

Regular Meeting  
South Orange-Maplewood  
Board of Education  
November 30, 2023

A Regular Meeting of the Board of Education of South Orange-Maplewood was held utilizing the online video conference platform on November 30, 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 Telesford, Board Member Vadlamani,  
Board Member Winkfield, Board President Wittleder,  
Board Member Wright (6:35 p.m.)

Absent: Board Member Gifford, Board Member Malespina

*SEVEN VOTING MEMBERS PRESENT*

Pledge of Allegiance

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.

Board President Wittleder explained that this evenings Board of Education Meeting is being held virtually because the anticipated attendance was expected to exceed capacity limits of the District Meeting Room at 525 Academy Street and logistical issues that would prevent virtual public speaks and Board Member participation if held to Columbia High School. We never want to turn our constituents away at the door which we would risk doing if we were to hold the meeting at the Central Office Building. We also do not want to turn anyone away who can only participate in Board meetings virtually. By holding the meeting virtually this evening we protect the entire community's ability to participate.

I received confirmation from Dr Gilbert today that the I.T. Department is already looking into acquiring the technology needed for Columbia High School to be an alternate site for our Board meetings going forward.

Due to the volume of speakers (81) we will be limiting public speaks to 2 minutes. We have decided to postpone The Dating Violence presentation to December and to move up public speaks to occur after the Student Representative Update, Superintendent Update and Board President Update.

Motion made by President Wittleder seconded by Board Member Eckert to adjust the agenda this evening. When we return from Executive Session after the Student Representative Update I'd like to move the Business Administrator's Update to after the first Hearing of Individuals and Delegates. Motion passed unanimously.

Motion made by President Wittleder, seconded by Board Member Duvall Wilson 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 seventy five (75) 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 6:39 p.m.**  
**Board Members reconvened at 8:03 p.m.**  
**Board Member Gifford Present**  
**8 Voting Members Present**

Board President Wittleder reiterated earlier comments about the change from an in-person to a virtual format for tonight's Board meeting.

APPROVAL OF MINUTES

Motion made by Board President Wittleder, seconded by Board Member Eckert to approve the minutes of the following meetings: October 18, 2023 Executive Session and Public Meeting and October 30, 2023 Special Meeting. Motions unanimously approved.

BOARD RECOGNITIONS - *Student Rep. Gwyneth Brown*

NAME/SCHOOL	RECOGNITION
<ul style="list-style-type: none"><li>● Delia Bolden Elementary School<ul style="list-style-type: none"><li>○ Henry Weinstein</li></ul></li></ul>	Congratulations to Henry Weinstein, a fifth-grader at Delia Bolden Elementary School, whose artwork has been chosen to be displayed at the New Jersey Performing Arts Center (NJ PAC) Fall 2023 exhibition.
<ul style="list-style-type: none"><li>● Columbia High School<ul style="list-style-type: none"><li>○ Dylan Charles Meda</li><li>○ Jarrett Jackson</li><li>○ Elliott Spilberg</li><li>○ Zach Sherman</li></ul></li></ul>	Congratulations to Columbia High School student-filmmakers Dylan Charles Meda, Jarrett Jackson, Elliot Spilberg, and Zach Sherman who participated in the Garden State Film Festival Showcase at the New Jersey School Boards Workshop in Atlantic City. The student film that was showcased was "The Culinary Arts of South Orange," a three-minute profile of Mozzarella, an

	<p>Italian restaurant on Valley Road in South Orange. The film had won first runner-up in the Garden State Arts Festival's New Jersey Homegrown Documentary Short - High School category in March.</p>
<ul style="list-style-type: none"> <li>• Columbia High School <ul style="list-style-type: none"> <li>◦ The cast and crew of the CHS fall drama, DNA.</li> </ul> </li> </ul>	<p>Congratulations to the cast and crew of the Columbia High School Parnassian Society's production of its fall drama, DNA by Dennis Kelley. The dark comedy about a bad crime and a bad cover-up was sold out for two evenings. The cast featured the following students:</p> <ul style="list-style-type: none"> <li>• Chloe Regas, 9th grade</li> <li>• Eloise Baum-Joseph, 9th grade</li> <li>• Hayden Groner, 11th grade</li> <li>• Sabrina Mannion, 12th grade</li> <li>• Teddy O'Brien, 10th grade</li> <li>• Ayla Licht, 9th grade</li> <li>• Lyric Smith, 10th grade</li> <li>• Maddie Goodrich, 12th grade</li> <li>• Justice Muhammad, 12 grade</li> <li>• Ash Barton, 12th grade</li> <li>• Z Hunt, 10th grade</li> </ul> <p>The show's crew was led by stage manager, Soph Irfani, 11th grade, and lighting technician, Max Coey, also in the 11th grade.</p>

STUDENT REPRESENTATIVE UPDATE

Student Representative Gwyneth Glassman provided the following updates:

- The proposed policy change that the student representatives worked on in a meeting with Board President Wittleder and 2<sup>nd</sup> VP DuVall Wilson. The new policy will remove the alternate position and instead create two student representatives of equal status and responsibility. The goal is that these representatives will work together to accomplish more as a team than as individuals. The voting process will be similar to the vote for school board members.
- Meeting with Mr. Sanchez to discuss a new student group unofficially referred to as the Justice League, composed of two leaders from various CHS clubs primarily those focused in social justice. The goal is not only to create an open forum for students to voice their concerns but also to give these leaders the opportunity to make changes that will aim to invoke feelings of safety and belonging within the walls of the school.
- Concerns regarding construction at CHS and the negative impact on student learning and exams.

