELLs: 2023 Results
- Purpose and Use of ACCESS for ELLs Results

[PRESENTATION ON FILE IN BOARD SECRETARY’S OFFICE]

#### ANNUAL REPORT OF STUDENT SAFETY DATA SYSTEM (SSDS)- Dr. Kevin Gilbert

Dr. Kevin Gilbert, Asst. Superintendent of Access & Equity presented the Annual Report of Student Safety Data System for the 2021-2022 school year. By law, all New Jersey public school districts must use the Student Safety Data System (SSDS) to report all incidents of

violence, vandalism, weapons, substance abuse, and HIB incidents that occur in their schools.

The district reports this information to the Board and the public on a semi-annual basis. This report will cover incidents from September 2022 through December 2022. January 2023-June 2023 will be covered in an upcoming presentation in October.

The presentation detailed the following:

- Detailed Explanation of SSDS Terms
- SSDS Incident Totals for September 2022-December 2022 and previous years.
- Key Takeaways
  - Columbia High School has the largest number of incidents. It is also the school with the largest number of students.
  - Columbia High School shows a decrease in the number of substance incidents from the high of 61 incidents during September-December in SY 2019-20 to 12 during the same period in SY 2022-23. Last year's number was 5 less than was reported in SY 2021-22 during this period.
  - Overall, we are seeing decreases in the total number of reported incidents in violence category.
  - The total number of incidents of vandalism, weapons and other incidents that lead to removal of students remains extremely low (under 2)
  - During September-December, we saw a decrease in the number of confirmed HIBs for the period in SY 2022-23 from SY 2021-22; however, at 12 it was slightly above the 10 confirmed HIBs in SY 2019-20 but 5 below the 17 reported in SY 2021-22. These totals are significantly low compared to the overall student population.
  - Columbia High School had the highest number of confirmed HIBs during this period for SY 2022-23 at 9 which was an increase from SY 2021-22 when CHS reported 5 confirmed HIBs during the same period. Still significantly low compared to number of students at CHS.
  - Maplewood Middle School saw a decrease of 6 confirmed HIBs during this period in SY 2021-22 to 1 in SY 2022-23 during this period.
  - South Orange Middle School reported no confirmed HIBs for September-December in SY 2022-23, which was a decrease of 4, which they reported in both SY 2019-20 and SY 2021-22 during this period.
  - Our elementary schools consistently reported low numbers of confirmed HIBs for September-December with confirmed HIBs ranging from 0-3 depending on the year. The peak was SY 2019-20 with 3 confirmed cases at Tuscan and 2 confirmed cases at Clinton. In SY 2022-23, Clinton and South Mountain each reported 1 confirmed HIB for this period.
  - The number of alleged HIBs reported during this period is

slightly up from last year during the same period. 24 reported alleged HIBs at this time last year compared to 22 reported alleged HIBs September-December 2021.

[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. The Bid opening for Maplewood Middle and South Orange Middle projects will open on August 24.

Mr. Burnside confirmed that schools will open without delay on September 7 and that a communication regarding transportation is targeted to go out next Tuesday.

#### BOARD PRESIDENT'S UPDATE - President Wittleder

#### WELCOME NEW STUDENT REPRESENTATIVE

Congratulations again to Gwyneth Brown on her appointment as the student representative for the South Orange Maplewood Board of Education. We look forward to working closely with you and with Asa to make a positive impact in the lives of our students. Thank you so much for volunteering for this role.

#### SPECIAL MEETING

The Board and the District are looking to schedule a Special Meeting on September 17th with Dr. Fergus to present the Equity Audit Report that he conducted as part of the settlement with Black Parents Workshop. We are waiting for confirmation from Dr Fergus. Once we receive that we will notice the meeting publicly.

#### BACK TO SCHOOL THEMED BOARD MEETING

Last year we held a back to school themed Board meeting, where Board Members wore school merchandise representing our nine amazing schools. To continue this tradition, we will be hosting another back-to-school themed Board Meeting on Thursday, September 28th. So, we will all be proudly representing our various schools and we want to encourage community involvement and kindly request those attending to wear their favorite SOMSD merchandise.

#### BOARD MEMBER SHOUT OUTS

As a result of some of the Board's recent discussions during the Board Retreat, our Board meetings will now incorporate a quick *Board*

*Member Shout* out session for Board members to acknowledge the hard work and efforts of our fellow board colleagues. I will be making a motion to do that later because I forgot to add it to the agenda.



The Board would like to wish all of our district families a successful start to the 2023-24 school year. To our new District families, we are sending you a very warm welcome to the district and we hope this school year will be the best year yet for you and for your students.

#### COMMITTEE REPORTS

##### PERSONNEL COMMITTEE - *Board Member Eckert*

The committee discussed the following:

- Asst. Business Administrator Position
- August 2023 Personnel Resolutions
- Job Openings/Vacancies Update
- Updates on Pending Investigations
- Policy Review
  - 3431.3 Family Leave Insurance (policy is being abolished, included in policy 1643 Family Leave)
  - 4125 Employment of Support Staff Members
- Old Business
  - 2023-24 District Goal Setting - Update from Board Retreat
- Theater/Auditorium Manager
- Job Fair Thursday August 17
- Pathways for CTE teachers
- Board Recognition Form
- Welcome Back to School Event
- District Policy on Animals on School Grounds
- Action Items/Next Steps

##### FINANCE, FACILITIES AND TECHNOLOGY COMMITTEE - *Board Member DuVall Wilson*

The committee discussed the following:

- Demographer Presentation - Dr. Grip from Statistical Forecasting
- Construction Update: Kathy Tartaglia EPIC Construction Mgmt.
- FFT Goals
- Transfinder Transportation Software
- Policies & Regulation 2<sup>nd</sup> Read
  - 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

CURRICULUM AND INSTRUCTION COMMITTEE - Board Member Malespina

The committee discussed the following:

- District Goal
- C&I Budget Related Items
- Policies First Read
  - 5240 Tardiness
  - 5330 Administration of Medication
  - 5330.04 Administering an Opioid Antidote
- Policies Second Read
  - 2411 Guidance Counseling
  - 2415.03 Highly Qualified Teachers
- Old Business:
  - Dance program: status of letter
  - Status Update when we will receive data for:
    - Pass/Fail
    - Climate Survey
    - 3rd and 4th MP data September
    - NJSLA Data - Presented in September/October
  - III survey broken down by race and school
  - 1st and 2nd MP Data not on website
- HIB Curriculum : what was chosen?
- Status Update of Gifted and Talented
- Update: G&T Nagliari Screening Tool
- How many students were involved in summer school.
- New Business
  - Concerns about CHS schedule
  - Board Member Winkfield would like to work on revisions of the Access and Equity policy and focusing on our beliefs as a district.

POLICY COMMITTEE - Board Member Gifford

The committee discussed the following:

- Presentation: Litera Compared Documents (Example)
- CARRYOVER:
  - Policy 0164 Conduct of Board Meeting
  - Policy 3270 Lesson Plans - Awaiting ASCA feedback
  - Policy 3280 Liability for Student Welfare
  - Policy 5120 Assignment of Students

POLICIES FOR POSSIBLE SECOND-READ ADOPTION/ABOLISH:

- 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
- 2419 School Threat Assessment Team
- 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
- 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)

POLICIES FOR POSSIBLE FIRST READ:

- 131 Bylaws, Policies, and Regulations
- 133 Adjudication of Dispute
- 144 Board Member Orientation and Training
- 155.1 Board Member Participation at Board Meetings Using Electronic Devices
- 163 Quorum
- 2411 Guidance Counseling
- 2415.03 Highly Qualified Teachers
- 3161 Examination for Cause
- 6311 Contract for Goods or Services Funded by Federal Grants
- 6360 Political Contributions
- 6440 Cooperative Purchasing

NEW BUSINESS: Policies Distributed to Committees for Review

BOARD MEMBER SHOUT OUTS

Board President Wittleder made a motion, seconded by Board Member Malespina to add Board Member Shout Outs to this evening's agenda. Motion unanimously approved.

Board President Wittleder thanked all Board members for stepping up and stepping in to conduct board business this summer. *Our schedules have all been really crazy so all of you in some form have helped me continue to move the board work forward and I really appreciate all of your support.*

Board Member DuVall Wilson shouted out Board Member Telesford for filling in at the FFT meeting.

Board Member Right shouted out the entire board. *You guys spent a lot of time, a lot of thankless hours working trying to make the best decisions for the district whether we do or not the fact that you are here doing it means a lot.*

ITEMS FOR ACTION

Motion made by Dr. Taylor, seconded by Board Member Eckert to move resolutions 4491-4502 excluding severed resolutions 4491J (line 2) and 4500 for discussion and voting:

4491A. MEMORIAL

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

Deborah Charles, retired Elementary School Teacher, passed away on July 23, 2023.

The Superintendent is asked to convey our condolences to the family and friends of Deborah Charles.

4491B. RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Jennings, James	Assistant Principal SOM - 1.0 FTE	9/1/24	31
Lombardo, Joseph	T English CHS - 1.0 FTE	10/20/23	24

4491C. RESCIND RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Del Guercio, Andrea	Asst. Business Administrator/Asst. Board Secretary DIST - 1.0 FTE	9/1/23	8.10

## 4491D. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Arruda, Karla	T 3 CLIN - 1.0 FTE	10/13/23	2.8
Hummel, Madison	LR T Lang. Arts MM - 1.0 FTE	8/31/23	0
Logan, Takia	T SPED/SC CHS - 1.0 FTE	8/4/23	6
Murr, Nicole	LR T Music CL/SM/TU - .6 FTE	8/30/23	.8
Zaretska, Traci	T Art DIST - .4 FTE	10/16/23	2.9

## 4491E. 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
Alfano, Katia	Asst. Transportation Coordinator DIST - 1.0 FTE	9/11/23 6/30/24	\$63,000
Ambike, Shalmali	Data Entry Mgr. (School Based) CHS - 1.0 FTE	9/25/23 or sooner 6/30/24	\$87,147
Baer, Laura	T SPED/INC Gr. 2 CLIN - 1.0 FTE	9/1/23 6/30/24	\$86,385
Benning, * Avery	T SPED/INC MM - 1.0 FTE	9/25/23 or sooner 6/30/24	\$73,585
Bhatti, Wajiha	T SPED/INC Gr.2 TUS - 1.0 FTE	9/1/23 6/30/24	\$57,985
Bowen, Joseph	T Physical Education SB - 1.0 FTE	9/25/23 or sooner 6/30/24	\$67,985
Carter, Leigh	School Social Worker CHS - 1.0 FTE	10/30/23 or sooner 6/30/24	\$81,385
Clark, Jasmine	T 3 SM - 1.0 FTE	9/1/23 6/30/24	\$59,785
Curtis, Lakia	T 5 SB - 1.0 FTE	10/24/23 or sooner 6/30/24	\$59,785
DeVito, James	Maintenance DIST - 1.0 FTE	8/28/23 6/30/24	\$71,691
Faison, Aja	T SPED/INC Gr. 4 CLIN - 1.0 FTE	9/1/23 6/30/24	\$57,985
Frisch, Julia	T Health & Phys. Ed. SOM - 1.0 FTE	9/1/23 6/30/24	\$59,785
Genuario, Toni	T PreK/SC MONT - 1.0 FTE	9/1/23 6/30/24	\$59,785

