

Regular Meeting
South Orange-Maplewood
Board of Education
October 18, 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 October 18, 2023.

Board President Kaitlin Wittleder called the meeting to order at 6:30 p.m.

ROLL CALL

Present: Board Member Duvall Wilson, Board Member Eckert,
Board Member Malespina, Board Member Vadlamani,
Board Member Winkfield, Board President Wittleder,
Board Member Wright

Absent: Board Member Gifford, Board Member Telesford,

SEVEN VOTING MEMBERS PRESENT

Pledge of Allegiance

MMS Vocal Ensemble Performed.

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 1:00 p.m. on October 10, 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 have two presentations from the District, the New Jersey Student Learning Assessment presentation and the Student Safety Data System presentation/HIB Self-assessment for the 2022-23 school year.

Board President Wittleder made a motion, seconded by Board Member Malespina to adjust this evening's agenda after the Board returns from Executive Session to move up resolution 4531 for Action, followed by the Board President's Update, Board President's Statement and then the first Hearing of Individuals and Delegates to occur before the Superintendent's update. Motion unanimously approved.

Motion made by President Wittleder, seconded by Board Member Malespina to approve the following:

SOUTH ORANGE-MAPLEWOOD BOARD OF EDUCATION RESOLUTION AUTHORIZING
EXECUTIVE SESSION

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

WHEREAS, the Board has determined that 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, September 28, 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:

"(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 (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 6:38 p.m.
Board Members reconvened at 8:16 p.m.
Board Member Gifford Present
8 Voting Members Present***

APPROVAL OF MINUTES

Motion made by Board President Wittleder, seconded by Board Member Eckert to approve the minutes of the following meetings: September 18, 2023 Special Meeting and September 28, 2023 Executive Session and Public Meeting. Motion passed unanimously.

STUDENT REPRESENTATIVE UPDATE

Student Representative Asa Glassman provided the following updates:

- Spoke briefly about his time at Clinton Elementary, South Orange Middle School and as current Junior at Columbia High School.
- Significant increase in the number of students wearing IDS
- Meeting with Principal Sanchez regarding Freshman Academy curriculum. Students are currently learning about how to craft emails and be successful in the digital age and soon they will begin learning about HIBs, what they are and how to prevent them.
- Meeting with Dr. Taylor to discussed possibly implementing days off during Passover.
- Meeting with Dr. Taylor regarding proposed de-leveling policy. While the specific plan is not yet clear we emphasize the importance of students having a seat at the table when it comes to these kinds of decisions while emphasizing the importance of maintaining high academic standards in the high school.
- Overall things in the district seem to be running smoothly for students so far and it seems like all of the students are looking forward to a great school year. Juniors and seniors are especially looking forward to the homecoming dance this weekend.

BOARD RECOGNITIONS

| <u>NAME/SCHOOL</u> | <u>RECOGNITION</u> |
|---|---|
| <ul style="list-style-type: none"> ● Columbia High School <ul style="list-style-type: none"> ○ Bonney Donachie | <p>Congratulations to Columbia High School Class of 2023 Graduate Bonney Donachie who earned a perfect score on the AP Drawing exam. She was one of only 308 test-takers in the world to earn every point on the exam. She submitted 15 original works under a common theme as part of the exam. Donachie chose the theme of clowns. Some of her work can be seen on the District's Facebook, Instagram, and X accounts. Donachie is now studying painting at the Pratt Institute in Brooklyn.</p> |
| <ul style="list-style-type: none"> ● Columbia High School PSAT/NMSQT Honors | <p>Congratulations to the more than 50 Columbia High School students who have earned distinctions from the National Merit Scholarship Corporation and The College Board's National Recognition Program through high scores on the Preliminary Scholastic Aptitude Test/National Merit Scholarship Qualifying Test, or PSAT/NMSQT.</p> <p>Ajuni Zubieta earned recognition as a National Merit Scholarship Program Semifinalist and will continue in the competition for a National Merit Scholarship.</p> <p>The following students were recognized as National Merit Commended Students for have demonstrating outstanding potential for academic success and exceptional academic promise:</p> <p>Chimezie Agba Ivy Bailey Molly Bigelow Xander Campbell-Singer Quentin Davis William Dougherty Aidan Egan-Liang Benjamin Gevirtz Noah Goldstein Julie Hairston Isaac Hempstead Nigel Hu Molly Hurley Celeste Intagliata Nawal Irfani Sabrina Mannion August Pross</p> |

Claire Rhody
Lydia Ryan
Joseph Spick
Hanna Straub
Arushi Vadlamani
Justin Wade
Jeremiah Wiener
Gianni Zaccarelli

The following students earned **College Board National Recognition Program awards** for maintaining grade point averages of 3.5 or higher and performing outstandingly on the PSAT/NMSQT, PSAT 10, or Advanced Placement exams:

National African American Recognition Award

Chimezie Agba
Promise Albert
Kayla Anicette
Remilekun Banner
Dahlia Brown
Norah Brown
Oluwafehintimi Dottin
Alyssa Lewars
Sierra Mannion
Sabrina Mannion
Innocence Okoko
Nadia Springer
Whitney Cabbagestalk
Jonathan Crosse
Penda Fall
Sophia Halm
Kaiya Montaro

National Hispanic Recognition Award

Anya Friedland
Celeste Intagliata
Molly Mendoza
Elena Rebimbas
Lilah Sigalos
Skylar Smith
Joseph Spick
Ajuni Zubieta
Brodhi Banjo
Nadia Springer

National Indigenous Award

Brodhi Banjo

- **Achieve
Foundation Fall
2023 Grant Awards**

The Achieve Foundation has awarded nearly \$32,000 in grants to the 28 District educators for a variety of educational purposes. We thank Executive Director Eileen Collins Neri, Board President Irene Langlois, and everyone at the Achieve Foundation for their continuing support of our District's staff and students. Congratulations to the following Achieve Foundation Fall 2023 grant award winners:

Columbia High School

- Jennifer Easton
- Christina Luzzi
- Alexandra Cappucci
- Richard Cutrona
- Peter Bauer
- Emily Vite

Tuscan Elementary School

- Amy Popp

Seth Boyden Elementary School

- Rosemary Connell
- Anna Colasuonno

Maplewood Middle School

- Richard Rodriguez
- Lorraine Sudol
- Amy Pitucco
- Heather Vorona
- Avis Gibbons-Williams
- Dara Gronau
- Louis Brown

South Orange Middle School

- Katie Harley
- Amy Schwinder
- Juliann DePietro
- Suzanne Fein
- Kaitlyn Diaz
- Xueyin Li
- Chia-Chi Chiang
- Samantha Heunermund
- Michelle Witrock
- Ana Reyes
- Caitlin Dennehy
- Ashley Saraceno

Item for Action Moved Forward

Motion made by Board President Wittleder, seconded by Board Member Malespina to move resolution 4531 for discussion and voting. Motion passed unanimously.