- New Behavior threat assessment security measure which is an effective problem-solving approach to assessing situations where a student may have a potential of harming someone or themselves.
- Security Improvements that can make CHS stronger including enforcement of student IDs and increased monitoring of stores by security Personnel. This is not to say Administration is not trying to improve these measures but we want to emphasize the importance of cooperation from all faculty if any regulation is going to be well enforced. We also want to ensure that the goal of improved safety is not being lost as the year progresses.
- Plans for a college fair in the spring to give students the ability to learn the opportunities they have postgraduation.
- Student/Guidance Counselor relationships

#### SUPERINTENDENT'S UPDATE

Acting Superintendent Dr. Kevin Gilbert introduced himself to the community and made the following comments:

*I would like to say that I have successfully completed my Ten Schools in Ten Days Tour of all of our schools. Many of you followed along on our social media platforms. This morning I finished my last stop at Tuscan and boy did they give me a sendoff. I want to thank all of the schools, principals, families, students and leaders that I met along the way. Your warm smiles and greetings helped me get through the earlier parts of my day. I also would like to thank Mr. Paul Brubaker who served as not only my valet but my planner and kind of the coordinator of these trips; he was with me every step of the way and I really appreciate him for that.*

*I would like to extend my compliments and gratitude to Chief Joseph Alvarez and the amazing staff of the Maplewood Fire Department and Maplewood Public Works, as well as all those who assisted us during the unfortunate holiday event. Due to heavy rains, we had to close Seth Boyden school for one day before the Thanksgiving Break. We would not have been able to get that school back open on the Monday we returned if it had not been for our Facilities Director Mr. Thomas Giglio and his team Maintenance Team Mr. Andre Vassel, Martin Prague and Angel Gonzalez. I would also like to thank United Welding & Plumbing, Kelin Heating and Air Conditioning and Troller Electric for their help. They worked hard over the holiday break.*

*December 4th through the 8th is Inclusive Schools Week. We are preparing some activities through our arts and physical education courses. I would like to thank the stakeholders as well as the internal group of the Access and Equity and Curriculum and Instruction offices who met with those stakeholders, including some of our teachers and community members who have put together a wonderful program. We look forward to showing you what inclusivity looks like the week of December 4<sup>th</sup>.*

We continue to celebrate that more of our Columbia High School seniors are making the mark on their AP exams. The number of Columbia High School seniors who score three or higher on our AP exam increased by 10%. We also want to look at the fact that 40% or more of the 2023 graduates took at least one AP exam during High School and of the 388 CHS graduates 254 or 65% took at least one AP exam while they were in high school. 25% or more of our graduates scored three or higher on at least one AP exam and of our 388 graduates 205 or 53% scored three or higher.

Seth Boyden Elementary School fifth graders and I participated in the first ever Ruby Bridges walk and it was a complete success. Nearly 400 Seth Boyden Elementary School students took a walk on November 14th to commemorate the historic bravery of six-year-old Ruby Bridges who walked to a federally desegregated public school in Louisiana on November 14, 1960. You've probably seen that iconic painting of that picture. I want to really give a special thanks to the Seth Boyden fifth grade safety patrol and the faculty mentors Donna Freidrich and Vanessa La forest.

The district's fourth graders performed Beethoven's Fifth at SOPAC. The district's fourth graders took a field trip on November 16th to the South Orange Performing Art Center (SOPAC) to hear Deluxe Orchestra with the point of sparking interest in music among our students.

I want to recognize two of our alumni as well as a teacher of ours. First is Marvin Jean who graduated from Columbia High School in 2016. He has been returning to his alma mater to give presentations about the medical profession at the school's Pre-med Club. Jean is currently in his second year at Rutgers New Jersey Medical School and had started the club while he was a student at Columbia High School and is giving back. I would also like to recognize Columbia High School Science Teacher Dr. Bianca Silva who is recovering after injuries to her left knee she suffered during the New York City marathon on November 5<sup>th</sup>. Dr Silver has been using crutches while teaching her AP Environmental Science and Anatomy & Physiology classes but she expects to be able to resume her long distance running early next year. We appreciate her dedication to the work and the cause.

Finally, I would like to talk about a visitor we had at Maplewood Middle School. Daryl McDaniels of the rap group Run DMC, visited our students at MMS. Special thanks to Principal Gronau and Assistant Principals Brown and Kassalow for successfully hosting Daryl McDaniels, who encouraged and inspired our young people. Special thanks to MMS Dance Teacher Caroline Ogando who was instrumental in arranging McDaniel's visit.

I would like to take a few moments to clarify some information as it relates to MAPSO Freedom School and professional development of our staff. South Orange Maplewood School District has not contracted with MAPSO Freedom School to do professional development. We have had some South Orange Maplewood School District teachers who are members of MAPSO Freedom School conduct three professional developments for us. First in August our new teacher orientation, September an all staff professional development day and then an October Professional Development day for our

middle school staff. These trainings were centered on anti-racism and anti-bias development of adults, to prepare them to be more culturally responsive to our students. If you recall, one of the Fergus recommendations was that we build the capacity to conduct professional developments that go deeper in helping our staff build culturally responsible skills to help meet the needs of all of our students, but particularly our black indigenous and other students of color. These teachers have not only the training but the experience to do just that. They were not sought out because they were in MAPSO Freedom School, they were sought out because they have the skills necessary to provide quality anti-racist, anti-bias professional development. Please note peer-to-peer learning is one of the highest forms of professional development that a system can offer its staff and these teachers have saved the South Orange Maplewood School District between \$40,000 to \$60,000.

When I first arrived to the South Orange Maplewood School District in May of 2022, I met with several teachers and the one thing that was stated to me is they wanted the district to rely on the skills and talents of current teachers. So, we are constantly searching through our own to fulfill our professional development needs. These teachers are paid on a rate negotiated in our contract with SOMEA for any teachers who develop, plan and deliver professional development. The materials used for the professional development are reviewed by both the office of Access and Equity and the office of Curriculum Instruction. The evaluations completed by participation in these professional developments have been Exceptional, with scores ranging between four and five on a five-point scale, where one is the lowest satisfaction and five the highest satisfaction. We did not receive any complaints from any of the participants for any of the sessions on any of the information that they presented or any participants who felt uneasy because of what they were given.

These teachers have not had any negative scores or irregularities on any of their evaluations as teachers by their principals or supervisors and they all have a proven record with working collectively and collaboratively with students, families and fellow staff members. I would be remised if I didn't touch on the concerns raised about the safety of our students in our classrooms; to this I say we are governed by policies 5755 Equity and Education Programs and Services, 5755.1 Access and Equity, 2260 Affirmative Action Program for School and Classroom Practices, 5512 Harassment Intimidation and Bullying and 2270 Religion in Schools. If any staff is suspected of being in violation of these policies towards our students, upon receipt of a complaint they are thoroughly investigated.

