

Regular Meeting  
South Orange-Maplewood  
Board of Education  
February 29, 2024

A Regular Meeting of the Board of Education of South Orange-Maplewood was held utilizing the online video conference platform on February 29, 2024.

Board President Qawi Telesford called the meeting to order at 6:32 p.m.

ROLL CALL: Present: Board Member Callahan, Board Member Duvall Wilson, Board Member Eckert, Board Member Meyer, Board Member Sackett-Gable, Board President Telesford, Board Member Vadlamani, Board Member Wittleder

Absent: Board Member Gifford

*EIGHT VOTING MEMBERS PRESENT*

Pledge of Allegiance

NOTICE OF THE MEETING

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 5, 2024.
- B. That said notice was sent via email to Maplewood and South Orange Township Clerks and the Editors of the News Record, Star Ledger, TapintoSOMA and the Village Green.

Board President Telesford made a motion, seconded by Board Member Eckert to adjourn to Executive Session to discuss matters within Attorney Client Privilege and personnel.

WHEREAS, the length of the Executive Session is estimated to be sixty (60) minutes after which the public meeting of the Board shall reconvene and proceed with business where formal action will be taken.

NOW, THEREFORE, BE IT RESOLVED that the South Orange Maplewood Board of Education will go into Executive Session for the above stated reasons only; and

BE IT FURTHER RESOLVED that the Board hereby declares that its discussion of the aforementioned subject(s) will be made public at a time when the public's interest in disclosure is greater than any privacy or governmental interest being protected from disclosure.

Motion unanimously approved.

*Columbia High School Senior Job Campbell performed.*

***Board Members adjourned to Executive Session at 6:34 p.m.***

**Board Members reconvened at 8:39 p.m. Board Member Gifford & Student  
Representatives Brown and Glassman Present  
9 Voting Members Present**

APPROVAL OF MINUTES

Board President Telesford made a motion to approve the minutes of the January 4, 2024 Reorganization Meeting Executive and Public Sessions and January 25, 2024 Regular Meeting Executive and public sessions. Motion unanimously approved.

BOARD RECOGNITIONS - Gwyneth Brown

NAME/SCHOOL	RECOGNITION
<ul style="list-style-type: none"> <li>● Columbia High School</li> </ul>	<p>Congratulations to the Cougar Girls Fencing Team for winning NJSIAA District 3 on Sunday, February 4th. The team advances to the NJSIAA Team Tournament.</p>
<ul style="list-style-type: none"> <li>● Columbia High School</li> </ul>	<p>Congratulations to Senior Girls Basketball Player, Talia Baptiste. Talia scored her 1000th career point on February 15th in a regular season game vs. Bernards High School. Baptiste has committed to Fairleigh Dickinson University in Teaneck where she will play for the school's Division 1 Women's Basketball Team and major in biology.</p>
<ul style="list-style-type: none"> <li>● Columbia High School</li> </ul>	<p>Congratulations to Columbia High School Wrestlers on their success at NJSIAA District 11 at Morristown on February 18th. Jared Van Allen won District Champion. August Kata and Reid Ordower both won 2nd Place prizes.</p>
<ul style="list-style-type: none"> <li>● Columbia High School</li> </ul>	<p>Congratulations to Columbia High School junior, Laurel Sackett, who competed at the U.S. Synchronized Skating Championships in Las Vegas last week. Sackett became a double national medalist, earning both bronze and pewter medals with her team.</p>
<ul style="list-style-type: none"> <li>● Maplewood Middle School</li> </ul>	<p>Congratulations to the cast and crew of Maplewood Middle School's excellent production of "Mean Girls, Jr." They put on excellent performances under the leadership of MMS Choral Director Regina Bradshaw.</p>
<ul style="list-style-type: none"> <li>● South Orange Middle School</li> </ul>	<p>The cast and crew of the South Orange Middle School's Select Drama Club also gave outstanding performances of their spring</p>

	drams, "The Brothers Grimm Spectaculathon." Congratulations to all of the students and staff and students who worked with Drama Teacher Kara Bowe on the great production.
<ul style="list-style-type: none"> <li>• South Orange Middle School</li> </ul>	South Orange Middle School's Ailey Dance Kids took the stage at the South Orange Performing Arts Center (SOPAC) to give their finale performance on Tuesday night. The 11 seventh-graders and 23 eighth-graders performed a variety of jazz and modern dance pieces they learned by working with artists-in-residence from the Alvin Ailey Foundation's Arts in Education & Community Programs.