4531. Whereas the South Orange-Maplewood Board of Education is committed to providing safe extra-curricular activities and offerings to school students; and

Whereas the South Orange-Maplewood Board of Education is aware of reporting on the prevalence of sexual harassment and assault in athletic programs and extra-curricular activities in major public institutions; and

Whereas the South Orange-Maplewood Board of Education has tasked the attorney and District with ongoing and proactive efforts to enhance the effectiveness of its policies and procedures in the area of abuse prevention and expansion of awareness and prevention initiatives, including developing new and more comprehensive training and protocols among staff regarding sexual harassment, sexual violence and relationship violence;

Now, Therefore, be it resolved that the Board approves the following:

- All coaches and activities leads for SOMSD Athletics and Activities will have a SOMSD email address, and SOMSD administration will make sure any coach who is external to SOMSD has been assigned a district email address to use.
- All coaches and activities leaders will use a consistent, District designated application or applications to communicate with students electronically.
- When communicating using any application, the communication must include an additional adult in any messages to students.
- By September 30, all coaches and activities leaders will have to complete Title IX Athletics and Title IX Basics virtual training through SOMSD's Title IX University, which is provided by Institutional Compliance Solutions (ICS), which is SOMSD's Title IX support partner.
- By October 15, all coaches and activities leaders will complete the Responsible Adult Virtual Training that all staff in SOMSD have to complete.
- By October 30, all coaches and activities leaders will complete sexual misconduct and sexual harassment trainings provided by Safe Schools.
- The Board of Education requests that the Superintendent take actions to apprise the school communities, and specifically extra-curricular participants, of these protocols and protections.

ROLL CALL: Motion 4531 PASSED YES: DuVall Wilson, Eckert, Gifford
Malespina, Vadlamani, Winkfield, Wittleder, Wright NO: None

***Board Member Telesford arrived at 8:30 p.m.
Nine Voting Members and Two Student Representatives Present***

Board Member Malespina commented that this action has been a long time coming.

Dr. Taylor congratulated the Board on the action taken and shared with the public that this action has been a long time coming. The Board has been very impactful asking for updates on our implementation and it has been an arduous task but one that we take great pride in. We thank all involved including Rich Porfido our Athletic Director and all the coaches who've been complying with the Access and Equity requirements that you just read.

BOARD PRESIDENT'S UPDATE - *Board President Wittleder*

The Board will convene for its first Fergus Implementation Committee meeting on Monday October 30th. The Fergus Implementation Committee is a committee of the whole meaning all Board Members are encouraged to participate and the meeting will be available to the public and will include one public speaks. The Board has asked Dr. Taylor to present the District's vision of how and when it will Implement all 23 of Fergus's recommendations, which should include the sequence of the priorities of those 23 recommendations, what will get done first, why and when and how these priorities would overlap over the next three years.

The Board would also like to see the funding commitments tied to each of these priorities over the next three years, for example, what are the budget implications for the 2024-25 school year based on what recommendations the district plans to implement first and lastly the Board would like to know who within the district will be the responsible parties for ensuring that the 23 recommendations are being implemented and that we meet the designated timelines.

There will be monthly meetings between the District and the Board via the Fergus Implementation Committee and there will be required quarterly meetings between the District, Dr. Fergus, Justice Wallace and the Black Parents Workshop. Management of implementation and the monitoring of compliance will be handled within the district. So, we look forward to a comprehensive presentation on October 30th.

This evening the Superintendent presented to the Board policy 5755.1 the District's Access and Equity policy to the agenda for a first read. I believe it is important for the community to understand that the majority of the Board has advised against having this policy added to this evening's agenda for a first read. We have expressed significant concerns about the lack of thoughtful planning behind this policy and it is my view that the Board currently lacks sufficient information to assess the unintended consequences of de-leveling our schools on both our students

and our educators for a first reading of the access and Equity policy.

As with any District policy, it is essential that the policy is close to fully developed. This means that all stakeholders affected by the policy should be consulted and actively engaged during the policy review process. Many Board Members called for the District to work directly with our educators, students, administrators, associations and district families prior to being put up for a first read. Board Members had also asked for a comprehensive presentation from the district that included SOMSD student data to both justify and explain the proposal to de-level the schools prior to being put up for a first read. It is extremely disappointing for the policy to be presented to the Board for a first read without this essential work having been completed.

We've been told that the Board should pass this policy as is without fully understanding how de-leveling would be implemented. We've been told that the Board doesn't have to buy into this policy in its current form and that the District can proceed with adding it to the agenda for adoption regardless of whether we lack the necessary information to even support it and that a policy change of this magnitude does not require a public presentation before the Board and the community prior to this policy's first reading. We do not accept those explanations a majority of the Board believes that the community deserves answers to questions about how de-leveling would work, its implication for our students, the timeline for implementation, the anticipated benefits if they exist and the implications for our teachers.

To be clear, the Board is emphatically committed to codifying Dr. Fergus's 23 recommendations into policy. The Board is resolute in its desire to close the achievement gap and to raise the bar for every student in the district through rigorous curriculum and comprehensive support services as was spelled out in Dr. Fergus's Equity Audit Report. The Board looks forward to understanding why the Superintendent believes that this policy was ready for a first read despite a lack of detailed information and community engagement.

Lastly, I just want to recognize the families that are continuing to have transportation challenges. It is imperative that the District provides a reliable and safe transportation source for our families, a service that would function as the backbone of the Intentional Integration Initiative. The Board is hopeful that the latest round of solutions being implemented by the Transportation Department will achieve this goal. Please know that the Board will continue to advocate on behalf of our District families for every single student to get to and from school safely and on time every single day.

SUPERINTENDENT'S UPDATE

As many are aware, there is a first read of a proposed update to our Access and Equity policy on our agenda this evening. For those who are not familiar with the Board's formal policy procedure, a first read is not a voteable resolution for consideration; it provides the Board, the

public and other stakeholders with an opportunity to review and become familiar with a proposed policy. With the first read the Board and the public have an opportunity to share their thoughts on the proposed policy prior to first read. A proposed policy has been discussed in multiple committee meetings. While the Board Members have different opinions on this update to our District's Access and Equity policy, the consensus agreed that the majority of the proposed policy update reflects our current vital work around this important topic, as well as our future aspirations for a NorthStar as was shared in our recent District goals.

Some Board Members as you just heard, expressed concern regarding how the possible de-leveling of schools will look, how it would be rolled out and how this work competes with Dr. Ferguson's report and recommendations connected to our Black Parents Workshop settlement. Similarly, the Board student representatives and I met and they shared concerns over what this could look like and the unintended consequences of acting with haste, such as possibly having courses lose rigor. Here are a few specific responses to these concerns regarding this first read of the policy update that was just shared.

First a note of thanks and appreciation to our previous Board of Education who authored our current Access & Equity policy acknowledging their effort in passing what was a transformative policy at the time, that continues to impact us we still have high level candidates for vacancies that mentioned our commitment to equity, attracting them to our District. This type of work takes courage commitment and a willingness to partner and listen.

Secondly, this topic was first discussed at our late summer Board Retreat where Board Members Gifford and Telesford shared their personal experiences where they recall living within the levels of Columbia High School. They now tell us of the life lessons their experiences taught them and their observations as teens through their now perspectives as adults serving on our Board of Education. I also acknowledge the work of Board Members Gifford and Winkfield in working together to provide a catalyst for this important consideration and dialogue that our Board members have been able to participate in. I have expressed a number of times during our committee meetings that I am proud to work in a District where these considerations are so passionately debated.