We have an Assistant Affirmative Action Officer who assists me as the District Affirmative Action Officer in investigating student complaints when filed and in addition to our administrators and other designated staff who also can do that. I have complete confidence in our administrators Anti-Bullying Specialists and other staff charged with investigating reporting and disciplining any teacher found in violation of a student's dignity. I assure you that our commitment to creating



anti-racist and anti-bias school cultures and climates is strong and we will continue to govern ourselves accordingly.

I acknowledge right now that our community is hurting, our students are hurting and we are in challenging times but, I reaffirm our commitment to our students and families and will continue to collaborate with those who are willing to help us as a District support one another, support our families and support our students.

As I close I would just like to give you an update on my 90-day plan and the next steps. I have finished my Ten Schools visits, I have met with departments, principals and assistant principals, set up one-on ones with both Rocio Lopez President of SOMEA and Lynn Irby Hill President of ASCA, continuing my one-on ones with the DEIA, PTA, HSA, President Council Representative Yves Hart and the SEPAC DEI Presentative Victoria Bonds. Now that the school tour is complete, I will be convening a group of people to plan the listening tours that I have scheduled. In January I am leading SLT in a Strength Weaknesses Opportunities and Threat Analysis and I am working with our district Equity team which consists of stakeholders and District personnel as we prepare to meet the district goal of developing a DEI Strategic plan. Community input information will be coming to you soon so all of you can know how to help us with that. I have commissioned our Director of Human Resource Tunde Adedoyin to lead a group of Educators in developing an adult well-being plan that we will hopefully roll out in January for our staff.

Finally, I just want to alert you that there will be one difference that you will see from me in comparison to Dr. Taylor. I will not be responding to the public speak comments. I will be following the advice of our attorney who was asked that I not do that but, please note that those who would desire a response will be providing us with their emails and we will provide that response from those who have requested one.

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

I wanted to start off on a personal note with an apology to the Community. As someone who voted in support of the MAPSO Freedom School Liaison earlier this year. I was personally unaware of their political advocacy work and had I known that this was an aspect of their organization I personally would not have voted in support of a liaison. I'd also like to acknowledge my board colleagues Dr. Telesford and Board Member Vadlamani who during the meeting had asked the Board to do more due diligence on the organization prior to approval and they were right. Lessons have been learned by this experience. By establishment, Boards of Education are apolitical entities, in fact our code of ethics states that we will refuse to surrender our independent judgment to special interest or partisan political groups or to use the schools for personal gain or the gain of friends. Our number one job as a Board of Education is to make sure that the South Orange Maplewood School District is well run and that our close to 7,000 students are receiving a best-in-class education. We should not bring politics into the leadership of our schools and to uphold this principle the board will discuss the discontinuation

of the MAPSO Freedom School Board liaison at the meeting later this evening.

*The MAPSO Freedom School has entered the political fry with recent social media posts. While the MAPSO Freedom School retains the right to express its unique political perspectives, it is advisable for the Board to avoid the establishment or continuation of any non-mandated liaison relationship with any organization that is actively involved in political advocacy work to avoid the risk of the Board's liaison relationship being construed as support for any specific political viewpoint. The Board cannot take action on behalf of or at the request of a special interest group or persons organized and voluntarily united in opinion and who adhere to a particular political party.*

*The Board deeply cares and respects every single person in our community and we recognize the pain that many of our community members are experiencing and the divide this pain has caused amongst us. Tonight's meeting will be a deeply emotional experience for all of us on this call. I ask that everyone who intends to share their thoughts and unique perspectives this evening to please approach public discourse with a sense of respect for one another. Let us collectively show the children in our district what empathy and unwavering care for every individual looks like. Our students and educators are in pain and they are watching us this evening to understand how our community will get through this together. I hope that we can lead by example and show that amidst our Disparities, love and understanding has the power to prevail.*

#### 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 spoke about topics including Calls for the district to sever ties with MAPSO Freedom School, antisemitism, Support for Israel, personal experiences related to the conflict, Support for MAPSO Freedom School, support for district staff and students, Support for Palestine: Karen Kozar, Ofer Vugman, Michael Goldberg, Illan Stelmakh, Yuval Brokman, Leyah Brokman, Leyah Colcord, Henry Cittone, Kim Gorode, Mordechay Givoni, Loren Levy, Jennifer Crohn, Ilana Bryant, Heidi Goldberg, Noa Dagan, Dana Luciano, Dona A., Jara Saltero, Amy Paternite, Gabriela Guzman, Cassia Mosdell, Jenn Sturm, Thuraya Zeidan, Amanda Burns-Elhassouni, Carrie Gordon, David Letwin, Nola Sadany, Tova Fry, Natania Kremer, Susan Lugachi, Noah Marcus, Brian Ford, Sherri Langburt, Olivia Chung, Jacob Chaffin, Sabeel Abulsoud, Joseph Gabriel, Fanzia Moin, Daniel and Meghan Gosselink, Kate Roche, Brett Robinson, Rachel Marcus, TJ Whitaker, Willy Sumner, Isioma Grant, Rosanna McCrear, Awo Okaikor Aryee-Price, Vanessa Previlon, Suzan Farber, Fariha Chougle, Laila Gold, Georgian Hart, Ernesto Arroyo, Andrea Bromfeld, Cierra Ohaulan-Boone, Michael Wechsler, Jeffrey Bennett, Mindy Greenspan, Adam Shapiro, Karen Siegel, Cantor Rebecca Moses, Rabbi Daniel Cohen, Rabbi Jesse Olitzky, Sebastian Torres, Lev Kruglyakov, Hannah Veira, David Troll, Anna Schwartzur, Ceyda Toklu, Jennifer Greenberg, Mordechay Givoni, Jordana Horn Gordon, Dan Sloan, Danielle Thorne, Ikechukwu Onyema.