Gervasio, Matthew	T SPED/INC Gr.4 DB - 1.0 FTE	9/1/23 6/30/24	\$66,985
Lizarraga, Brenda	T Math CHS - 1.0 FTE	9/1/23 6/30/24	\$61,585
Monero, Bianca	AIT (Math) MM - 1.0 FTE	9/1/23 6/30/24	\$92,785
Neuhaus, * Jack	T Math CHS - 1.0 FTE	9/1/23 6/30/24	\$66,985
Pruden, Christopher	T PE/H CHS - 1.0 FTE	9/1/23 6/30/24	\$59,785
Radliff, * Robert	T Music (Strings) MM/SOM - .4 FTE	9/1/23 6/30/24	\$25,994
Rainbolt, Jennalee	T 3 CLIN - 1.0 FTE	9/1/23 6/30/24	\$66,985
Sanchez, Nathalie	T 3 DB - 1.0 FTE	9/1/23 6/30/24	\$64,985
Smalls, II Dr. Donovan	Asst. Principal SOM - 1.0 FTE	10/24/23 or sooner 6/30/24	\$113,547
Sternberg, Arielle	T SPED/POR Gr.4 CLIN - 1.0 FTE	9/1/23 6/30/24	\$83,885
Stieve, Sharon	T SPED/INC Gr. 4 CLIN - 1.0 FTE	10/24/23 or sooner 6/30/24	\$96,385
Sullivan, Ashley	T 4 DB - 1.0 FTE	9/1/23 6/30/24	\$57,985
Tuohy, Margaret	T KDG SB - 1.0 FTE	9/1/23 6/30/24	\$73,585
Vassel, Andre	Maintenance DIST - 1.0 FTE	9/5/23 6/30/24	\$66,566
Wilson, Veronica	T Business CHS - 1.0 FTE	9/1/23 6/30/24	\$61,585
Wolsky, Kendra	Asst. Transportation Coordinator DIST - 1.0 FTE	8/28/23 6/30/24	\$58,000

\* Appointment is pending receipt of NJ teacher certification

4491F. APPOINTMENTS OF LEAVE REPLACEMENT STAFF

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Davenport, Maureen	Acting Assistant Principal SB - 1.0 FTE	9/1/23 12/31/23	\$116,735
Grevious, Janice	T Lang. Arts SOM - 1.0 FTE	9/1/23 12/4/23	\$74,785
Risueno, * Daniel	T Math MM - 1.0 FTE	9/1/23 6/20/24	\$57,985

\* Appointment is pending receipt of NJ Certification

4491G. TRANSFERS/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Bekkedahl, Alison	T 2 MAR - 1.0 FTE	T Math MM - 1.0 FTE	9/1/23 6/30/24

Haggerty, Sheila	T SPED/INC SOM - 1.0 FTE	T SS SOM - 1.0 FTE	9/1/23 6/30/24
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4491H. CHANGE OF START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Wilburn, Alterik	T SS CHS - 1.0 FTE	9/25/23 or soon	9/1/23

4491I. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Axon, Hillary	T SPED/INC MM 1.0 FTE	9/1/23-12/4/23 (Unpaid FMLA) 12/5/23-6/20/24 (Unpaid Childcare Leave)
Kruglinski, Laura	T Art SB 1.0 FTE	9/1/23-12/4/23 (Paid Maternity Leave) 12/5/23-5/31/24 (Unpaid Childcare Leave)
Laing-Rogers, Dominique	T Lang. Arts MM - 1.0 FTE	9/1/23-12/4/23 (Unpaid FMLA)
Murphy, Sheila	Assistant Principal SB - 1.0 FTE	7/1/23-12/31/23 (Paid Sick Days)
Samuels, Bonita	Principal MONT - 1.0 FTE	8/16/23-11/30/23 (Paid Sick Days)

4491J. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Davenport, Maureen	Acting Asst. Principal SB - 1.0 FTE	8/1-8/31/23 (12 days only)	\$530.61 (per day)	\$6,367.36
Del Guercio, Andrea	Asst. BA DIST - 1.0 FTE	7/1/23 6/30/24	+\$15,776	\$165,000
McCormick, Philip	Asst. Principal CHS - 1.0 FTE	9/1/23 6/30/24	+\$500	\$124,920

4491K. SUMMER SCHOOL EMPLOYMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
McCormick, Philip	CST Coordinator Summer Work	7/1/23 8/4/23	-\$10,800
Serpico, Maria	CST Coordinator Summer Work	7/1/23 8/4/23	\$10,800

4491L. STIPENDS FOR THE 2023-24 SCHOOL YEAR

See attached list

4491 M. APPROVE CURRICULUM WRITER

See attached list

4492A. APPOINTMENT OF SUBSTITUTE TEACHER FOR THE 2023-2024 SCHOOL YEAR

NON-DEGREE SUBSTITUTE

NAME
Rochelle Enderica

4492B. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHERS FOR THE 2023-2024 SCHOOL YEAR PAID AT A DAILY RATE OF \$160