To be very clear, as school leaders and career educators our District cabinet and I do not view this as isolated work. Over the last several years we have been tasked with stepping beyond just a simple review of data. In fact, many of who are in the audience today have watched as we have broken down our student achievement data via demographics and use risk ratio to continue to refine our review, determining the likelihood of success of our students based on their self-reported characteristics. We have shared this data with our district educators continuing to focus on our daily decisions. We know we have to be keenly aware of our own biases and how they can unintentionally impact student outcomes.

Again, to be very clear we do not view the work of reviewing academic segregation and Dr. Ferguson's recommendations via our settlement as competing priorities. There are several recommendations and findings in his report that mention specifically the work that we are discussing. If you go to our website and type in crosswalk you will find a crosswalk document that includes specific mentions of the following goals by Dr. Fergus himself:

- A. Foster heterogeneous student collaboration in math instruction
- B. Ensure that low track students receive the high-quality instruction that they need to become better math students
- C. Create a clear plan and timeline to identify High achieving students from underrepresented backgrounds for higher track math courses
- D. Revisit the choice policy for math selection verbatim

Please know that we do not envision a plan that will be fully implemented for the 24-25 school year, nor do we believe in lowering rigor, expectations or getting rid of AP courses. As we have shown via our Intentional Integration rollout, Columbia High School Humanities adoptions, new phonics program pilot and our Kean University Dual enrollment program that was a pilot to name a few, we believe in a pilot approach and learning from it before a wide scale adoption is considered. We also believe in growing our initiatives and maintaining academic consistency for students. We believe in offering job embedded professional development for our staff and in utilizing the natural breaks and grade spans for significant shifts in pedagogy. This helps us to reduce the anxiety in students and parents while moving forward methodically. Lastly, while we are not formally presenting on this topic tonight, we are happy to share our specific thoughts beyond this brief update and build space for discussions of possibilities as these considerations proceed.

One of our Board approved District goals speaks to the development of a holistic diversity equity and inclusion strategic plan to be developed over multiple years. What we can share now is that there is again no intent for an immediate massive shift in design or offerings or programs for Columbia High School next year. We will be sharing more on October the 30th.

Before closing on this topic, please note that the Board approval is not required for shifts in pedagogy although the Board does approve curriculum updates. However, this policy is still very important because as school leaders when we need to make tough decisions or significant shifts, policy adoption is key as it gives confidence to all involved, our administration, teachers, parents, prospective members of District etc. It helps them know that this is not a haphazard or singular decision that it is indeed supported in the fabric of our district and is an understood and accepted part of our beliefs and our tenants as a learning community. In our view Dr. Fergus's recommendations, the A&E first read policy, our work on curriculum development, Intentional Integration Initiative, Equal Opportunity Schools, supporting students who have exceptionalities and their families, providing students' the academic and social emotional

support that they need to become the leaders that they have the potential to be they are all interdependent. In other words, we again do not see them as competing priorities. We do not see this work through an either-or lens. We see them as both and the first leg in this journey is the work that has already been shared and occurred with our middle school math teachers and our District Administration team. We look forward to sharing this with you on October 30th.

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.

HEARING OF INDIVIDUALS AND DELEGATIONS

The following community members and district staff expressed concerns regarding transportation including significant delays, buses not arriving at all and students missing up to 90 minutes of instructional time due to late buses: Sarah Benenati, Julie Madden, Sarah Connelly.

The following community members and teachers spoke against de-leveling, for reasons including but not limited to 1) the process should include input from all community stakeholders 2) the manner in which this policy was brought forth 3) de-leveling will not serve all students 4) de-leveling will abolish certain programs: Sean Butkus, Margaret Pilgrim, Rocio Lopez, Dallas Duffey, Julie Skrivanic, Dr. Joyce Leslie, Laurie

Pham, Shayna Sackett Gable, Tony Mazzocchi, Jeffrey Bennett, Melanie Geiger.

SOMSD teachers Lisa Rosenberg and Jesse Hein expressed concerns about curriculum and resources.

SOMSD Counselor Yolande Fleming expressed concerns regarding the Freshman Academy.

SOMSD teachers and SOMEA leadership expressed concerns regarding building maintenance, cleanliness and safety as well as difficulties of teaching while construction is taking place during the school day: Shira Lincoln, Tivoli Hunt, Patrice Massung, Jose Martinez and Jen Skates.

The following SOMSD teachers expressed concerns regarding Special Education staffing and lack of support to meet student needs: Heather Mittiga, Claire Sinclair, Jen Skates.

The following SOMSD teachers spoke about the lack of support for certain clubs such as the Ladies of Leadership and the Men With Purpose organizations, as well as approval of stipends for staff supporting these clubs and organizations: Danielle Cayo, Abiodun Banner, Jose Martinez.

CONSTRUCTION UPDATES

Dr. Taylor provided the following updates regarding construction:

- Underhill Sports Complex - the PA system will be replaced by the District and the contractor will be charged for his portion of the work. All other work at Underhill is complete.
- Marshall School - Structural Steel Installation is complete. Masonry wall installation has begun and installation of roof drains will begin next week. Electricians are working the second shift.
- Montrose School - Majority of work is scheduled for summer of 2024.
- Columbia High School - Demolition in the B-wing is completed. Electrical and piping for the new b-wing science labs is underway. Demolition in the pool area has begun this week.
- South Orange and Maplewood Middle School - A kickoff off meeting will be scheduled in the next week once the contract is issued.

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

Dr. Gilbert presented the Annual Report of Student Safety Data System for January 2023 - June 2023 and totals for the 2022-2023 School Year. By law, all New Jersey public school districts must use the Student Safety Data System (SSDS) to report all incidents of violence, vandalism, weapons, substance abuse, and HIB incidents that occur in their schools. SSDS has replaced the Electronic Violence and Vandalism Reporting System (EVVRS) and the Harassment, Intimidation, Bullying investigations trainings and programs systems. The district reports this information to

the Board and the public on a semi-annual basis. The last report was on August 24, 2023 which covered incidents from September 2022 through December 2022.