STUDENT REPRESENTATIVE UPDATE - *Asa Glassman*

Student Rep. Glassman provided an update on the following:

- The need for increased visibility of high school administration and reassurance in Principal Sanchez's absence.
- Positive reactions from administration about the idea of forming personal and meaningful relationships with the student body.
- Safety and Security concerns
- Request to expedite the process of rebuilding the Columbia High School stage as it is an integral part of the high school Arts programs and has displaced the Special Dance Company, CHS Step Team and CHS Musical.
- Impact of construction on the students who want to enjoy the weather and eat outside on Ritzer Field.
- Student Representatives, Brown and Glassman recently attended a Student Government meeting at Maplewood Middle School. Students are making positive contributions towards improving the school environment. During the meeting, they were planning events for Black History Month. It was exciting to see such passionate young students, and we are confident that they will continue to accomplish great things for their school community.

SUPERINTENDENT'S UPDATE

- Columbia High School Senior Ajuni Zubieta has received notification that she is a finalist for the National Merit Scholarship. In October, Zubieta was the only CHS student who was named a semifinalist. We wish her all the best as we await the National Merit Scholarship Corporation's announcement of the scholarship winners in late March.
- Congratulations to South Orange Middle School Principal Lynn Irby-Hill and all of the SOMS staff and students who participated in

the second annual *My Black is Beautiful* performance on Saturday at the South Orange Performing Art Center. Mrs. Irby-Hill and the community plan to continue this event in years to come.

- Audrey Nora a Columbia High School Junior has gotten National exposure as the Co-author of *Tiny Travelers Find Your Forest*, a book that beckons children to discover the forest no matter where they live. Earlier this month Nora was interviewed by the *Kelly Clarkson* show where she talked about how she wants every child to know that they have access to the forest. Currently the book is only available at Target. A Spanish version of the book is expected to be published in late March.
- Columbia High School students involved in the Aspiring Leaders of Tomorrow (A LOT) Club have spent Black History Month looking for people of color who have achieved leadership positions as part of a special scavenger hunt. Math teacher Abiodun Banner the club's faculty advisor came up with the idea as a way for ALOT members who are predominantly people of color to visualize the possibilities of their own future. There were a variety of different professions on Banner's Scavenger Hunt including a doctor, lawyer, engineer police officer, school principal and an entrepreneur. Today I joined the members of ALOT as they gave presentations about the people they interviewed. It was really wonderful to see the many people in our local community who took the time to walk with and mentor our young people.
- Congratulations to all the district teachers who are recipients of the 2024 Achieve Foundation Deborah Prinz Educator Grant Award. More than \$81,000 in grants were awarded to teachers throughout the district which is a new Achieve Foundation record. These grants support our Educators innovation and creativity in teaching. We thank the Achieve Foundation for their continuing partnership in supporting our teachers and we thank all who made donations to make these Grant Awards possible.
- South Orange Maplewood School District Library Media Specialist and Elementary School students participated in the Maplewood Library's *Kids Speakout* event on February 10<sup>th</sup>. The event was a celebration of Black History Month that encouraged students to express themselves through spoken word poetry and the arts. All the District's Elementary schools were represented by works that were either presented or on display at the library. Very special thanks to all of the district's Library Media Specialists who helped our students participate. Jennifer Latimer at Clinton Elementary School, Teresa Quick at Delia Bolden, Maria Kazanis at Marshall School, Amy Popp at Tuscan, Janine Poutre at Seth Boyden, and Elizabeth Taylor Fox at South Mountain.
- Dr. Jane Bean-Folkes, Supervisor of English language Arts has Co-Authored an art article that has been published in *Literacy Magazine* an Academic Journal and published by the United Kingdom Literacy Association. The study examines students using annotation which is student reading and thinking about a text together and how it can be a pathway to understanding in the learning process.

- This morning it was my pleasure to join the South Orange Middle School Community to hear a lecture by Joylette Hylick daughter of Katherine Johnson. Hylick spoke to the students about her mother's autobiography *Reaching for the Moon*, which was released after the book and film *Hidden Figures*. Johnson's book tells of her life story of being a young girl who showed an exceptional aptitude for math, faced the challenges of brutal racism and sexism and grew up to work on many of many NASA's largest projects including the Apollo 11 mission that landed the first men on the moon. This was a great opportunity for our SOMS students. I want to thank everyone who worked to make it happen.
- I have received numerous emails of inquiry and support for the Columbia High School Principal. Please know that because this is personnel matter I cannot go into details about the situation. What I can say is that I had hoped the Columbia High School Principal's leave would have ended by the end of this month but this is not the case. The principal is still on leave and Assistant Superintendent Bodnar is continuing to serve as Acting Principal. I would like to take the time to publicly give my gratitude and support to Ms. Bodnar who has not only continued in her role as Assistant Superintendent of Curriculum Instruction but has also taken on the responsibility of managing and leading Columbia High School during this challenging time.
- We are in conversation regarding the visibility and accessibility of the high school's administrative team during the high school principal's leave of absence. These are very important things to us and Ms. Bodnar and the Administration Team are going to work to remedy some of these disconnects that we are hearing about in communication with the students and families, to do everything they can to increase their visibility and their connection. In the meantime, Ms. Bodnar is doing a remarkable job in drawing on her expertise as a building level leader while still working to promote an effective curriculum and instruction program throughout the District.