#### BUSINESS ADMINISTRATOR'S UPDATE

Mr. Burnside provided a brief update on the Marshall Elementary School and Columbia High School Construction Projects, Maplewood Middle School Construction Kick Off Meeting and upcoming New Jersey Quality Single Account Accountability Continuum (NJQSAC) Monitoring. NJQSAC is the Department of Education's monitoring and district self-evaluation system for public school districts. The system shifts the monitoring and evaluation focus from compliance to assistance, capacity-building and improvement. It is a single comprehensive accountability system that consolidates and incorporates the monitoring requirements of applicable state laws and programs and complements federally required improvements. The system focuses on monitoring and evaluating school districts in five key components that, based on research, have been identified to be key factors in effective school districts. These components are Instruction & Program, Fiscal, Governance, Operations, and Personnel.

ITEM FOR ACTION MOVED FORWARD

Motion made by Board Member Vadlamani, seconded by Board President Wittleder to move forward resolution 4546 for discussion and voting. Motion unanimously approved.

4546. Approves the revised Board of Education Committees for the 2023 calendar year as presented.

ROLL CALL: Motion 4546 PASSED YES: Duvall Wilson, Eckert, Telesford, Vadlamani, Wittleder, Wright NO: Gifford, Winkfield, Wright

ITEMS FOR ACTION

Motion made by Board President Wittleder, seconded by Board Member Telesford to sever resolution 4544 first read subpart 7 and 8 and 4544 second read subpart 5. Motion unanimously approved.

Motion made by Board President Wittleder, seconded by Board Member Eckert To move resolutions 4537-4547 for discussion and voting:

4537A. RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Aquiles, Kimberly	T KDG MAR - 1.0 FTE	7/1/24	24

4537B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Bermudez, Inelda	School Social Worker DB/MAR - 1.0 FTE	1/11/24	4.11
Boni, Susan	T Math CHS - 1.0 FTE	1/29/24	6.8
Enyeart, Joshua	T English CHS - 1.0 FTE	1/6/24	14.4
Yang, Philip	T SS MM - 1.0 FTE	12/23/23	6.4

4537C. APPOINTMENT

(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
Jones, Cory	School Counselor CHS - 1.0 FTE	1/30/24 or sooner 6/30/24	\$86,385

4537D. APPOINTMENT OF LEAVE REPLACEMENT STAFF  
 (This employment is conditional and subject to the disclosure requirement; pending compliance with NJ Public Law 2018, Chapter 5)

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Erdman, Lauren	T 2 SM - 1.0 FTE	12/21/23 6/30/24	\$59,785
Martinez, Angela	T SPED/INC Gr.4 SB - 1.0 FTE	12/1/23 5/31/24	\$83,885

4537E. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Joyner-Isibor, Taliah	Preschool Social Worker MONT - 1.0 FTE	11/28/23 or sooner	11/30/23
Peart, Nathan	T SPED/INC Gr. 5 SM - 1.0 FTE	11/28/23 or sooner	11/29/23
Radliff, Robert	T Music (Strings) MM/SOM - .4 FTE	9/1/23	12/1/23

4537F. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Danitz, Diana	LR T WL/Chinese CHS - 1.0 FTE	1/19/24	1/7/24
Grevious, Janice	LR T Lang. Arts SOM - 1.0 FTE	12/4/23	12/18/23
Johnson, III Leroy	Acting Principal/Superviso r of SPED MONT/DIST - 1.0 FTE	11/30/23	2/29/24

4537G. TERMINATION

NAME	EFFECTIVE DATE
Employee #4664	11/1/23

4537H. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Chan, Gary	T SCI/B CHS - 1.0 FTE	1/2/24-3/22/24 (Unpaid FMLA)
Gluckman, Erica	T 2 SB 1.0 FTE	10/19/23-1/3/24 (Paid Maternity Leave) 1/4/24-4/3/24 (Unpaid NJ FLA)

Jacobsen, Rebecca	T Music CLIN 1.0 FTE	9/26/23-11/20/23 (Paid Maternity Leave) 11/21/23-2/26/24 (Unpaid NJFLA) 2/27/24-6/30/24 (Unpaid Childcare Leave)
Loupis, Michael	SAC CHS 1.0 FTE	12/4/23-1/25/24 (Paid Medical Leave) 1/26/24-4/25/24 (Unpaid FMLA)
Pezzato, Meryl	T PE/H MM 1.0 FTE	11/13/23-12/12/23 (Paid Maternity Leave) 12/13/23-3/13/24 (Unpaid FMLA) 3/14/24-3/22/24 (Unpaid Childcare Leave)
Philemon, Kevin	Guidance Counselor MM - 1.0 FTE	1/2/24-3/22/24 (Unpaid FMLA)
Robinson, Melisa	Speech/Language Specialist DB 1.0 FTE	10/9/23-1/2/24 (Paid Maternity Leave) 1/3/24-4/2/24 (Unpaid FMLA)
Rosen, Hillary	T SPED/INC SOM 1.0 FTE	10/30/23-12/20/23 (Paid Maternity Leave) 12/21/23-3/21/24 (Unpaid NJFLA)
Seavers, Kevin	T SS CHS 1.0 FTE	11/20/23-12/4/23 (1/2 day) (Paid Sick Days) 12/4/23 (1/2 day) - 12/11/23 (Unpaid FMLA)

4537I. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Ellis, Susan	Supervisor SPED DIST - 1.0 FTE	8/21-9/27/23 (13 days)	\$235.00 (per day)	\$3,055
Mullen, Christin	Supervisor SPED DIST- 1.0 FTE	8/21-9/14/23 (10 days) 9/15-11/2/23 (27 days)	\$235.00 (per day)	\$6,345
Morrison, Tracie	Asst. Principal CHS 1.0 FTE	11/13- 11/27/23 (7 days) 11/13- 11/27/23 (2 days)	\$37.50 (per day) \$50.00 (per day)	\$262.50  \$100.00
Parsio, Corrina	Supervisor STEM, 9-12 CHS - 1.0 FTE	10/2- 10/13/23 (10 days)	\$150.00 (per day)	\$1,500