NAME
Jennifer Arrington

4492C. APPOINTMENT OF ATHLETIC EVENT TICKET TAKERS, SUPERVISORS, AND OFFICIALS FOR THE 2023-2024 SCHOOL YEAR

Ronald Barkley	Cassandra Bragg	Beatrice Bunch
Brian Clyburn	David Crouch	Lyndsey Clesmere
Gary Chan	Monique Durant	Robert Ellis
Sabina Ellis	Wahkeelah Ellis	Matthew Endlich
Matthew Femenella	Stephanie Goncalves	Ashwin Herekar
Danyelle Holloway	Pat Hurley	Aliyaah Lindsey
Deon Mingo	Steven Reichenstein	Antonio Rodriguez

4492D. APPOINTMENT OF VOLUNTEER COACHES FOR THE 2023-2024 SCHOOL YEAR

NAME	ASSIGNMENT
Aliyaah Lindsey	Cheerleading

4492E. APPOINTMENT OF STIPEND POSITIONS FOR THE 2023-2024 SCHOOL YEAR

NAME	POSITION	STIPEND
Joseph Itkor	Flags	\$3,323
Kaelyn Passeri	Marching Band Assistant	\$2,834
Bethany Pettigrew	Musical Director	\$6,533
Marc Matalon	Set Construction	\$2,834

4492F. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2023-2024 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Petroccia, Grace	Assistant Freshman Coach Volleyball	9/2023 11/2023	\$3,710
Helfer, Craig	Assistant Freshman Coach Football	9/2023 11/2023	\$6,566
Suarez, Delaney	Assistant Varsity Coach Girls Soccer	9/2023 11/2023	\$5,490



4492G. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2023-2024 SCHOOL YEAR

STATE CERTIFIED TEACHER

- o Certified substitute teacher or substitute teacher with county substitute certificate at \$110 per day.
- o Long-term substitute teachers working 61 days or more in the same assignment with a New Jersey instructional certificate at \$160 per day.

NAME	DEGREE	CERTIFICATION
Esther Anderson	BS/MS	CE-T General Business Studies
Jasmine Clark	BS	CE-T Preschool-Grade 3
Lauren Erdman	BS	Elementary
Marian Ezell	BA	T English
Melanie Fazio	BA	Elementary
Willie Freeman	BA	T Social Studies
Tyler Fuller	BS	T Social Studies
Bradley Gerstle	BA/MS	T Biology
Susan Hirsh	BA	Elementary
Philomenia Jenkins	BA/MA	Supervisor
Kathleen Lamkin	BA	Elementary
Elizabeth Nolet	BA/MS	School Social Worker
Deirdre O'Connor Quinn	BS	Elementary
Lauryn Pope-Forbes	BA	Elementary
Jeffrey Porter	BA	CEAS Elementary K-6
Roberto Reyes	MA	Math, Principal and Supervisor
Zachary Richard	BS	School Counselor
Kevin Smith	MA	Elementary
Michael Steiner	BA	T Science and T Math
Dawn Tighe	MA	Elementary
Robert Toussaint	BA	CE-T ESL

COLLEGE GRADUATE AND COUNTY SUBSTITUTE CERTIFICATE COUNTY

NAME	DEGREE
Galia Abbas	BA
Adikat Adenihun	BA
Cheidozie Akawuaku	BS
Jennifer Arrington	BA
Sergio Artilles	BS
Decereste Auguste	BS
Desiree Brooks	MS
Michelle Butz	BFA
Geraldine Caparruva	BFA
Jennifer Christensen	BA/MS
Donte Dennis	BS
Molly Desir	BA
Julie Destine	BS
Robert Ellis	BA

Zachary Foote	BA
Jacob Forbes	BS
Jill Hammarberg	BFA
Michael Herrod	BA
Cynthia Howell	BS
Kristen Hubbell	BS
Dwayne Jackson	BA
Clairemirna Jeudy	BA
Melody Larkins	BS/MBA
Shamara Larkins	BA
Amanda Lecuona	BA
Bezalem Lemma	BS
Patricia Lewis-Johnson	MBA
Austin Little	BA
Dennis Loesch	BA
Vernon Miller	BA
Stephanie Miller-Allen	BA/MA
Niall Ng	BA
Benjamin Olinsky	BA
Sabrina Riley	BS/MPA
Audrey Schafer	BA
Maxim Soloman	BA
Ninon Thomson	BA
Larissa Trovamala	BA
Javita Turner	BA
John Vogt	BA
Kerian Walsh	BA
Claire Wilson	BA/MA
Eillaen Wright	BS
Lydia York	PHD
Gina Marie Zimmerman	BA

SUBSTITUTE CERTIFICATE-NON-DEGREES

Christina Benevento	Aiyonna Gibson
Ericka Blythe	Jenna Kalynovych
Karen Bonilla	Idrissa Matthews
Aidan Cooper	Marcell McNeil
Tagouia Davis	Soraya Silverne
Dejah Maja De Jesus	Tiffani Ratliff
Amaury Flores, Jr.	Andre Weinberger

4492H. REAPPOINTMENT OF LONG-TERM SUBSTITUTE TEACHERS FOR THE 2023-2024 SCHOOL YEAR PAID AT A DAILY RATE OF \$160

Esther Anderson	Christina Benevento	Jennifer Christensen
Simon Dieunel	Robert Ellis	Melanie Fazio
Mateo Green	Jill Hamberg	Susan Hirsh
Dwayne Jackson	Shamara Larkins	Marcel McNeil
Elizabeth Nolet	Benjamin Olinsky	Patricia Payne

Lauren Pope-Forbes	Jeffrey Porter	Audrey Schaefer
Alex Simon	Robert Toussaint	John Vogt
Debra West	Gina Marie Zimmerman	

4493A. 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].

4493B. 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].