Shifting to the events of last week. I understand that videos of a fight involving an individual who was let in to Colombia high school and one of our students has been making its way on social media in connection with the cold yellows on Friday. As a point of clarity this fight was totally unrelated to the cold yellows on Friday. The fight occurred on Thursday and the students who were involved in opening the door to let that person into the school as well as those who were taking videos of the fight have been disciplined according to the district code of conduct. In addition to the code yellow, the Maplewood Police Department did a sweep of the entire building and viewed videos along with our Columbia High School Administration Team and there were no trespassers or other weapons found. I will also be doing a walk through with Mr. Stanley Valles and the Maplewood Police Department in of the high school tomorrow morning.

I want to take the opportunity to talk about School Safety and Security following the two calls for code yellow or a shelter in place that happened at Columbia High School last Friday. We take what happened very seriously we have been reviewing the events that transpired, trying to learn as much as possible about what worked but most importantly what improvements we need to make to help make sure that all of our students and staff are safe when they are at Columbia High School. I will be as transparent as possible in talking about school security matters but please understand that if I go into too many details about our efforts to keep everyone safe and secure I can do more harm than good. My goal tonight is for everyone to understand that when we say that safety is a top priority in this District I am not just giving you lips service. We want to do everything we can to keep everyone safe.

On Monday morning I completed my first walkthrough of the high school with School Safety and Security Director Stanley Valles and Facilities Director Tom Giglio. We revisited some of the places where reported incidents played out on Friday and check different components of the security infrastructure. I also met with the Columbia High School administrators as well as members of the district senior leadership team. I would be remised if I did not say from the onset how grateful I am for Assistant Superintendent and Acting Principal Ann Bodnar for her leadership on Friday and the Columbia High School administration's skillful work through the tense and complicated day, keeping their focus on the safety of students and staff. I would also like to thank the Maplewood Police Department for their response and assistance during these events.

On Tuesday I met with Columbia High School teachers and I was very pleased of their willingness to help the overall efforts to keep our students safe. I greatly appreciate the many suggestions that they made and we are currently reviewing those to see if many of those can be implemented. Student IDs, one of the first areas we addressed after Friday were making sure that all Columbia High School students had their student identification. On Monday, Ms. Bodnar and the CHS administrative team issued replacement IDs for any students who needed them and they have made sure that students scan their IDs as they enter the building every morning this week. I cannot overstate the importance of students having their IDs; this is how we can verify that every student in the building is a member of the Columbia High School community and they belong in the building. Also, teachers and staff need to see these IDs when we are trying to account for students when there is an emergency.

#### Designated Entrances and Exits

At Columbia High School we will designate three areas for students and two areas for staff to enter and exit the building. Staff should also

know that we will be allowing them to use any of the student designated entrance areas.

### Door Alarms

As an extra measure to guard against doors being propped open I have authorized Facilities Director Tom Giglio to develop a proposal to install alarms on doors that are not used as entrances and exits. These alarms will sound when the doors open for a few moments. Propping doors open to let people into the building puts everyone at risk, that is why on this point I want to be extremely clear. Any student found to have propped open a door to let someone from the outside in will be disciplined according to the district's code of conduct.

### Communications

The school community must be alerted immediately when there is a code yellow shelter in place, code red lockdown or an evacuation. To that end, we have asked all staff members throughout the district to opt into receiving School Messenger text messages, that way, when staff members receive an alert of an emergency they can begin employing the correct protocols. The text communications will be in addition to existing communication practices at our school buildings including announcements over the public address system and emails the staff. The district and its schools will provide alerts to families while maintaining the best communication practices as advised by the State of New Jersey. To minimize the possibility of incorrect information being released, details about an incident may not be released until after an incident ends and all facts have been confirmed. The district will also be increasing technology among our security staff to enhance their ability to communicate with school administrators. It is my intent that these measures will not only be adopted at Columbia High School but they will be adopted at all of our schools throughout the district.