Guido, Carey	T PE/H MM - 1.0 FTE	9/1/23 6/30/24	+\$5,800	\$96,385
Cahill, Alison	T PE/Health CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$99.29 (paid @ 17%)	\$2,184.38
Clesmere, Lindsay	T PE/Health CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$71.95 (paid @ 17%)	\$1,582.90
Hurley, Pat	T PE/Health CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$99.29 (paid @ 17%)	\$2,184.38
Maggiore, Molly	T PE/Health CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$81.59 (paid @17%)	\$1,794.98
Buzar, Marissa	T SPED CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$69.50 (paid @ 17%)	\$1,529
D'Alessio, Tara	T SPED CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$99.29 (paid @ 17%)	\$2,184.38
Fleming, Aprell	T SPED CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$86.59 (paid @ 17%)	\$1,904.98
Obasi, Mabel	T SPED CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$83.47 (paid @ 17%)	\$1,836.34
Hatchell, Lucinda	T SPED CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$98.11 (paid @ 17%)	\$2,158.42
Kaller, Nichole	T SPED CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$81.59 (paid @ 17%)	\$1,794.98
Miller, Colleen	T SPED CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$85.55 (paid @ 17%)	\$1,882.10
Sampson, Mercedeh	T SPED CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$98.11 (paid @ 17%)	\$2,158.42
Falk, Suzanne	T SPED CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$91.03 (paid @ 17%)	\$2,002.66
Gallof, Pamela	T SPED CHS - .2 FTE	9/7-9/29/23 (16 days)	\$106.04 (per day)	\$1,696.64
Gallof, Pamela	T SPED CHS - .2 FTE	10/1- 10/31/23 (22 days)	\$106.04 (per day)	\$2,332.88
Quinn, Robin	T SPED CHS - .2 FTE	10/2- 10/31/23 (16 days)	\$88.95 (per day @ 17%)	\$1,956.90

Reichenstein, Steven	T SPED CHS - .2 FTE	10/2- 10/31/23 (22 days)	\$73.37 (paid @ 17%)	\$1,614.14
Cifuentes, Katherine	LDTC CHS - .2 FTE	10/2- 10/27/23 (20 days)	\$101.76 (per day)	\$2,035.20
Palmieri, Samantha	LDTC CHS - .2 FTE	10/2- 10/27/23 (18 days)	\$87.54 (per day)	\$1,750.80
Speth, Dr. Gregory	School Psychologist CHS - .2 FTE	10/2- 10/27/23 (18 days)	\$125.37 (per day)	\$2,507.40
Teng, Dr. Deborah	School Psychologist CHS - .2 FTE	10/2- 10/27/23 (18 days)	\$111.76 (per day)	\$2,235.20
Velder, Dr. David	School Psychologist CHS - .2 FTE	10/2- 10/27/23 (18 days)	\$125.37 (per day)	\$2,507.40
Fox, Mara	LDTC DB/MAR -.2 FTE	10/2-10/9/23 (6 days)	\$91.03 (paid @ 17%)	\$546.18
Melendez- Pallitto, Dr. M. Laura	School Psychologist DB/MAR - .2 FTE	10/2-10/9/23 (6 days)	\$83.47 (paid @17%)	\$500.82
Silva, Debra	AIT MM - .2 FTE	10/2- 10/31/23 (22 days)	\$116.82 (per day)	\$2,570.04
Fein, Suzanne	T SPED MM - .2 FTE	10/2- 10/31/23 (22 days)	\$116.82 (per day)	\$2,570.04
Klein, Betsy	T SPED MM - .2 FTE	10/2- 10/31/23 (22 days)	\$81.76 (per day)	\$1,798.72
Johnson, Monica	T Lang. Arts MM - .2 FTE	10/2- 10/31/23 (22 days)	\$115.42 (per day)	\$2,539.24
Strauss, Brittany	T SPED MM - .2 FTE	10/2- 10/31/23 (22 days)	\$78.87 (per day)	\$1,735.14
Meade, Megan	T SPED SOM - .2 FTE	10/30- 10/31/23 (2 days)	\$116.82 (per day)	\$233.63
Winter, Benjamin	T SPED SOM - .2 FTE	10/30- 10/31/23 (2 days)	\$107.09 (per day)	\$214.19
Anderson- Ellis, Shawna	T SPED CHS - .2 FTE	10/16- 10/31/23 (12 days)	\$106.87 (per day)	\$1,282.47
Degioia, Damiana	T SPED/INC CHS - .2 FTE	10/16- 10/31/23 (12 days)	\$84.65 (per day)	\$1,015.80



Grasso, Linda	T SPED/INC CHS - .2 FTE	10/16- 10/31/23 (12 days)	\$106.04 (per day)	\$1,272.47
Regler, James	T SPED/INC CHS - .2 FTE	10/16- 10/31/23 (12 days)	\$80.32 (per day)	\$963.80
Rodriguez, Antonio	T SPED/INC CHS - .2 FTE	10/16- 10/31/23 (12 days)	\$78.87 (per day)	\$946.47
Schiavo, Lynn	T SPED/INC CHS - .2 FTE	10/16- 10/31/23 (12 days)	\$109.54 (per day)	\$1,314.47
Stradford, Karen	T SPED/INC CHS - .2 FTE	10/16- 10/31/23 (12 days)	\$100.65 (per day)	\$1,207.80
Stradford, Lynn	T SPED/INC CHS - .2 FTE	10/4- 10/31/23 (20 days)	\$129.26 (per day)	\$2,585.22
Williams, Christine	Clerical Aide CLIN - 1.0 FTE	9/26- 10/13/23 (24 hours)	\$8.49 (per day)	\$203.76
Festerling, Dan	T SCI/C CHS - 1.2 FTE	9/7/23 6/20/24	+\$22,167	\$136,502
Novemsky, Michael	T SCI/P CHS - 1.2 FTE	9/7/23 6/20/24	+\$21,027	\$130,162