The presentation detailed the following:

- Explanation of SSDS Terms
- Period 2 Incident Reports
- 2022-2023 Total Incidents (PD 1 and 2)
- Analysis of 2022-23 SSDS Data
- What the Data Shows
 - Most incidents in the school district occur at the high school.
- 2022-23 Incidents by type
- Analysis of Incidents by Type and Grade Level
- HIB Analysis 2022-2023 School Year
- What the Data Shows
 - Most HIBs in the school district occur at the high school.
- SSDS Data Trends over time: 2018-2023 School Years

[Presentation on file in the Board Secretary's office and the district website]

HIB Self-Assessment Grades 22-23 - Dr. Kevin Gilbert, Ms. Kerri Waibel

Dr. Kevin Gilbert, Asst. Superintendent for Access and Equity and Ms. Kerri Waible, Director of Access and Equity Presented the HIB Self-Assessment Grades for 2022-23. The presentation detailed the following:

- HIB Self-Assessment for Determining Grades
 - Each year every New Jersey public school is required to take part in the School-Self Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act.
 - This Self-Assessment is used to understand the District's efforts to implement District ABR policy under N.J.S.A.18A:17-46.
 - The School Climate Team is required to complete the Self-Assessment by the end of October each year.
 - The information being reported tonight is on the assessment done for the 22-23 school year.
 - The goal of this assessment is to provide information to guide schools and districts in supporting school climate and culture by setting climate goals each year and identify any areas in need of improvement. This information will be submitted to the state and verified in the spring of 2024.
- The Anti-bullying Self-Assessment assesses the implementation of the Anti-bullying Bill of Rights by examining the following Criteria:
 - HIB programs and Approach
 - AES
 - Training on HIB Policy

- o Other Staff Instruction and Training Programs
- o Curriculum and Instruction on HIB and Related Information Skills
- o HIB Personnel
- o School-Level HIB Incident Reporting Procedures
- o HIB Investigation Procedures
- o HIB Reporting
- Timeline of Process
- Self-Assessment Scores
- Understanding the Scoring Process
- 2022-2023 Self-Assessment Grades per School
- A look Backward (18-19 through 22-23 school year data)
- Assessment Breakdown by School
- Plan for Improvement in the area of Harassment, Intimidation and Bullying
- Commendations
- Areas to Grow
- 2023-24 HIB Goals
 - o Goal 1: Increase Professional Learning Opportunities In The Area of: School Climate, Bullying Prevention And Social Emotional Learning
 - o Goal 2: Examine and Update Student Learning Opportunities in The Area of Bullying and Social Emotional Learning
 - o Goal 3: Support School Climate Teams to develop effective goals for each school that are aligned with self-assessment
 - o Goal 4: Expand on training and support to the ABS's and administrators regarding the investigation process.
- Week of Respect & Week of Respect Highlights: The Anti-Bullying Bill of Rights Act requires that all public school districts designate the week beginning with the first Monday in October of each year as Week of Respect in the State of New Jersey. The week includes learning around character education and instruction focusing on preventing harassment, intimidation and bullying.
- SOMSD HIB Anti-bullying Specialists and Coordinator

[Presentation on file in the Board Secretary's office and the district website]

NJSLA and DLM Results Presentation Spring 2023 Administration

Ann Bodnar, Asst. Superintendent of Curriculum and Instruction and Zoila Correa, Direct of Curriculum and Instruction presented the NJSLA and DLM Results (Spring 2023 Administration). The presentation detailed the following:

- NJSLA Overview
 - o The New Jersey Student Learning Assessments (NJSLA) are statewide assessment that assess students' progress toward the New Jersey Student Learning Standard in English Language Arts (ELA), Mathematics and Science

- ELA: Grades 3-9: NJSLA-E assess student proficiency in reading and comprehending a range of grade appropriate material independently. It also provides a measure of how effectively a student writes when using and/or analyzing sources.
- Math: Grades 3 student through their perspective math course (Algebra I, Geometry, or Algebra II) OR first time students taking Algebra I: NJSLA-M measures student competencies in the major and additional/supporting content in mathematics for grade of course, as well as student grade-appropriate mathematical reasoning and modeling skills.
- Science Grades 5, 8 and 11: The NJSLA-S assesses students on their understanding and explanations of scientific phenomena and scenarios.
- NJSLA English Language Arts (ELA) and Math Results: Spring 2023 Administration
- Comparison of SOMSD's Students Tested ELA & Math Spring 2022 and 2023
- Overall District ELA and Math Performance Compared to New Jersey
- District ELA and Math Performance - Year over Year
- Longitudinal Performance for SOMSD ELA & Math
- Longitudinal Performance Comparison of SOMSD & NJ ELA and Math
- Comparison of SOMSD's Spring 2022 and 2023 NJSLA Administrations Percentages (performance levels)
- Grade Level Outcomes
- ELA and Math - Subgroup: Race/Ethnicity Met or Exceeded
- Notable Achievements - ELA
 - 3rd - 9th graders achieved higher scores than those from the State of New Jersey
 - All grades demonstrated higher passing percentages in comparison to scores from Spring 2022
 - Between grades 3 and 5, student scores surpassed the passing percentages from before the COVID era.
 - Scores in grades 6 through 9 demonstrate an upward trend following the COVID pandemic
 - Between grades 3 and 9, students who achieved a Performance Level 5 (Exceeding Expectations) exceeded the state's average for students in the corresponding category
- Notable Achievements - Math
 - 3rd -5th graders achieved higher scores than those from the state of New Jersey
 - 3rd - 7th graders demonstrated higher passing percentages in comparison to the scores from Spring 2022
 - 3rd - 7th graders' scores surpassed the passing percentages from before the COVID era.
- NJSLA - Science
 - The NJSLA-Science is measured with 4 proficiency levels.
 - Level 1 below proficient
 - Level 2 near proficient

- Level 3 proficient
 - Level 4 advance proficient
- Comparison of SOMSD students tested Science Spring 2022 and 2023 NJSLA Administrations
- Overall District Science Performance Compared to New Jersey
- District Science Performance – Year over Year
- Longitudinal Performance for SOMSD Science
- Longitudinal Performance Comparison of SOMSD & NJ Science
- Grade Level Outcomes Science
- Science – Subgroup: Race/Ethnicity Met or Exceeded
- Notable Achievements – Science
 - 5th, 8th and 11th graders achieved higher scores than those from the state of New Jersey
 - 11th graders demonstrated higher passing percentages in comparison to the scores from spring 2022 and pre-Covid era
- Intervention Strategies
- Culture and Climate
- Intervention & Referral Services (I&RS)
- Student Opportunities
- Instruction and Instructional programming
- Dynamic Learning Maps (DLM) Results Spring 2023 Administration
- What is DLM? Dynamic Learning Maps assessments are for students with the most significant cognitive disabilities for whom general state assessments are not appropriate, even with accommodations. DLM assessments offer these students a way to show what they know and can do in English Language Arts, mathematics, and science.
- Results from DLM assessments are used to inform instruction and meet accountability requirements for reporting student achievement.
- DLM assessments are designed to maximize accessibility for students with significant cognitive disabilities. Assessments are built to allow multiple ways for students demonstrate their knowledge, skills and understanding
- Students taking DLM Assessments have access to unique accessibility tools and supports that meet their needs and preferences
- DLM & SOMSD
 - Students in our Autism, MD and LLD programs take the DLM
 - SOMSD students in some Out of District placements also take the DLM
 - The DLM aligns with the grade levels and subjects tested by the state
 - Students in grades 3-8 and grade 11 participated in ELA and Math
 - Students in grades 5, 8, and 11 also participated in Science
 - DLM Achievement Levels
 - Emerging – The student demonstrates emerging understanding of and ability to apply content knowledge and skills represented by Essential Elements.