### Technology

Understandably there has been an ongoing discussion on School Safety and Security in our district for years. Throughout that discussion there have been mentions of different companies, technologies and protocols that will be to be implemented to aid our security. A number of those mentioned protocols have been implemented at Columbia High School. Since the beginning of this school year, there have been designated entrances for students and swipe machines to check in student IDs. These requirements were noted in the latest edition of the Columbia High School student handbook, although the use of the machines has been scaled back due to difficulties with the management. The use of a technology called SwipeK12 was also previously mentioned which is the brand of machines we are using to scan student IDs. Swipe K12 technology cannot be used to track a particular student throughout the school day as it was

suggested at one point. At this point we are resetting the conversation on what our needs are as a district and what technologies are best to meet those needs. I am meeting regularly with members of the district senior leadership team to explore the different options available in communications and ID scanning and we will be providing updates on this as soon as possible.

### Closing

If you take nothing away from these remarks know this, on my watch the South Orange and Maplewood School District will do everything we can as soon as we can to help keep all of our students and staff in our buildings safe. The District will be accountable to all our families who trust us with their children as well as the families of our dedicated colleagues. But we cannot do this alone. We will only be as strong as our weakest link. This is why it is important for everyone in the District Community to do their part. Together, all of us can make Columbia High School and all of our schools a safe place to learn and work.

### BUSINESS ADMINISTRATOR'S UPDATE

#### AUDIT PRESENTATION

Business Administrator Eric Burnside introduced Auditors Robert Provost and John Farina of PKF O'Connor Davies who presented an overview of the District Financial Audit for the year ending June 30, 2023. Mr. Provost reported that the accounting and internal control processes are very strong. There were no findings and one recommendation requiring corrective action.

#### HYA PRESENTATION ON SUPERINTENDENT SEARCH

Edward McCormick and Caryn Shaw of Hazard, Young and Attea Associates (HYA) presented and update on the Superintendent's Search process. The presentation included the following:

- About the Firm HYA
- HYA's Signature Search Process
  - Engage, Recruit, Select Transition
- Tentative Timeline
- Search Team
- Focus Group and Survey Participation
- Superintendent Survey Results
- Perceived District Strengths
- Strengths of the Community and District
- Challenges and Issues Facing the District
- Desired Superintendent Characteristics



## Questions/Comments

Board Member Duvall Wilson - There were certain phrases and buzzwords that I know are important to myself and fellow Board members and they could be important to the community as well based on the feedback that we received.

- Under the Experienced Educational Leader, the first bullet, I think it is important to add: *Developing Long-Term Strategic Plans That Unifies the District Around Common Goals, Builds Trust Among Stakeholders, Improves Committee Engagement and Incorporates Transparency.*
- In the second bullet point: *Using Research and Data That Will Inform Strategies to Successfully Implement Education Initiatives Designed to Close Achievement Gaps in Primary and Secondary Schools.*
- In the third bullet: *A Results Driven Leader Who Can Inspire Empower and Motivate Staff to Achieve Lofty Goals While Keeping Morale High and Staff Turnover Low.*
- Lastly under a Relationship Builder, include *track record in the first bullet otherwise commitment would be fine when it comes to prioritizing equity and inclusion and then also staying connected to the caregiver and student community to understand and improve the diverse needs of students from all backgrounds.* We want someone who is able to do that and who is proactive with doing it and not reactive.

Board Member Meyer - Could you describe the way that you use the Desired Superintendent Characteristics document and maybe tie it in with what you are doing with recruiting? Specifically, we know we have the advertisements which is kind of the passive approach what is the active outreach looking like right now? With regard to the recruitment piece, how is that outreach, what are the mechanics looking like? Is this based on a list of folks you know of or do we have a list of folks?

## 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 two 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 students expressed concerns regarding the impact of shutting down the Columbia High School Auditorium due to needed repairs: Gwyneth Brown, Leah Glass, Tessa Lipkin, Skyler Smith, Mary Grace Rumley, Marlo Alexander, Sofia Bruno, Annie McElynn, Lydia Ryan, Lia Giger, Alyssa Lewars, Sadie Howell, Asa Glassman, Haley Kampher, Matt Glass, Jen Spiegler, Leslie Kerner.

The following community members spoke about the Long-Range Facilities Plan, Board of School Estimate and/or turf at Ritzer Field: Jane Conrad, Eri Casella, Maisie Conrad, Calvin Jones, Annetta Hanna, Eric Shorter, Jessica Miller, Taylor McFarland, David Kraiker, Ollie Ganz, Devyani Guha and Brian Gunther.

The following community members spoke in support of the Special Dance Teacher: Tiara Knox, Dondrea Taylor Stewart, Diandra Allen, Joshua Bradley, Chloe Lawrence, Chiamaka Obidgbo.

Community Member Dan Cogan-Drew spoke in support of Resolution 4576J.

Community Member Michael Solomon thanked Dr. Gilbert and the Board for making it possible for his son to represent the district in the New Jersey State Bowling championship and thanked Board Member Sackett-Gable for her encouraging words.