4494A. Accepts the following financial reports:

1. Board Secretary's Report dated July 31, 2023
2. Expense Account Adjustment Analysis dated July 31, 2023
3. Revenue Account Adjustment Analysis dated July 31, 2023
4. Check Register #418608-418801 in the amount of \$5,940,112.91.
5. Check Register #200825-200830 in the amount of \$2,267,746.04.
6. Check Register #200831 for July 2023 payroll in the amount of \$2,326,734.24.
7. Treasurer's Reports of June 2023

4494B. Certify the Board Secretary's Monthly Financial Report

4494C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE (S)	LOCATION	ESTIMATED COSTS
Eric Burnside Central Office	2023 NJASBO Workshops	9/21/23 10/17/23 11/14/23, 12/12/23, 01/23/24 02/15/24 03/21/24 04/11/24	Whippany, NJ	\$963.83
Donna Friedrich Seth Boyden	IMSE Comprehensive Orton-Gillingham	9/11/23 9/18/23 9/25/23 10/2/23 10/9/23	Virtual	\$1,500.00
Kelli Goldstein Maplewood Middle	NJSCA Fall Conference	10/13/23	Edison, NJ	\$149.00

Lynn Irby South Orange Middle	Leveling Up and Leading the Way PENDING COUNTY APPROVAL	11/29/23- 12/3/23	New Orleans, LA	\$3,833.00
Tracie Morrison Columbia HS	Leveling Up and Leading the Way	11/29/23- 12/3/23	New Orleans, LA	\$3,833.00
Karen Thomany Central Office	ND Cohort Member 23-24 NJSPSA (10 days)	10/6/23 4/26/23	Monroe or Red Bank, NJ	\$2,736.88
Barbara Tsioni Delia Bolden	IDA 2023 Annual Reading, Literacy & Learning Conference	10/23/23	Virtual	\$559.00

4494D. Approves the following provider(s) for the service indicated for the 2023-2024 school year:

Provider Name	Service	Rate
Creative Speech Solutions, LLC Summit, NJ	Oral Motor Speech, Feeding & Language Therapy	\$93.00/ 30 min \$139.00/ 45 min \$186.00/60min
Cure Staffing, Inc. Whitestone, NY	Registered Nurse (RN)	\$77.00/hour
	Licensed Practical Nurse (LPN)	\$66.00/hour
Marylou Diamond Little Falls, NJ	Oral Motor - Feeding Therapy	\$185.00/session (90 min)
Christina DiCosmo Mountainside, NJ	Sign Language Interpreter Services	\$95.00/hour
Educational Audiology Resources, LLC Brick, NJ	Audiologic Evaluation with Tympanometry	\$275.00
	Central Auditory Processing w/AE	\$700.00
	Classroom Acoustic Evaluation (per Classroom)	\$1,050.00
	Classroom Observation for Auditory Interventions	\$550.00
	FM/DM Amplification Evaluation w/o A/E/Functional Assessment	\$450.00

	& Electroacoustic Verification between equipment A/E not included	
	Functional Hearing Aid/CI/BAHS Evaluation with Electroacoustic Verification between equipment A/E not included	\$550.00
	Educational Audiologist	\$170.00/hour
	Report/Record Review	\$350.00
	Half Day Workshop (3.5 hours)	\$600.00
	Full Day Workshop (6 hours)	\$1,200.00
	Custom Ear Molds for Hearing Aids	\$250.00/pair
Derrick T. McKie East Orange, NJ	Behavior Therapy	\$50.00/hour
Platt Psychiatric Associates, LLC Cedar Grove, NJ	Basic Student Psychiatric Consultation	\$100.00/eval
	Complex Student Psychiatric Consultation	\$1,600.00/eval
	Fee for Contested Student Psychiatric Consultation	\$4,500.00/eval
	School System Employee Psychiatric Consultation	\$450.00/hour
	Court Appearance or Conference with Attorney or Other Forensic Conference	\$600.00/hour
	Charge (prorated) for ancillary services (e.g., completion of forms or paperwork in addition to report)	\$450.00/hour
	Travel Time for on-site evaluations and legal proceedings	\$125.00/20min
	Cancellations with less than 2 business days notice	\$500.00
	Cancellations with less than 2 hours	\$1000.00

	notice/Family's failure to keep appointment	
Summit Speech School New Providence, NJ	Itinerant Teacher of the Deaf	\$225.00/hour
	Staff/Student In-Service	\$225.00/hour
	Consultative Services	\$225.00/hour
	Review/Observation/Intake (ROI) provided by the coordinator/supervisor of the Itinerant Program	\$250.00/hour
	Acoustic Evaluation (K-5)	\$550.00/eval
	Acoustic Evaluation (6 <sup>th</sup> -12 <sup>th</sup> )	\$750.00/eval
	Staff In-Service (care and use of Has, Cis, Bahas, DM/FM systems)	\$250.00/hour
	Staff In-Service (educational regarding auditory disorders)	\$250.00/hour
	Student/Classroom Observation	\$250.00/hour
	Educational Audiological Evaluation	\$400.00/eval
	IEF - Planning Meeting w/staff and/or parents	\$150.00/Conference Call \$250.00/Onsite
	Equipment Troubleshooting (On-Site)	\$250.00/hour
	Audiological Consultation	\$250.00/hour
	Diagnostic Report Review and Recommendation	\$200.00
	Destination Charge (all districts outside of Union County unless service is provided Virtually)	\$30.00

4494E. Approves the submission of an application for Coronavirus Response and Relief Supplemental ESSER Entitlement Grant Funds and accepts these funds as detailed below:

CRRSA ESSER II	\$1,616,486.00
CR - Learning Acceleration	\$ 103,738.00
CR - Mental Health	\$ 45,00.00

4494F. Approves the submission of an amendment application for American Rescue Plan ESSER Entitlement Grant Funds.