4537J. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Camina, Diane	Stage Crew Advisor CHS - 1.0 FTE	9/1/23 6/20/24	\$5,832
Guido, Carey	Varsity Coach, Swimming Boys CHS - 1.0 FTE	12/1/23 2/28/24	\$7,891
Heunermund, Samantha	Team Leader, 7C SOM - 1.0 FTE	9/1/23 11/30/23	\$5,944 (pro-rated)
Lindsey, Aliyaah	Cheerleader Advisor CHS - .5 FTE	12/1/23 2/28/24	\$2,765.50
LiPuma, Elizabeth	Team Leader, 7C SOM - 1.0 FTE	12/1/23 5/31/24	\$5,944 (pro-rated)
Robinson, Deborah	Title IX Deputy Coordinator DIST - 1.0 FTE	12/1/23 6/30/24	\$8,189
Seavers, Kevin	Freshman Class Advisor CHS - 1.0 FTE	9/1/23 11/16/23	\$3,223 (pro-rated)
Whitaker, Thomas	Asst. Coach/Varsity, Basketball Boys CHS - 1.0 FTE	12/1/23 2/28/24	\$5,614
	Asst. Affirmative Action Officer DIST - 1.0 FTE	9/1/23 6/30/24	\$8,189

4537K. PERKINS GRANT FUNDING

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Parsio, Corrina	Administrative Services DIST - 1.0 FTE	9/1/22 6/30/23	\$1,746
	Administrative Services DIST - 1.0 FTE	9/1/23 6/30/24	\$1,719

4537L. 2023-24 FRESHMAN ACADEMY - HUDDLE TEACHERS (REVISED)  
See attached revised list

4538A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2023-2024 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Appiah-Pipim, N'dom	Wheaton College	05/2021	BA
Cushnie, Marcus	Lebanon Valley College	05/2011	BS
Jean, Rachel	State University of New York	05/1995	BA
Sanderson-Roche, Karen	Seton Hall University	12/2012	BA

4538B. APPOINTMENT OF STIPEND POSITION FOR THE 2023-2024 SCHOOL YEAR

NAME	POSITION	STIPEND
Alexander David	Robotics Advisor	\$3,248

4538C. APPOINTMENT OF ATHLETIC EVENT TICKET TAKERS, SUPERVISORS, AND OFFICIALS FOR THE 2023-2024 SCHOOL YEAR

Burnett Grayson	Christopher Pruden	Alex Simon
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4538D. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2023-2024 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Derilus, * Matthew	Boys Basketball Freshman Coach	12/2024	\$3,710
		2/2024	
Downey, Ryan	Boys Lacrosse Head Coach	3/2024	\$7,891
		6/2024	
Jones, Jacey	Wrestling Assistant/ Freshman	12/2023 2/2024	\$3,710

Simmons, Crystal	Winter Cheerleading	12/2023 2/2024	\$2,807
Synsmir, Gregory	Boys Basketball Assistant/ Junior Varsity	12/2023 2/2024	\$5,614

\*Appointment is pending receipt of NJ State Substitute Certificate.

538E. APPOINTMENT OF VOLUNTEERS FOR THE 2023-2024 SCHOOL YEAR

NAME	ASSIGNMENT
Janine Bacchus- Joseph	Fencing
Britt Keshner	High School Musical

4538F. RESCIND APPOINTMENT OF STIPEND POSITION FOR THE 2023-2024 SCHOOL YEAR

NAME	POSITION	STIPEND
Marc Matalon	Stage Crew	\$5,832

4538G. REAPPOINTMENT OF SUBSTITUTE TEACHER FOR THE 2023-2024 SCHOOL YEAR

NON-DEGREE SUBSTITUTE TEACHER

NAME
Trixie Guy

4539A. 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].

4539B. 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].

4540A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated October 31, 2023
2. Expense Account Adjustment Analysis dated October 31, 2023
3. Revenue Account Adjustment Analysis dated October 31, 2023
4. Check Register #419305 in the amount of \$5,454.62
5. Check Register #419306-419684 in the amount of \$9,647,700.54
6. Check Register #200841-200842 in the amount of \$3,767,268.7
7. Check Register #200843 for October 2023 payroll in the amount of \$8,045,436.01
8. Treasurer's Reports of September 2023

4540B. Certify the Board Secretary's Monthly Financial Report.

4540C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

<b>EMPLOYEE</b>	<b>WORKSHOP/CONFERENCE</b>	<b>DATE (S)</b>	<b>LOCATION</b>	<b>ESTIMATED COSTS</b>
Rebecca Antunes Seth Boyden	NJIDA Fall Conference	12/1/23- 12/2/23	Somerset, NJ	\$299.42
Maria Bradley South Mountain	Beyond Decoding: Confronting Comprehension Head On	12/1/23	Somerset, NJ	\$243.51
Donna Friedrich Seth Boyden	Beyond Decoding: Confronting Comprehension Head On	12/1/23	Somerset, NJ	\$236.65
Megan Hellthaler Marshall	Beyond Decoding: Confronting Comprehension Head On	12/1/23	Somerset, NJ	\$240.50
Samantha Imperato Seth Boyden	Beyond Decoding: Confronting Comprehension Head On	12/1/23	Somerset, NJ	\$201.65
Keysha Knight Columbia HS	Strengthening Your People Skills in the Workplace	12/8/23	Virtual	\$199.00
Debra Silva Maplewood Middle	Beyond Decoding: Confronting Comprehension Head On	12/1/23	Somerset, NJ	\$241.77
Kristie Thomas Columbia HS	NJCHE Princeton Conference	12/1/23	Princeton , NJ	\$126.86

4540D. Approves the following provider(s) for the service indicated for the 2023-2024 school year:

<b>Provider Name</b>	<b>Service</b>	<b>Rate</b>
EI US, LLC dba Learn Well Plymouth, MA	Home Instruction	\$63.50/hour
Silvergate Prep Bridgewater, NJ	Home Instruction	\$55.00/hour
Stepping Forward Counseling Center, LLC Chatham, NJ	Home Instruction	\$100.00/hour
United Therapy Solutions Fanwood, NJ	Occupational Therapy, Physical Therapy, Speech Therapy, LDTC	\$90.00/hour
	Psychology, Social Worker	\$80.00/hour
	BCBA	\$100.00/hour
	Out of District	