Community Member Shannon Cuttle shared that the CHS Spectrum Club along with the New Jersey Safe Schools Coalition held a vigil to honor the memory of Nex Benedict a LGBTQ+ student from Oklahoma. SOMSD students of all age groups as well as alumni shared their experiences with being bullied.

## COMMITTEE REPORTS

### SPECIAL EDUCATION ADHOC COMMITTEE - *Board Member Callahan*

The committee discussed the following:

- New Jersey QSAC visit. This is part of the Department of Education's monitoring and a district self- evaluation for public school districts.
- 504 investigation and next steps
- Findings of the policies related to section 504 students were discussed for revisions to improve clarity around team composition and add safeguards. This has been moved forward to the policy committee for further review and discussion.
- Home instruction
- Data collection and analysis
- District self-contained programs, out of district placements and unilateral placements
- Inclusion and Equity
- Proposed SEPAC Resource Fair
- Potential for an annual Special Services Experiential Survey

### PERSONNEL COMMITTEE - *Board Member Eckert*

The committee discussed the following:

- Personnel Resolutions #4573 and #4574.
- Job Openings/Vacancies Update
- Pending Investigations
- District Updates
  - Mr. Adedoyin stated that he will be using Gallup to conduct employee surveys to gain feedback within the district starting with the '24-'25 school year due to current budget constraints. He shared that while he would love to kick something off immediately, this is a long term plan that spans the next 3-5 years and we will benefit from using the vendor to assist with this.
  - Dr. Gilbert shared that he is currently working on a strategic plan for DEI which will include the workplace diversity plan being developed by Mr. Adedoyin and his team.
- First Read Policies 8320 & 3324
- New Business
  - 2023/2024 Observation Schedule
  - Parenting Center
  - Hiring Process

FINANCE, FACILITIES AND TECHNOLOGY COMMITTEE - Board Member Vadlamani

The committee discussed the following:

Discussion Items:

- Audit: Rob Provost; John Farina
  - The auditors presented the Annual Comprehensive Financial Report (No findings or recommendations) and Auditors' Management Report (No findings, one recommendation to review enrollment categories)
- Construction: Scott Downie, Kathy Tartaglia, Todd Waschowitz
  - The BOSE meeting will be rescheduled to March
  - Ritzer drainage was discussed with the architect. The architect will research and get back to the committee.
  - CHS auditorium- the district is in the process of getting quotes to replace the rigging and lighting.
  - Change orders for Clinton/Bolden and CHS were discussed. CHS is for asbestos abatement.
- Facilities Update
  - Mr. Giglio gave a brief overview of the projects his department completed this month. They include: Repaired classroom floors in Tuscan, Marshall, and Maplewood Middle School. There was a partial roof replacement at Seth Boyden. The CHS media center had a large section packed up for construction. And, they performed snow removal from two storms in February. These are just some highlights for the month.
- Budget
- Vanguard Theater Group
- Unpaid Meal Charges
- Baseball Boosters Fundraising:
- Subscription Busing Survey Results
- Policies 8320 (Personnel Records), 8330 (Student Records), and 8462 (Reporting Potentially Missing or Abused Children).
- Resolutions
- New Business:
  - The committee received an update on the Special Education audit that should be complete in the spring.

POLICY COMMITTEE - Board Member Meyer

The committee discussed the following:

Policies for Possible First Read:

4281	Inappropriate Staff Conduct
4421.13	Postnatal Accommodations

4425	Work Related Disability Pay
5517	School District Issued Student

Policies Distributed to Committees for Review: December 1, 2023

5610	Suspension
5751	Sexual Harassment of Students
8320	Personnel Records
8330	Student Records
8462	Reporting Potentially Missing or Abused Children

Policies Distributed to Committees for Review: October 2, 2023

3324	Right of Privacy
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NEW BUSINESS:

- 2418 Section 504 of the Rehabilitation Act of 1973 -Students (M)
- 5111 - Eligibility of Resident/Nonresident Students (M)
- 5512 Harassment, Intimidation, and Bullying
- 8420 Emergency and Crisis Situations (M)

Additional Questions/Concerns:

- What strategies is the District currently utilizing to communicate and implement updated and new policies?
- How does the District monitor the effective implementation of District policies?
- Family Engagement Policies

Data Committee - Board Member Meyer

- Data presentations
  - Review/discuss III enrollment and survey presentation
- Data Systems
  - Review of district data tracking needs
  - Overview of our current data tracking systems
  - Identification of shortcomings in current systems
  - Current scheme for providing granular achievement data
  - Efforts to date to consider improvements to data tracking
  - History
  - Discussion of next steps

Curriculum and Instruction Committee - Board Member Sackett-Gable

The committee discussed the following:

- I&RS
- Freshman Academy

- Gifted & Talented
- CHS Attendance/Credit Recovery
- Field Trips: 4577 Field Trip Resolution
- New Business
  - Information Literacy and Social Media Instruction March.
  - New Coping with Grief Instruction
  - CHS ELA Grading Rubric
- First Read Policies:
  - 5751 Sexual Harassment M
  - 5512 HARASSMENT, INTIMIDATION, AND BULLYING
  - 5517 School District Issued Student Identification Cards Agreement on updated language

ITEMS FOR ACTION

Motion made by Board President Telesford, seconded by Board Member Duvall Wilson to move resolutions 4573-4582 for discussion and voting. Motion unanimously approved.