4494G. Approves the submission of an amendment application for Coronavirus Response & Relief Supplemental ESSER Grant Funds.

4494H. Accepts State Nonpublic Auxiliary Services (Chapter 192) and Handicapped Services (Chapter 193) Aid Entitlement Funds for 2023-2024 for a total amount of \$79,775.00 allocated as follows:

<u>NP Auxiliary Services</u>	<u>Rate/Pupil</u>	<u>Pupils</u>	<u>State Aid</u>	<u>Allocation</u>
*Compensatory Education	\$1,070.33	32	\$28,771.00	
*E.S.L.	\$1,090.00	0	\$0.00	
*Transportation	\$0	0	\$0.00	
<b>Total Auxiliary Services</b>				<b>\$28,771.00</b>
* Prorated at 84.00%				
<u>NP Handicapped Services</u>	<u>Rate/Pupil</u>	<u>Pupils</u>	<u>State Aid</u>	<u>Allocation</u>
*Initial Exam & Class.	\$1,326.17	9	\$11,936.00	
*Annual Exam & Class.	\$380.00	21	\$ 7,980.00	
*Corrective Speech	\$930.00	13	\$12,090.00	
*Supplemental Instruction	\$826.00	23	\$18,998.00	
<b>Total Handicapped Services</b>				<b>\$51,004.00</b>
<b>TOTAL 192/193 Allocation</b>				<b>\$79,775.00</b>

\*Prorated at 100.00%

4494I. 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	19	\$ 8,926.00 (contract increase)
	20	\$12,937.00 (contract increase)

- 4494J. Authorizes tuition reimbursement to Kerri Waibel, Director of Access and Equity in the amount of \$6,578.00 for Fall 2023 courses required to obtain her Doctorate in Educational Leadership. Ms. Waibel will be required to continue employment with the District for two years after receipt of this reimbursement, or the District will request repayment by the employee.
- 4494K. Approves a contract with The Adam Roselli Agency to conduct residency investigations and surveillances throughout the 2023-2024 school year at a rate of \$80.00 per hour including mileage.
- 4494L. 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.
- 4494M. Approves an affiliation agreement with Seton Hall University, College of Education and Human Services, Department of Professional Psychology and Family Therapy for the purposes of providing clinical experiences for University Students in related degree programs July 1, 2023 - June 30, 2024.
- 4494N. Approves an affiliation agreement with Rutgers, the State University on behalf of its Biomedical and Health Sciences School of Nursing for the clinical education of BSN, MSN, Doctoral and Anesthesia effective July 1, 2023 through June 30, 2024.
- 4494O. Approves a tuition agreement with Essex Regional Educational Services Commission for one district resident student referred to the Essex Campus Academy for the 2023-2024 school year at the following annual tuition rates:

Regular Education Program	\$31,625 per year
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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.

- 4494P. Approve an agreement with Family Connection, Inc. to provide in-kind contributions valued at \$80,000 to the provision of a School-Based Youth Services Program at Columbia High School for the 2023-24 school year as follows:

- 1,630 square feet of dedicated space



- Year-round security services during regular hours of operation
- Telephone and fax service and high-speed internet access for space
- Ongoing janitorial and maintenance services for space
- Additional classroom space as needed occasionally for larger group/family activities during after school or evening hours

4494Q. Approve an agreement with Family Connection, Inc. to provide in-kind contributions valued at \$65,000 to the provision of a School-Based Youth Services Program at Maplewood Middle School for the 2023-24 school year as follows:

- 300 square feet of dedicated space
- Dedicated office space to provide privacy to students utilizing counseling services, including year-round utilities for the space
- Telephone and fax service and high-speed internet access for the above space
- Ongoing janitorial and maintenance services for space
- Additional classroom space as needed occasionally for larger group/family activities during after school or evening hours

4494R. Authorizes the Business Administrator to enter into an agreement with Community First Soccer of Maplewood, New Jersey for Facility Usage at various schools. This agreement is to include the waiver of facility use fees unless there is a cost to the district.

4494S. Authorizes the Business Administrator to enter into an Agreement with South Orange Symphony Orchestra for Facility Usage at South Orange Middle School.

4494T. Appoints Stanley Valles, Director of School and Community Safety and Kerri Waibel, Director of Access and Equity as School Safety Specialists for the District.

4494U. Authorizes the following Club(s), Parent Organization(s) and PTA(s) be covered as additionally insured under the District's NJSIG policy for the 2023-2024 school year.

CHS Club(s)  
Ninth Grade Academy

Clubs and Organizations may be added throughout the school year and must be approved annually.

4494V. 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.

4494W. Approves the submission of an application for NJ High Impact Tutoring Grant Funds and accepts these funds in the amount of \$230,000.

4495. Adopts the following books:

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
ELA K-12	11 & 12	Glengarry Glen Ross, David Mamet	Samuel French, 1983

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
ELA K-12	11 & 12	The Caucasian Chalk Circle, Bertolt Brecht	Methuen, 2010

4496. Hereby affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of July 2023.

4497A. Approves the settlement agreement for Student ID #5023087640 and authorizes the Board President to execute the settlement agreement.

4497B. Approves the settlement agreement for Student ID #3470107975 and authorizes the Board President to execute the settlement agreement.

4497C. Approves the settlement agreement for Student ID # 6613557520 and authorizes the Board President to execute the settlement agreement.

4497D. Approves the settlement agreement for Student ID # 1825503786 and authorizes the Board President to execute the settlement agreement.