	Occupational Therapy, Physical Therapy, Speech Therapy	\$90.00/30 min
	BCBA	\$100.00/30 min
	Home Care	
	Occupational Therapy, Physical Therapy, Speech Therapy	\$180.00/hour
	BCBA	\$180.00/hour
	Evaluations:	
	OT, PT Evaluations	\$375.00
	Speech Evaluation	\$450.00
	Psychology Evaluation	\$550.00
	Social Work Evaluation	\$650.00
	BCBA Evaluation	\$700.00
	Bilingual Evaluations:	
	Speech Evaluation	\$650.00
	LDTC Evaluation	\$750.00
	Psychology Evaluation	\$650.00
	Social Work Evaluation	\$750.00
	BCBA Evaluation	\$1,000.00

4540E. 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
Epic Management, Inc.	Construction Management	Other
Nielsen Ford of Morristown, Inc.	Maintenance Vehicle	State Contract
NJ Principals & Supervisors Assoc.	Administrator Membership	Other

4540F. Approves an agreement with Challenge Day of Oakley, California, to provide an Interactive Workshop for students and staff at Maplewood Middle School, South Orange Middle School and Columbia High School at a cost of \$35,200.00.

4540G. Approves the submission of the District's Comprehensive Maintenance Plan for the for the 2024-2025 school year and the Annual Maintenance Worksheet.

BE IT FURTHER RESOLVED THAT the Board of Education states that the district's required maintenance activities are reasonable to keep the schools' facilities open and safe for use or in its original condition and maintain the validity of their warranties

4540H. Accepts a grant from New Jersey School Boards Association Insurance Group in the amount of \$23,050.00 to be used for risk management projects and safety related improvements.

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

20-035-200-890                      NJSBAIG                      \$23,050.00

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

4540I. Approves the submission of an amendment to the application for FY 2022 American Rescue Plan Homeless Children and Youths (ARP-HCY II) Funds in the amount of \$14,535.00.

4540J. Approves the Collaborative Monitoring Report Corrective Action Plan Case #CM-08-23.

4540K. Approves a contract with Bryant, Gemza, Keenoy and Kozlik, LLP of Bradley Beach, New Jersey to conduct a review of the Special Education Department at a cost not to exceed \$43,900.

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

4540L. Accepts State Nonpublic Auxiliary Services (Chapter 192) and Handicapped Services (Chapter 193) Aid Entitlement Funds for 2023-2024 for a total amount of \$96,045.00 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	<b>12</b>	<b>\$15,915.00</b>	
*Annual Exam & Class.	\$380.00	<b>24</b>	<b>\$9,120.00</b>	
*Corrective Speech	\$930.00	13	\$12,090.00	
*Supplemental Instruction	\$826.00	<b>38</b>	<b>\$30,149.00</b>	
<b>Total Handicapped Services</b>				<b>\$67,274.00</b>

**TOTAL 192/193  
Allocation**

**\$96,045.00**

\* Prorated at 100.00%

4540M. Approves a Contract with Michael Alves of Watertown, MA to provide consultation services in continued support of the implementation of the South Orange Maplewood School District's Intentional Integration Plan for the 2023-2024 school year at a cost not to exceed \$44,000.

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

4540N. Approves the refund of \$25,828.00 special revenue funds to the Treasurer of the State of New Jersey as listed below:

Nonpublic State Aid

2022-23 Nonpublic Compensatory Aid	\$11,367.00
2022-23 Nonpublic Exam & Classification Aid	\$ 3,606.00
2022-23 Nonpublic Supplementary Instruction Aid	\$ 3,222.00
2022-23 Nonpublic Corrective Speech Aid	\$ 1,767.00
2022-23 Nonpublic Textbook Aid	\$ 3,064.00
2022-23 Nonpublic Nursing	\$ 1,904.00
2022-23 Nonpublic Technology	\$ 889.00
2022-23 Nonpublic Security	<u>\$ 9.00</u>

Total Refund Due \$25,828.00

4540O. 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)/Organization(s)

CHS International Club

4540P. Accepts the donation of 200 three inch binders (approximate value \$2300.00) to the District.

4540Q. 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>Contract</u>	<u>Change Order #</u>	<u>Change Order Amount</u>
G&P Parlamas, Inc.	23	\$24,317.00
	24	\$22,870.00

4541. Approves the following:

WHEREAS, in accordance with law and Board Resolution No. (date of resolution for hearings), hearings were afforded with regard to the children identified by student number below; and

WHEREAS, the Board has determined that, as to the students identified below, the parents or guardians are not domiciled within the District or the children are not kept in the home of another person domiciled within the school district pursuant to the affidavit pupil's statute; now, therefore

BE IT RESOLVED, that the Board hereby orders the transfer or removal of the students identified below.

<u>STUDENT #</u>	<u>SCHOOL</u>	<u>GRADE</u>
6957317904	CHS	11 <sup>th</sup>
6197650922	MAR	2 <sup>nd</sup>

4542. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of October 2023.

4543A. Approves the settlement agreement for Student ID #7601593453 and authorizes the Board President to execute the settlement agreement.

4543B. Approves the settlement agreement for Student ID #6040271336 and authorizes the Board President to execute the settlement agreement.

4544A. Adopt Board Policy 0164.6 Remote Public Board Meetings During a Declared Emergency.

4544B. Adopt Board Policy 1642.01 Sick Leave.

4544C. Adopt Board Policy 2419 School Threat Assessment Team.

4544D. Adopt Board Policy 4161 Examination for Cause.

4544E. Adopt Board Policy 4281 Inappropriate Staff Conduct.

4544F. Adopt Board Policy 5116 Education of Homeless Children and Youths.

4544G. Abolishes Board Policy 5460.02 Bridge Year Pilot Program.

4545. WHEREAS, On July 2, 2020, P.L. 2020, c. 57 was approved and codified under the already existing statute section N.J.S.A. 18A:7F-9 which permits a school district to implement a Commissioner-approved program of virtual or remote instruction in



the event the school district is required to close a school or the schools of the district for more than three consecutive school days due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure.