4573A. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS DISTRICT
Iraggi, Taylor	T PE/Health CHS - 1.0 FTE	4/12/24	4.11
Miller, Colleen	T SPED/INC CHS - 1.0 FTE	4/5/24	9.5

4573B. 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
Davenport, Maureen	Assistant Principal SB - 1.0 FTE	3/1/24 6/30/24	\$121,699
Handwerker, Jamie	T PE/Health MM - 1.0 FTE	3/1/24 6/30/24	\$57,985
Risueno, Daniel	T Math MM - 1.0 FTE	3/1/24 6/30/24	\$57,985

4573C. ADMINISTRATIVE LEAVE

NAME	EFFECTIVE DATE
Employee #1456	2/7/24-TBD (w/pay)

4573D. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Hopkins, Jeremy	T SS CHS - 1.0 FTE	TBD	2/1/24

## 4573E. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Hermelee, Mara	Temporary Position School Social Worker/Student Support Services Professional CHS - 1.0 FTE	4/23/24	6/4/24
Johnson, III Leroy	Acting Principal/ Supervisor of SPED MONT/DIST - 1.0 FTE	2/29/24	6/30/24
Paquette, Destiny	LR T 5 DB - 1.0 FTE	6/10/24	6/20/24
Pezzato, Meryl	T PE/Health MM - 1.0 FTE	3/1/24	2/29/24

## 4573F. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Davis, Jessica	T 2 SM 1.0 FTE	1/2/24-3/12/24 (Paid Maternity Leave) 3/13/24-6/11/24 (Unpaid FMLA)
Hess, Marianne	Academic Intervention SM - 1.0 FTE	3/4/24-3/22/24 (Unpaid FMLA)
Horn, Raquel	Principal MAR - 1.0 FTE	1/2/24-2/23/24 (Paid Medical Leave)
Loupis, Michael	SAC CHS - 1.0 FTE	4/26/24-6/4/24 (Unpaid Personal Leave)
Maggiore, Molly	T PE/Health CHS 1.0 FTE	2/2/24-2/15/24 (Paid Sick Days) 2/16/24-5/16/24 (Unpaid FMLA)
Montilla, Laribel	T Art CLIN - 1.0 FTE	3/18/24-5/10/24 (Unpaid Childcare Leave)
Post, Maryann	Clerical Aide SM - 1.0 FTE	2/27/24-4/26/24 (Unpaid FMLA)
Rhodes- Soriano, Michelle	T 5 DB - 1.0 FTE	3/22/24-6/20/24 (Unpaid FMLA)
Robinson, Dana	Social Worker MM - 1.0 FTE	4/3/24-5/28/24 (Unpaid FMLA)
Rosen, Hillary	T SPED/INC SOM - 1.0 FTE	12/21/23-3/12/24 (Unpaid NJ FLA)
Seavers, Kevin	T SS CHS - 1.0 FTE	3/12/24-6/20/24 (Unpaid Childcare Leave)
Sebastian,	T SS MM	2/29/24-4/4/24 (Paid Medical Leave) 4/5/24-4/11/24

Lindsay	1.0 FTE	(Unpaid FMLA)
Stewart, Kandice	T Art CHS 1.0 FTE	1/18/24-2/5/24 (Paid Maternity Leave) 2/6/24-3/4/24 (Unpaid FMLA) 3/5/24-3/22/24 (Unpaid NJFLA)