- Approaching the Target - The student's understanding of and ability to apply targeted content knowledge and skills represented by the Essential Elements is approaching the target.
- At Target - The student's understanding of and ability to apply content knowledge and skills represented by the Essential Elements is at target.
- Advanced - the student demonstrates advanced understanding of and ability to apply targeted content knowledge and skills represented by Essential Elements.
- DLM 2023 - Results
 - Due to not meeting the required minimum participation size per grade level, the scores will not be disclosed at the grade or subgroup level

[Presentation on file in the Board Secretary's office and the district website]

COMMITTEE REPORTS

PERSONNEL COMMITTEE - *Board Member Eckert*

The committee discussed the following:

- Personnel Resolutions #4523 and #4524
- Job Openings/Vacancies Update
- Updates on Pending Investigations
- A discussion was held and Dr. Taylor will share an update with the
- Policy Review - Policy 4324 Right to Privacy
- Old Business
 - Teacher Retention
 - Auditorium Manager

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

The committee discussed the following:

- Subscription Transportation (survey)
 - Cost Factor
 - Logistics
 - Survey
 - Sussex Fees
 - Next Steps
- Bus Contracts
 - Penalties
 - Next Steps
- Budget & Stats
- Next Step - BA office to come up with a template.
- III Placements - Transportation
 - Alves Report of 2023-24 K placement data

- o CSA has confirmed he will connect the III consultants with the District's transportation per the Year 2 report recommendation to evaluate how transportation costs impact placements.
- Construction
 - o Maplewood Middle School bid / SOMS bid / BOSE
 - o CHS Locker Rooms
 - o Next Steps
 - o Change Orders (If any) - none
- Policies & Regulation: 1st Read/2nd Read & Review
- Second Read (TENTATIVE)
 - o 7441 Electronic Surveillance of School Buildings and on School Grounds
 - o 7510 Use of School Facilities
 - o 7522 School District Provided Technology Devices to Staff Members
 - o 8310 Public Records
- Hazardous Routes
- Legal Bill Analysis (not settlement numbers)
- Dental Insurance
- Technology Insurance
- Aftercare/Before care review
- Resolutions: Change Orders, C&I (2 Possible Contract Awards)
- Seth Boyden Arboretum

CURRICULUM AND INSTRUCTION COMMITTEE - *Board Member Malespina*

The committee discussed the following:

- Culture and Climate update
- ABS Training
- Culture and Climate Team Trainings have begun at buildings
- I&RS Update
- TC Professional Development for non-tenures teachers
- How was new phonics program chosen?
- Policies 2nd Read
 - o 2270 Religion in the Schools
 - o 2419 School Threat Assessment Teams
 - o 5111 Eligibility of Resident & Nonresident Students
 - o 5116 Education of Homeless Children & Youths
 - o 5460.02 Bridge Year Pilot Program
- Policies 1st Read
 - o 5337 Service Animals
 - o 5330.05 Seizure Action
- Access and Equity Policy
- Financial Literacy/ Economics curriculum for 7th grade
- Freshman Academy
- Credit Recovery Report
- NJSLA scores when will we get them?

POLICY COMMITTEE - Board Member Gifford

The committee discussed the following:

CARRYOVER POLICY - Policy 5755.1 Access & Equity

POLICIES FOR POSSIBLE SECOND-READ ADOPTION/ABOLISH:

| | |
|---------|---|
| 3161 | Examination for Cause |
| 3270 | Professional Responsibilities |
| 3431.3 | NJ Family Leave Insurance Program Personnel |
| 4125 | Employment of Support Staff Members |
| 5330.05 | Seizure Action Plan |
| 5337 | Service Animals |
| 7441 | Electronic Surveillance of School Buildings and on School Grounds |
| 7510 | Use of School Facilities |
| 7490 | Animals on School Property |
| 7522 | School District Provided Technology Devices to Staff Members |
| 8310 | Public Records |

POLICIES FOR POSSIBLE FIRST READ:

| | |
|---------|------------------------------|
| 0164.6 | Remote Public Board Meetings |
| 1642.01 | Sick Leave |
| 4161 | Examination for Cause |

NEW BUSINESS

Policy 5120 - Assignment of Students
Policy 5124 - Internal Transfers

ITEMS FOR ACTION

Motion made by Dr. Taylor, seconded by Board Member DuVall Wilson to move resolutions 4523-4532 for discussion and voting (excluding severed resolution 4529 and resolution 4531 which was voted on earlier in this meeting):

4523A. MEMORIAL

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

- Joan Roach, retired secretary passed away on October 4, 2023.

The Superintendent is asked to convey our condolences to the family and friends of Joan Roach.

4523B. RETIREMENT

| NAME | ASSIGNMENT | EFFECTIVE DATE | YEARS IN DISTRICT |
|--------------------|-----------------------------|----------------|-------------------|
| Samuels, Bonita | Principal MONT - 1.0 FTE | 12/1/23 | 21.9 |

4523C. 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 |
|----------------------------|-----------------------------------|----------------------------------|---------------|
| Blagrove, * Selica | T SPED/INC SOM - 1.0 FTE | 11/20/23 6/30/24 | \$64,985 |
| Halpin- Khanna, Lisa | T SPED/INC Gr. 2 MAR - 1.0 FTE | 10/12/23 6/30/24 | \$81,385 |
| Jones, Tracee | T Lang. Arts MM - 1.0 FTE | 12/18/23 or sooner 6/30/24 | \$92,785 |

* Pending receipt of NJ Certification

4523D. CHANGE IN START DATE

| NAME | ASSIGNMENT | OLD START DATE | NEW START DATE |
|--------------------|--|----------------|----------------|
| Donahue, Nicole | LR Speech/Language Specialist DB - 1.0 FTE | 10/3/23 | 10/4/23 |

4523E. CHANGE IN END DATE

| NAME | ASSIGNMENT | OLD END DATE | NEW END DATE |
|------------------|----------------------------------|--------------|--------------|
| Danitz, Diana | LR T WL/Chinese CHS - 1.0 FTE | 1/7/24 | 1/19/24 |

4523F. LEAVES OF ABSENCE

| NAME | ASSIGNMENT | EFFECTIVE DATE |
|--------------------|---|-----------------------------------|
| Charles, Sonya | S4/12, Secretary (SPED) DIST - 1.0 FTE | 11/17/23-12/1/23 (Unpaid FMLA) |
| Currais, Kevin | T SPED/INC MM - 1.0 FTE | 10/26/23-11/3/23 (Unpaid FMLA) |
| Lezzi, Jennifer | T WL/Chinese CHS - 1.0 FTE | 10/12/23-1/18/23 (Unpaid FMLA) |