4498A. Adopt Board Policy 1140 Affirmative Action Program.

4498B. Adopt Board Policy 1511 Board of Education Website Accessibility.

4498C. Adopt Board Policy 1581 Domestic Violence.

4498D. Adopt Board Policy 1643 Family Leave.

4498E. Adopt Board Policy 2200 Curriculum Content.

4498F. Adopt Board Policy 2260 Affirmative Action Program for School and Classroom Practices.

4498G. Adopt Board Policy 2270 Religion in the Schools.

4498H. Adopt Board Policy 2419 School Threat Assessment Team.

4498I. Abolish Board Policy 2432 School Sponsored Publications.

4498J. Adopt Board Policy 2464 Gifted and Talented Students.

4498K. Adopt Board Policy 2520 Instructional Supplies.

4498L. Adopt Board Policy 3216 Dress and Grooming.

4498M. Adopt Board Policy 3217 Use of Corporal Punishment.

4498N. Adopt Board Policy 3224 Evaluation of Principals, Vice Principals, and Assistant Principals.

4498O. Adopt Board Policy 3230 Outside Activities.

4498P. Adopt Board Policy 3421.13 Postnatal Accommodations.

4498Q. Adopt Board Policy 4217 Use of Corporal Punishment.

4498R. Adopt Board Policy 5112 Entrance Age.

4498S. Abolish 5114 Children Displaced by Domestic Violence.

4498T. Adopt Board Policy 5130 Withdrawal from School.

4498U. Adopt Board Policy 5230 Late Arrival and Early Dismissal.

4498V. Adopt Board Policy 5305 Health Services Personnel.

4498W. Adopt Board Policy 5308 Student Health Records.

4498X. Adopt Board Policy 5310 Health Services.

4498Y. Adopt Board Policy 6112 Reimbursement of Federal and Other

Grant Expenditures.

- 4498Z. Adopt Board Policy 6115.04 Federal Funds - Duplication of Benefits.
- 4498AA. Adopt Board Policy 6471 School District Travel.
- 4498AB. Adopt Board Policy 7243 Supervision of Construction
- 4498AC. Adopt Board Policy 7320 Lease of School Premises.
- 4498AD. Adopt Board Policy 7410 Maintenance and Repair.
- 4498AE. Adopt Board Policy 7425 Lead Testing of Water in Schools.
- 4498AF. Abolish Board Policy 7430 School Safety.
- 4499. Approve the amended 2023-2024 school year calendar as submitted.
- 4500. Approve the following District Goals for 2023-2024 school year as presented:

A. Intentional Integration Initiative (III)

The South Orange Maplewood School District's Intentional Integration Initiative (III) will continue to be led by the Superintendent of Schools. As we monitor and grow our intentional integration efforts at the elementary level, the Superintendent of Schools will ensure all elementary schools are positioned to support a diverse range of learners. The Superintendent of Schools will - (A) carefully review recently received SES Waitlist guidance and recommendations from the Alves group and utilize it to update the related policies and regulations. The Superintendent will also update the community and Board on the final plans for the unpairing of Marshall/ Bolden 3rd graders in the 2024 & 2025 school years (B) utilizing the Beta Test findings to inform this vital work.

B. Facilities

The Superintendent of Schools will continue to lead the District's effort toward the successful completion of our \$160M multi-year construction project. An important part of the effort is the unfortunate realization that inflation has had a devastating impact on pending funding for one of our Middle School projects. While we understand that the Board of School Estimate is at the ready to hear our possible request for additional funding... the Board is tasking the Superintendent and his Team to conduct an exhaustive search of other possible

funding opportunities to support our construction needs. To allow for timely bidding of the project, this process should be completed by December 1 and include monthly updates to both the community and the Board of School Estimate.

C. Student Services/Business Office

Understanding not only the fiscal impact of the rising cost of Special services but the concerning recent allegations of student abuse, the Superintendent will work to perform a deep dive analysis via a 3rd party review of Special Services including but not limited to - OOD Placements, Paraprofessional Services (cost and quality), Legal Cost trajectory, professional development, etc. No less than a year-over-year review will be conducted and include specific recommendations for improvements. Suggested processes to support this work could include Data reviews/Plans, scheduled data collections/submissions, and analysis.

D. Student Achievement

The Board is supportive and excited regarding the Launch of Columbia High School Freshman Academy and finds it worthy of a District Goal. The successful Year 1 implementation should be reflected in artifacts that demonstrate the wide range of customized Academic and Social Emotional Learning (SEL) 1 intervention plans that have a clear connection and emphasize the District's recent work on the important topic of SEL and Social Justice. Including but not limited to (1) continued I&RS Improvement and, (2) continued improvement and refinement of the District-wide application of I&RS.

E. Access & Equity

The Board supports the development of a holistic Diversity Equity and Inclusion Strategic Plan (Multiple Years). Satisfactory of this goal in year 1 will be represented by the completion of the draft of the DEI Strategic Plan. This plan is envisioned to eventually become the 'north star' of the Board/District's equity efforts with direct connections to, (1) the support of the Intentional Integration Initiative, (2) the NJDOE Mandated Comprehensive Equity Plan (Statement of Assurance). (3) Strategic Efforts to continue to diversify our school staff. Recruitment and Retention. Refine the exit interview mechanism. Expand Recruitment Efforts (4) Restorative Justice/Culture and Climate (5) Possible School-based funding plans/Per pupil allocation i.e. floor plans for equity, ELL, Special Needs, etc.