4573G. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Hurley, Pat	T PE/Health CHS - .2 FTE	1/2-1/29/24 (18 days)	\$116.82 (per day)	\$2,102.76
Mobley, Gary	T PE/Health CHS - .2 FTE	1/2-1/29/24 (18 days)	\$116.82 (per day)	\$2,102.76
Pilone, Jr., Joseph	T PE/Health CHS - .2 FTE	1/2-1/29/24 (18 days)	\$123.15 (per day)	\$2,216.70
Shannon, Robert	T PE/Health CHS - .2 FTE	1/2-1/29/24 (18 days)	\$116.82 (per day)	\$2,102.76
Buzar, Marissa	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$69.50 (paid @ 17%)	\$1,390.00
D'Alessio, Tara	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$99.29 (paid @ 17%)	\$1,985.80
Fleming, Aprell	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$86.59 (paid @ 17%)	\$1,731.80
Obasi, Mabel	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$83.47 (paid @ 17%)	\$1,669.40
Hatchell, Lucinda	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$98.11 (paid @ 17%)	\$1,962.20
Kaller, Nichole	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$81.59 (paid @ 17%)	\$1,631.80
Miller, Colleen	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$85.55 (paid @ 17%)	\$1,711.00
Passanante, John	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$88.95 (paid@ 17%)	\$1,779.00
Sampson, Mercedeh	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$98.11 (paid@ 17%)	\$1,962.20
Falk, Suzanne	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$91.03 (paid@ 17%)	\$1,820.60
Gallof, Pamela	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$106.04 (per day)	\$2,120.80
Quinn, Robin	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$88.95 (per day @17%)	\$1,779.00
Reichenstein, Steven	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$73.37 (paid@ 17%)	\$1,467.40
Anderson- Ellis,	T SPED CHS - .2 FTE	1/2-1/31/24 (20 days)	\$106.87 (per day)	\$2,137.40



Shawna				
Degioia, Damiana	T SPED/INC CHS - .2 FTE	1/2-1/31/24 (20 days)	\$84.65 (per day)	\$1,693.00
Regler, James	T SPED/INC CHS - .2 FTE	1/2-1/31/24 (20 days)	\$80.32 (per day)	\$1,606.40
Schiavo, Lynn	T SPED/INC CHS - .2 FTE	1/2-1/31/24 (20 days)	\$109.54 (per day)	\$2,190.80
Stradford, Karen	T SPED/INC CHS - .2 FTE	1/2-1/31/24 (20 days)	\$100.65 (per day)	\$2,013.00
Stradford, Lynn	T SPED/INC CHS - .2 FTE	1/2-1/31/24 (20 days)	\$129.26 (per day)	\$2,585.20
Martinez, Dorota	SAC CHS - .2 FTE	1/2-1/31/24 (20 days)	\$106.85 (per day)	\$2,137.00
Griffiths, Sara	T SS CHS - .2 FTE	1/8-1/31/24 (16 days)	\$116.82 (per day)	\$1,869.07
Luzzi, Christina	T SS CHS - .2 FTE	1/8-1/31/24 (16 days)	\$75.54 (per day)	\$1,208.62
Abdelhadi, Mazin	T Math CHS - .2 FTE	1/2-1/31/24 (20 days)	\$116.82 (per day)	\$2,336.40
Celio, Angela	T Math CHS - .2 FTE	1/2-1/31/24 (20 days)	\$112.75 (per day)	\$2,255.00
Massoud, Nicole	T Math CHS - .2 FTE	1/2-1/31/24 (20 days)	\$76.65 (per day)	\$1,533.00
Perez, Jorge	T Math CHS - .2 FTE	1/2-1/31/24 (20 days)	\$90.21 (per day)	\$1,804.20
Seiferheld, Karen	T Math CHS - .2 FTE	1/2-1/31/24 (20 days)	\$103.09 (per day)	\$2,061.80
Bachenheimer, Stacey	T SCI/B CHS - .2 FTE	1/22-1/31/24 (8 days)	\$123.15 (per day)	\$985.20
Barber, Kristin	T SCI/B CHS - .2 FTE	1/22-1/31/24 (8 days)	\$123.15 (per day)	\$985.20
Biasucci, Amy	T SCI/B CHS - .2 FTE	1/22-1/31/24 (8 days)	\$116.82 (per day)	\$934.56
Nugent, James	T SCI/B CHS - .2 FTE	1/22-1/31/24 (8 days)	\$123.15 (per day)	\$985.20
Tedeschi, Chasity	T SCI/B CHS - .2 FTE	1/22-1/31/24 (8 days)	\$90.21 (per day)	\$721.68
Johannsen, George	T English CHS - .2 FTE	1/22-1/31/24 (8 days)	\$106.42 (per day)	\$851.36
MacPherson, Stephen	T English CHS - .2 FTE	1/22-1/31/24 (8 days)	\$123.15 (per day)	\$985.20
Martling, Lori	T English CHS - .2 FTE	1/22-1/31/24 (8 days)	\$125.37 (per day)	\$1,002.96
McNamara, Tracy	T English CHS - .2 FTE	1/22-1/31/24 (8 days)	\$107.09 (per day)	\$856.72
Pollioni, Eugene	T English CHS - .2 FTE	1/22-1/31/24 (8 days)	\$123.15 (per day)	\$985.20