4523G. SALARY ADJUSTMENTS

| NAME | ASSIGNMENT | EFFECTIVE DATE | ADJUSTMENT | ACTUAL SALARY |
|--------------------------|---|-------------------------------|----------------------------|---------------|
| Bean-Folkes, Dr. Jane | Supervisor ELA, K-12 CHS - 1.0 FTE | 8/14- 8/18/23 (5 days) | \$550.71 (per day) | \$2,753.57 |
| Parsio, Corrina | Supervisor STEM, 9-12 CHS - 1.0 FTE | 8/28- 9/29/23 (23 days) | \$150.00 (per day) | \$3,450 |
| Cahill, Alison | T PE/Health CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$99.29 (paid @ 17%) | \$1,588.71 |
| Clesmere, Lindsay | T PE/Health CHS - .2 FTE | 9/13- 9/29/23 (12 days) | \$71.95 (paid @ 17%) | \$863.43 |
| Hurley, Pat | T PE/Health CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$99.29 (paid @ 17%) | \$1,588.71 |
| Maggiore, Molly | T PE/Health CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$81.59 (paid @17%) | \$1,305.37 |
| Buzar, Marissa | T SPED CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$69.50 (paid @ 17%) | \$1,111.95 |
| D'Alessio, Tara | T SPED CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$99.29 (paid @ 17%) | \$1,588.71 |
| Fleming, Aprell | T SPED CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$86.59 (paid @ 17%) | \$1,385.39 |
| Obasi, Mabel | T SPED CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$83.47 (paid @ 17%) | \$1,335.60 |
| Hatchell, Lucinda | T SPED CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$98.11 (paid @ 17%) | \$1,569.74 |
| Kaller, Nichole | T SPED CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$81.59 (paid @ 17%) | \$1,305.37 |
| Miller, Colleen | T SPED CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$85.55 (paid @ 17%) | \$1,368.80 |
| Sampson, Mercedeh | T SPED CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$98.11 (paid @ 17%) | \$1,569.74 |
| Falk, Suzanne | T SPED CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$91.03 (paid @ 17%) | \$1,456.48 |
| Gallof, Pamela | T SPED CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$90.13 (paid @17%) | \$1,442.13 |

| | | | | |
|--|---|--------------------------------|----------------------------|------------|
| Quinn, Robin | T SPED CHS - .2 FTE | 9/7- 9/29/23 (16 days) | \$88.95 (paid @ 17%) | \$1,423.24 |
| Reichenstein, Steven | T SPED CHS - .2 FTE | 9/28- 9/29/23 (2 days) | \$73.37 (paid @ 17%) | \$146.74 |
| Cifuentes, Katherine | LDTC CHS - .2 FTE | 9/5- 9/29/23 (18 days) | \$101.76 (per day) | \$1,831.70 |
| Palmieri, Samantha | LDTC CHS - .2 FTE | 9/5- 9/29/23 (18 days) | \$87.54 (per day) | \$1,575.70 |
| Speth, Dr. Gregory | School Psychologist CHS - .2 FTE | 9/5- 9/29/23 (18 days) | \$125.37 (per day) | \$2,256.70 |
| Teng, Dr. Deborah | School Psychologist CHS - .2 FTE | 9/5- 9/29/23 (18 days) | \$111.76 (per day) | \$2,011.70 |
| Velder, Dr. David | School Psychologist CHS - .2 FTE | 9/5- 9/29/23 (18 days) | \$125.37 (per day) | \$2,256.70 |
| DeLeon, Christina | T Math SOM - 1.2 FTE | 9/18/23 6/30/24 | +\$15,237 | \$91,422 |
| Fox, Mara | LDTC DB/MAR -.2 FTE | 9/6- 9/29/23 (17 days) | \$91.03 (paid @ 17%) | \$1,547.51 |
| Melendez- Pallitto, Dr. M. Laura | School Psychologist DB/MAR - .2 FTE | 9/6- 9/29/23 (17 days) | \$83.47 (paid @17%) | \$1,419.07 |
| Silva, Debra | AIT MM - .2 FTE | 9/7- 9/29/23 (16 days) | \$116.82 (per day) | \$1,869.07 |
| Fein, Suzanne | T SPED MM - .2 FTE | 9/7- 9/29/23 (16 days) | \$116.82 (per day) | \$1,869.07 |
| Klein, Betsy | T SPED MM - .2 FTE | 9/7- 9/29/23 (16 days) | \$81.76 (per day) | \$1,308.18 |
| Johnson, Monica | T Lang. Arts MM - .2 FTE | 9/26- 9/29/23 (4 days) | \$115.42 (per day) | \$461.69 |
| Strauss, Brittany | T SPED MM - .2 FTE | 9/7- 9/29/23 (16 days) | \$78.87 (per day) | \$1,261.95 |
| DePaolo, Francine | T SPED/INC TUS - .2 FTE | 3/6- 5/6/26/23 (28 days) | \$81.21 (per day) | \$2,273.76 |
| Giovannelli, Christina | T SPED/INC TUS - .2 FTE | 3/6- 6/26/23 (29 days) | \$104.09 (per day) | \$3,018.74 |

| | | | | |
|----------------------|-----------------------------|-----------------------------|-----------------------|------------|
| Chance, RaeMona | T SPED/INC SOM - 1.2 FTE | 9/22/23 6/20/24 | +\$15,757 | \$94,542 |
| Ward, Amanda | T SPED/INC SOM - 1.2 FTE | 9/22/23 6/20/24 | +\$16,777 | \$100,662 |
| Festerling, Dan | T SCI/C CHS - 1.08 FTE | 9/7/23 6/20/24 | +\$8,867 | \$123,202 |
| Novemsky, Michael | T SCI/P CHS - 1.16 FTE | 9/7/23 6/20/24 | +\$16,822 | \$125,957 |
| Battle, April | Guidance MM - .2 FTE | 9/5- 9/15/23 (9 days) | \$132.39 (per day) | \$1,191.48 |
| Goldstein, Kelly | Guidance MM - .2 FTE | 9/5- 9/15/23 (9 days) | \$127.90 (per day) | \$1,151.11 |

4523H. STIPENDS

| NAME | ASSIGNMENT | EFFECTIVE DATE | ACTUAL SALARY |
|--------------------|--|-------------------|---------------|
| Stradford, Lynn | SPED Team Leader: High School CHS - 1.0 FTE | 9/1/23 6/30/24 | \$5,944 |
| Mantes, Raymund | Team Leader, Gr. 6 MM - 1.0 FTE | 9/1/23 6/30/24 | \$5,944 |

4523I. 2023-24 FRESHMAN ACADEMY - HUDDLE TEACHERS - See attached list

4524A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2023-2024 SCHOOL YEAR

STATE CERTIFIED TEACHER

| NAME | INSTITUTION | DATE | DEGREE |
|----------------------|--------------------|---------|--------|
| Lashinsky, Alexis | Kean University | 05/2020 | BS |

Ms. Lashinsky holds a BS in HR Management. She also holds a Certificate of Eligibility in Teacher of Comprehensive Business.

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

| NAME | INSTITUTION | DATE | DEGREE |
|-----------------------|-------------------------------|---------|--------|
| Abdallah, Samira | Montclair State University | 05/2023 | BA |
| Berwind, Elizabeth | Marywood University | 05/2023 | BA |
| Blagrove, Selica | Rutgers University | 08/2019 | Ed M. |
| Kalin, Olivia | City College | 06/2017 | MA |
| Paquette, | Wesley College | 01/2006 | BS |

| | | | |
|---------|--|--|--|
| Destiny | | | |
|---------|--|--|--|

NON-DEGREE SUBSTITUTE TEACHER

| |
|------------------|
| NAME |
| Jamie Handwerker |

4524B. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHERS FOR THE 2023-2024 SCHOOL YEAR PAID AT A DAILY RATE OF \$160

| |
|-------------------|
| NAME |
| Elizabeth Berwind |
| Selica Blagrove |
| Lydia York |

4524C. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2023-2024 SCHOOL YEAR

| NAME | ASSIGNMENT | CONTRACT YEAR | STIPEND |
|-----------------|----------------------------|-------------------|---------|
| Leger, Marie | Fencing Assistant Coach | 12/2023 2/2024 | \$5,614 |

4524D. REAPPOINTMENT OF SUBSTITUTE TEACHER FOR THE 2023-2024 SCHOOL YEAR

NON-DEGREE SUBSTITUTE TEACHER

| |
|-----------------|
| NAME |
| Alexander David |

4525A. 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].