WHEREAS, In the event the above events apply, the Commissioner of Education shall allow the district to apply to the 180-day requirement established pursuant to N.J.S.A. 18A:7F-9, to allow one or more days of virtual or remote instruction provided to students on the day or days the schools of the district were closed and shall meet such criteria that is established by the Commissioner of Education.

WHEREAS, A day of virtual or remote instruction, if instituted under the district's Commissioner of Education's approved program of virtual or remote instruction, shall be considered the equivalent of a full day of school attendance for the purposes of meeting State and local graduation requirements, the awarding of course credit, and other such matters as determined by the Commissioner of Education.

NOW THEREFORE BE IT RESOLVED, That the Board of Education approves the District's Emergency Virtual or Remote Plan of Instruction for the 2023-24 school year.

4547. WHEREAS, the South Orange Maplewood Board of Education in the County of Essex is undergoing evaluation under NJQSAC for the 2023 - 2024 school year, and

WHEREAS, N.J.A.C.6A:30-3.2 (f) requires participating school Districts to hold a public meeting to approve the submission of the district's DPR responses and the Statement of Assurance with respect to this process, and

WHEREAS, the South Orange Maplewood Board of Education in the County of Essex has reviewed the districts DPR responses and Statement of Assurance and hereby approves these documents.

NOW THEREFORE BE IT RESOLVED, that the South Orange Maplewood Board of Education does hereby authorize the Superintendent of Schools to submit the attached DPR and Statement of Assurances to the Commissioner of Education in compliance with the provisions of N.J.A.C. 6A: 30-3.2 (f)

4548. Approves the settlement agreement for Student ID #9742259066 and authorizes the Board President to execute the settlement agreement.

4549A. WHEREAS, on October 31, 2023 an HIB appeal hearing was held by a Committee of the Board in closed session involving a Harassment/Intimidation/Bullying matter HIB Report #248660\_CHS\_05162023;

WHEREAS, at the hearing, the Board heard from the Anti-Bullying Specialist, 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 November 30, 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 #8845033638; 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.

4549B. WHEREAS, on November 27, 2023 an HIB appeal hearing was held by a Committee of the Board in closed session involving a Harassment/Intimidation/Bullying matter HIB Report #250442\_CES\_06232023;

WHEREAS, at the hearing, the Board heard from the Anti-Bullying Specialist, 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 November 30, 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 #4510628633; 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 4537A-L, 4538A-G, 4539A-B, 4540A-Q, 4541A-B, 4542, 4543A-B, 4544 (excluding 1<sup>st</sup> read #7-8 and 2<sup>nd</sup> read #5), 4545, 4546, 4547 PASSED YES: Duvall Wilson, Eckert, Gifford, Telesford, Vadlamani, Winkfield, Wittleder, Wright NO: None

Motion made by Board Member Telesford seconded by Board Member DuVall Wilson to move resolution 4544 (first read #7-8) for discussion and voting.

Motion made by Board Member Vadlamani seconded by Board Member Telesford to return policy 5124 back to committee. Motion failed 3 yes (Telesford, Vadlamani, Winkfield) 5 no (Gifford, Eckert, Duvall Wilson, Wittleder, Wright)

Board Member Eckert made a motion seconded by Board Member DuVall Wilson to amend 5124 to include hardship does not include peer group placement.

***Board Member Winkfield left the meeting at 12:30 a.m.  
7 voting members present***

ROLL CALL: Motion to amend 5124 PASSED YES: Duvall Wilson, Eckert, Gifford, Telesford, Wittleder, Wright NO: Vadlamani,

ROLL CALL: Resolution 4544 (#8) PASSED YES: Duvall Wilson, Eckert, Gifford, Wittleder, Wright NO: Telesford, Vadlamani

ROLL CALL: Resolution 4544 (#7) PASSED YES: Duvall Wilson, Eckert, Gifford, Wittleder, Wright NO: Telesford, Vadlamani

Motion made by Board Member Gifford seconded by Board Member DuVall Wilson to return policy 4281 back to committee for further discussion.

ROLL CALL: Motion to amend 4281 PASSED YES: Duvall Wilson, Eckert, Gifford, Telesford, Vadlamani, Wittleder, Wright NO: None

Motion made by Board President Wittleder seconded by Board Member DuVall Wilson to move resolution 4548 for voting. Motion passed unanimously.

ROLL CALL: Motion to amend 4548 PASSED YES: Duvall Wilson, Eckert, Gifford, Vadlamani, Wittleder, Wright NO: Telesford

Motion made by Board President Wittleder, seconded by Board Member DuVall Wilson to approve resolutions 4549A-B.

ROLL CALL: Motion 4549A-B PASSED YES: Duvall Wilson, Eckert,  
Gifford, Telesford, Vadlamani, Wittleder, Wright NO: None.

HEARING OF INDIVIDUALS AND DELEGATIONS

None.

NEW BUSINESS

None.

Future Meetings

Board President Wittleder made the following motions seconded by Board Member DuVall Wilson:

The Board of Education will meet in Public Session on Thursday, December 21, 2023 at 6:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. This meeting will be a Tenure Celebration for District staff and we will also have a ceremony to honor Board Members Malespina, Winkfield and Wright who terms will end at the end of this year.

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.

The Board of Education will meet in Public Session and hold its annual Reorganization Meeting on Thursday, January 4, 2024 at 6:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ as well as using the online video conference platform. This will also be the swearing in ceremony of Shayna Sackett-Gable, Will Meyer and Liz Callahan.

The Board of Education will adjourn to Closed Session in the Superintendent's Office to discuss personnel and legal issues, negotiations and other matters to be announced at a later date. Immediately following the closed session the Board of Education will return to Public Session at 7:30 pm. 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 suggested in accordance with the guidance received from the local DOH and the CDC. Action will be taken.

Motion made by President Wittleder, seconded by Board Member DuVall Wilson to adjourn. Motion to adjourn was unanimously approved at 1:08 a.m.

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Eric Burnside, Board Secretary