4501. Approve the following District Goals for 2023-2024 school year as presented:

1. Conduct Board quarterly retreats with NJSBA to improve the Board's performance.
2. Hold Board retreats to include training on:
  - o Restorative Practices
  - o Robert's Rules of Order
  - o Cultural Competency
  - o Role and Responsibilities of a Board Member
3. Develop a norming and framing document to help guide the Board's work together
4. The Board of Education will revise the following policies in support of SOMSD students by June 30, 2024.
  - o Policy 3280 (Liability for Student Welfare)
  - o Policy 2415.04 (Title I - District-wide Parental Involvement)
  - o Policy 2415.50 (Title 1 School Parent and Family Engagement)
5. Use the Annual Agenda to manage and guide monthly Board work

4502. Asked to adopt the following revised curricula:

Resolution Number	New/Revised	Department	Subject
4501	Revised	Fine Arts K-12	Journalistic Writing & Analyst (Grades 11 & 12)

ROLL CALL: Motion 4491A-J(1), 4491K-M, 4492A-H, 4493A-B, 4494B-W, 4495, 4496, 4497A-D, 4498, 4499, 4501, 4502 PASSED YES: Duvall Wilson, Eckert, Gifford, Malespina, Telesford, Vadlamani, Winfield, Wittleder, Wright NO: None

Motion 4494A PASSED YES: Duvall Wilson, Eckert, Gifford, Telesford, Vadlamani, Winkfield, Wittleder, Wright NO: None  
 ABSTAIN: Malespina (payments to any vendor or matter in the Check register from which Board Malespina is conflicted; including but not limited to Follett, Mackin and Edmodo)

Motion made by Dr. Taylor, seconded by Board Member Wright to move resolution 4491J(2) for voting. Motion passed unanimously.

ROLL CALL: Motion 4492J(2) PASSED YES: DuVall Wilson, Eckert, Telesford, Vadlamani, Winkfield NO: Gifford, Malespina, Wittleder, Wright

Motion made by Dr. Taylor, seconded by Board Member Wright to move resolution 4500 for discussion and voting. Motion passed unanimously.

Board Member Eckert proposed the following changes: That we eliminate subgoal B regarding the final plans for unpairing of Marshall/Bolden 3<sup>rd</sup> graders in the 2024/2025 school year. This will be happening regardless, which is a reason we eliminated some of the other goals during our retreat.

1. Formalizing a checks and balances process to ensure that all students received a placement during the student assignment phase.
2. III Surveys: Establishing a template to present the data and analysis for survey results so the report out to both the Board and the community is clear, concise and consistent and provides a framework to inform any adjustments the District may need to make in regards to student assignment, PD for teachers and staff and a more culturally responsive curriculum.

Board Member Vadlamani highlighted the language in the Facilities Goal "The Board is tasking the Superintendent and his Team to conduct an exhaustive search of other possible funding opportunities to support our construction needs." The amount of funds needed for the middle school project is not a trivial amount that can easily be pulled from the budget. We are talking about a range of \$12-\$15 million. Board Member Vadlamani suggested using the format previously used when seeking funds from the Board of School Estimate and plan for a meeting sometime in the fall to present our case and then final approval in the spring.

Dr. Taylor responded that this type of reasoning will be a part of the action plan portion and that during the FFT meeting our partners from Epic briefly talked us through the timeline and that is why there are specific dates in the goal to help.

ROLL CALL: Motion 4500 PASSED YES: DuVall Wilson, Eckert, Gifford, Telesford, Vadlamani, Winkfield, Wittleder, Wright NO: None  
ABSTAIN: Malespina

Motion made by Dr. Taylor, seconded by Board President Wittleder to move resolution 4503 for voting. Motion passed unanimously.

4503. WHEREAS, on August 16, 2023 an HIB appeal hearing was held by a Committee of the Board involving a Harassment/Intimidation/Bullying matter HIB Report #240092\_CHS\_12222022;

WHEREAS, at the hearing, the Board heard from the District HIB Coordinator, the Principal and the parent 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 August 24, 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 #5067135218; 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 4503 PASSED YES: Duvall Wilson, Eckert, Gifford, Malespina, Telesford, Vadlamani, Winfield, Wittleder, Wright NO: None

Motion made by Dr. Taylor, seconded by Board Member Eckert to move resolution 4504 for voting. Motion passed unanimously.

4504. Approves the settlement agreement with employee 4480 and authorizes the Board President to execute the settlement agreement.

ROLL CALL: Motion 4504 PASSED YES: Duvall Wilson, Eckert, Gifford, Malespina, Telesford, Vadlamani, Winfield, Wittleder, Wright NO: None

Board President Wittleder commented that she thought that this year's district goal setting process was really great and thanked Dr. Taylor and the Administrative Team for coming to the table with their priorities and working with the Board. She also stated she is proud of the goals for this upcoming year and proud of the Board for the goals they established for themselves as well.

#### HEARING OF INDIVIDUALS AND DELEGATIONS

Community Member Andy Grossman reiterated comments he made earlier in the meeting and recommended that the Board should review their current approach to interacting with the public. He expressed the need for two-way communication which is not allowed in a public board meeting setting and is also difficult to achieve with the limited three-minute time allotment for each speaker.

SOMEA President Rocio Lopez requested that the Board add staff/teacher hiring and retention as a whole to the district goals.



NEW BUSINESS

NONE.

Future Meetings

Board President Wittleder made the following motion seconded by Board Member Malespina:

The Board of Education will meet in Public Session on Thursday, September 28, 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 Board President Wittleder, seconded by Board Member Eckert to adjourn. Motion to adjourn was unanimously approved at 10:39 p.m.

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Eric Burnside, Board Secretary