4525B. 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].

4526A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated September 30, 2023
2. Expense Account Adjustment Analysis dated September 30, 2023
3. Revenue Account Adjustment Analysis dated September 30, 2023
4. Check Register #419092 in the amount of \$760.00
5. Check Register #419093-419096 in the amount of \$13,674.72
6. Check Register #419097-419304 in the amount of \$5,739,766.84
7. Check Register #200838-200839 in the amount of \$1,515,507.82
8. Check Register #200840 for September 2023 payroll in the amount of \$7,855,517.36
9. Treasurer's Reports of August 2023

4526B. Certify the Board Secretary's Monthly Financial Report.

4526C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

| EMPLOYEE | WORKSHOP/CONFERENCE | DATE (S) | LOCATION | ESTIMATED COSTS |
|-------------------------------------|--|-----------------------|----------------------|------------------------|
| Ann Bodnar Central Office | NJSBA Fall Workshop | 10/23/23- 10/25/23 | Atlantic City, NJ | \$592.57 |
| Erin Bolstad Marshall School | NJIDA Fall Conference | 12/01/23 | Somerset, NJ | \$210.00 |
| Eric Burnside Central Office | ASBO International Leadership Forum | 02/07/24- 02/10/24 | San Diego, CA | \$2,804.00 |
| Lynn Irby South Orange Middle | Leveling Up and Leading the Way | 11/29/23 12/3/23 | New Orleans, LA | Increase \$3,933.00 |
| Katerina Karis Columbia HS | NCSS Annual Conference | 12/1/23- 12/3/23 | Nashville, TN | \$475.00 |
| Christina Luzzi Columbia HS | NCSS Annual Conference | 12/1/23- 12/3/23 | Nashville, TN | \$475.00 |
| James Manno Columbia HS | NJALAS | 10/23/23- 11/3/23 | Union, NJ | \$1,799.00 |
| Chris Preston Columbia HS | NCSS Annual Conference | 11/29/23- 12/3/23 | Nashville, TN | \$2,083.70 |

4526D. Approves the following provider(s) for the service indicated for the 2023-2024 school year:

| Provider Name | Service | Rate |
|--|--|---|
| Linda-Mood Bell San Luis Obispo, CA | 1:1 Sensory -Cognitive Instruction | \$167.00/hour |
| SMPPLY OT, LLC Bloomfield, NJ | Occupational Therapy Evaluation | \$375.00/eval |
| | Occupational Therapy (10 mile radius from 07003) | \$250.00/60min \$220.00/45min \$200.00/30 min |
| | Occupational Therapy (10 mile radius from 07003) | \$270.00/60min \$240.00/45min \$220.00/30 min |

4526E. 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 |
|--------------------------------|---|----------------|
| American Paper Towel Co., LLC | Custodial Supplies | Co-op |
| Curriculum Associates, LLC | Classroom and Library Materials, Texts | Other |
| Daffodil Hill Press | Classroom Library Books (with Quotes) | Other |
| Direct Flooring | Floor Covering | Co-op |
| Mackin Library Media | Library Materials | Other |
| Metropolitan Telecommunication | Telephone Services | Other |
| Murray Contracting, LLC | Paving Repairs and Maintenance | co-op |
| Niram, Inc. | Asbestos Abatement | Co-op |
| Payschools | Food Service Student Account | Other |
| Public Service Electric & Gas | Utilities | Other |
| Renaissance Learning Inc. | Early Literacy, Math and Reading Subscription License | Other |
| Shi International Corp. | Licenses | Co-op |
| South Mountain YMCA | Beyond the Bell | Other |
| Staples Advantage | Office Supplies | Co-op |
| Troller Electric, LLC | Electrical Services | Co-op |
| White Rock Corp. | Roof Repairs | Co-op |

4526F. Accepts a donation to Clinton Elementary School Library in the amount of \$150.00.

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

20-057-200-890-CL-5900- Clinton School \$150.00

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

4526G. Accepts the Federal FY2024 Elementary and Secondary Education Act (ESEA) Consolidated Entitlement Funds in the amount of \$460,910.00 as follows:

Public School

| | |
|---|--------------|
| 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 | \$4,644.00 |

4526I. Approves the following change orders to the contract with DMD Contracting, Inc. for Renovations and Additions to Clinton and Delia Bolden School Projects.

| <u>Contractor</u> | <u>Change Order#</u> | <u>Amount</u> |
|---------------------------------------|----------------------|---------------|
| DMD Contracting (reduce allowance) | #9 | \$6,708.12 |

4526J. Awards the bid for Literacy Services for K-12 Tenured Faculty and 6-12 Non-Tenured Faculty to Literacy Strategies Consulting, LLC of South Orange, NJ in the amount of \$65,800.

4526K. BE IT RESOLVED THAT the Board of Education, based on the recommendation of the School Business Administrator, hereby awards a contract for the proprietary Maplewoodshop Curriculum and Equipment to Maplewoodshop, LLC of Maplewood, New Jersey.

The contract is awarded based on the vendor's response to Bid #2023-12, a proprietary bid issued in compliance with N.J.S.A. 18A:18A-15 (d) and N.J.A.C. 5:34-9.1 et seq. The total cost of the contract is \$89,556.96.

The Board certifies that the proprietary products are "necessary for the conduct of its affairs," pursuant to N.J.A.C. 5:34-9.1 (b) as follows:

Participating in Maplewoodshop offers numerous benefits to middle schoolers. Firstly, it provides them with valuable hands-on woodworking skills that go beyond traditional academic subjects. Engaging in woodworking fosters creativity, problem-solving abilities, and a sense of accomplishment as students design and build their own projects. This practical experience can boost their confidence and resilience, teaching them that mistakes are opportunities for learning and improvement. Additionally, woodworking instills a strong sense of craftsmanship and attention to detail, which can translate into improved focus and diligence in other areas of their academic and personal lives.

Moreover, Maplewoodshop encourages teamwork and collaboration as students work together on projects, sharing ideas and responsibilities. It also promotes a sense of responsibility and

safety as students learn to handle tools and materials with care, reinforcing important life skills.

Furthermore, woodworking allows for a break from screen time and fosters a greater appreciation for the tangible world, enhancing their understanding of math, measurements, and spatial reasoning in a practical context. Overall, participating in Maplewoodshop can empower middle schoolers with valuable skills, character development, and a love for craftsmanship that will benefit them throughout their lives.

The project is funded through Federal ESSER ARP funds.

- 4526L. Approves an Affiliation Agreement between South Orange Maplewood School District (Marshall Elementary School) and Columbia University, Teachers College to provide clinical training experiences for certain students in the University Program for Art Education, effective October 10, 2023.
- 4526M. Approves the final year of a 3-year contract with the Reading and Writing Project Network of Middlebury, Connecticut to provide professional development for non-tenured district staff throughout the 2023-2024 school year at a cost of \$61,200.

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.

- 4527. Affirms the HIB investigations reported to the South Orange/ Maplewood School District for the month of September 2023.
- 4528A. Approves the settlement agreement for Student ID #5718016691 and authorizes the Board President to execute the settlement agreement.
- 4528B. Approves the settlement agreement for Student ID #9580113653 and authorizes the Board President to execute the settlement agreement.
- 4528C. Rescinds resolution #4435B the settlement agreement approved on March 30, 2023.

BE IT FURTHER RESOLVED, that the Board of Education approves the settlement agreement for Student ID #10877075691 and authorizes the Board President to execute the settlement agreement.

- 4529A. Adopt Board Policy 3161 Examination for Cause.
- 4529B. Adopt Board Policy 3270 Professional Responsibilities.
- 4529C. Abolishes Board Policy 3431.3 NJ Family Leave Insurance Program.

- 4529D. Adopt Board Policy 4125 Employment of Support Staff Members.
- 4529E. Adopt Board Policy 5330.05 Seizure Action Plan.
- 4529F. Adopt Board Policy 5337 Service Animals.
- 4529G. Adopt Board Policy 7441 Electronic Surveillance of School Buildings and on School Grounds.
- 4529H. Adopt Board Policy 7490 Animals on School Property.
- 4529I. Adopt Board Policy 7510 Use of School Facilities.
- 4529J. Adopt Board Policy 7522 School District Provided Technology Devices to Staff Members.
- 4529K. Adopt Board Policy 8310 Public Records.
4230. Approves the Sidebar agreement with SOMEA concerning "the assignment of added instructional classes at Tuscan Elementary School" and authorizes the Board President to execute the agreement.
4532. WHEREAS, each school, through its School Safety/School Climate Teams, is required to evaluate its implementation of the Anti-Bullying Bill of Rights Act (ABR) from July 1 through June 30 each year by using the NJDOE Self-Assessment, in accordance with N.J.S.A. 18A:17-46, and
- WHEREAS, the South Orange Maplewood Board of Education has completed its self-assessment for the period of July 1, 2022 through June 30, 2023;
- NOW THEREFORE BE IT RESOLVED THAT the South Orange Maplewood Board of Education does hereby approve the submission of the NJDOE Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights for the 2022-2023 school year.

ROLL CALL: Motion 4523A-H, 4524A-D, 4525A-B, 4526B-M, 4527, 4528A-C, 4530, 4531, 4532

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

Motion 4526A 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 Board President Wittleder, seconded by Board Member Eckert to amend resolution 4529 and strike policy 5755.1 Access and Equity from the resolution. Motion passed unanimously.

Motion made by Board President Telesford, seconded by Board Member Winkfield to amend resolution 4529 and strike policies 5120 and 5124 from the resolution. Motion passed unanimously.

Motion made by Dr. Taylor, seconded by Board President Eckert to move resolution 4529 voting. Motion passed unanimously.

ROLL CALL: Motion 4529 (strike policies 5120 and 5124) FAILED 3 yes, 6 no.

ROLL CALL: Motion 4529 excluding policy 5755.1 PASSED YES: Duvall Wilson, Eckert, Gifford, Malespina, Telesford, Vadlamani, Winfield, Wittleder, Wright NO: None

Motion made by Dr. Taylor, seconded by Board President Winkfield to move resolution 4534 for discussion and voting. Motion passed unanimously.

4534. WHEREAS, on October 5, 2023 an HIB appeal hearing was held by a Committee of the Board in closed session involving a Harassment/Intimidation/Bullying matter;

WHEREAS, at the hearing, the Board heard from the Anti-Bullying Specialist, Board Attorney and the person along with their representative who filed the appeal; 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 October 18, 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 #8297566539; 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 4534 PASSED YES: Duvall Wilson, Eckert, Gifford,

Malespina, Telesford, Vadlamani, Winfield, Wittleder, Wright
NO: None

Motion made by Dr. Taylor, seconded by Board Member Malespina to move resolution 4533 for voting. Motion passed unanimously.

4533. Approves the Sidebar agreement with ASCA concerning "the assignment of coverage of an SLT member out on leave" and authorizes the Board President to execute the agreement.

ROLL CALL: Motion 4533 PASSED YES: DuVall Wilson, Eckert, Gifford
Malespina, Telesford, Vadlamani, Winkfield, Wittleder, Wright
NO: None

Motion made by Dr. Taylor, seconded by Board Member Gifford to move resolution 4535 for voting. Motion passed unanimously.

4535. WHEREAS, planting trees on school grounds will bring many benefits to our students, staff, and the wider community, including providing cooling shade, habitat, beauty, air and water filtration, stormwater runoff reduction, energy savings, climate change mitigation, and educational opportunities;

WHEREAS, the South Orange Maplewood Board of Education seeks to support and work with school administrators, staff, students, and community partners to create a safe and healthy environment for students now and into the future by planting and maintaining trees at appropriate locations;

THEREFORE, the South Orange Maplewood Board of Education has determined that the South Orange Maplewood School District should apply for a grant from the *Trees for Schools: Tree-planting Grants for New Jersey Public Schools, Colleges, and Universities Program*. The Grant will be used to plant trees at the following location: Seth Boyden Elementary School.

THEREFORE, BE IT RESOLVED, that the South Orange Maplewood Board of Education authorizes the submission of and acceptance of the aforementioned grant.

THEREFORE, BE IT FURTHER RESOLVED, that if the South Orange Maplewood School District is awarded this grant, the District commits to protecting and maintaining the trees planted with grant funds.

ROLL CALL: Motion 4535 PASSED YES: DuVall Wilson, Eckert, Gifford
Malespina, Telesford, Vadlamani, Winkfield, Wittleder, Wright
NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

SOMEA President Rocio Lopez thanked the Board for not advancing policy 5575.1 beyond first read and also spoke about the Freshman Academy.

NEW BUSINESS

None.

Future Meetings

2nd VP Duvall Wilson made the following motion seconded by Board President Wittleder:

The Board of Education will hold a public Fergus Implementation Committee Meeting on Monday, October 30, 2023 at 6:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ in person as well as using an online video conference platform. 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 not be taken.

A meeting of the Board of School Estimate will be held on Tuesday, November 28, 2023 at 6:00 pm at the South Orange Maplewood Board of Education Administration Building, 525 Academy Street, Maplewood, New Jersey; for the purpose of discussing funding for the remaining projects in the District's Long Range Facility Plan. Action may be taken.

The Board of Education will meet in Public Session on Thursday, November 30, 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.

Motion made by 2nd VP Duvall Wilson, seconded by Board President Wittleder to adjourn. Motion to adjourn was unanimously approved at 12:55 a.m.

Eric Burnside, Board Secretary