Currais, Kevin	T SPED MM - 1.2 FTE	1/2/24 6/20/24	+\$14,057 (pro-rated)	\$84,342
Johnson, Monica	T Lang. Arts MM - 1.2 FTE	9/26/23 6/20/24	+\$20,676 (pro-rated)	\$124,656
LiPuma, Elizabeth	T SPED SOM - .2 FTE	1/2-1/31/24 (20 days)	\$78.87 (per day)	\$1,577.40
Meade, Megan	T SPED SOM - .2 FTE	1/2-1/31/24 (20 days)	\$116.82 (per day)	\$2,336.40
Winter, Benjamin	T SPED SOM - .2 FTE	1/2-1/31/24 (20 days)	\$107.09 (per day)	\$2,141.80
Ashe, Joanne	T SPED/SC CHS - 1.2 FTE	9/1/23 6/20/24	+\$18,837	\$113,022
Ellis, Susan	Supervisor SPE DIST - 1.0 FTE	12/1-1/29/24 (22 days)	\$235.00 (per day)	\$5,170.00
Davenport, Maureen	Acting Asst. Principal SB - 1.0 FTE	8/1/23 2/29/24	+\$13,546 (pro-rated)	\$121,699 (pro-rated)
Copeland, Jeanette	Clerical Aide DB - 1.0 FTE	1/10-2/5/24 (20 hours)	\$7.81 (per hour)	\$156.20
Toledo, Magda	Clerical Aide MAR - 1.0 FTE	1/10-2/6/24 (33.00 hours)	\$7.81 (per hour)	\$257.73

4573H. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Frisch, Julia	Intramural SOM - .5 FTE	9/1/23 2/9/24	\$4,628 (pro-rated)
Martinez, Josue	Asst. to the Principal MAR - 1.0 FTE	2/7/24 6/30/24	\$8,189 (pro-rated)
Muirhead, Ryan	Varsity Coach, Baseball CHS - 1.0 FTE	3/1/24 6/30/24	\$7,891
Nichols, Thomas (Max)	Asst./Varsity Coach, Baseball CHS - 1.0 FTE	3/1/24 6/30/24	\$5,614
Reyes, Nicolas	Asst./JV Coach, Baseball CHS - 1.0 FTE	3/1/24 6/30/24	\$5,531
Clesmere, Lindsey	Asst. Coach, Softball CHS - 1.0 FTE	3/1/24 6/30/24	\$5,614
Mobley, Gary	Asst. Coach, Outdoor Track CHS - 1.0 FTE	3/1/24 6/30/24	\$5,614
Reichenstein, Steve	Head Coach, Tennis CHS - 1.0 FTE	3/1/24 6/30/24	\$6,566
Sumner, Jacob	Asst. Coach, Tennis (Boys) CHS - 1.0 FTE	3/1/24 6/30/24	\$6,566
Guido, Carey	Asst./Freshman Coach, Lacrosse Girls CHS - 1.0 FTE	3/1/24 6/30/24	\$3,811

4573I. CURRICULUM WRITERS

See attached list

4573J. 2023-24 FRESHMEN ACADEMY - HUDDLE TEACHERS REVISED

See attached list

4573K. JOB DESCRIPTIONS

Revised: Information Systems Manager  
 Data Entry Manager - School Based  
 Data Entry Manager - Middle School Based  
 Data Entry Manager - District Based

4574A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2023-2024 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Downey, Ryan	Susquehanna University	12/2015	BA
Fleming, Kayla	Montclair University	01/2022	BS
Golding, Uriah	Full Sail University	06/2021	BS

NON-DEGREE SUBSTITUTE TEACHER

NAME
Matthew Derilus

4574B. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2023-2024 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Dennis, Donte	Girls Lacrosse Assistant Coach	03/2024 06/2024	\$5,614
Little, Austin	Girls Lacrosse Assistant Coach	03/2024 06/2024	\$5,614
Ramos, Stephen	Girls Lacrosse Head Coach	03/2024 06/2024	\$7,891
Johnson, Michael	Outdoor Track Head Girls Coach	03/2024 06/2024	\$7,891
Simon, Alex	Outdoor Track Head Boys Coach	03/2024 06/2024	\$7,891
Alves-Filho, Jennifer	Softball Assistant Coach	03/2024 06/2024	\$5,614
Rothenberger, Nicole	Softball Assistant Coach	03/2024 06/2024	\$5,614
Smith, Clifford	Softball Head Coach	03/2024 06/2024	\$7,891

4574C. APPOINTMENT OF VOLUNTEERS FOR THE 2023-2024 SCHOOL YEAR

	NAME	ASSIGNMENT
4574D.	Tara Abbondante	Middle School Musical
	Christian De Jesus	Technology Volunteer
	Kayla Fleming	Special Dance Company
	Drew Harteveld	High School Musical

**REVISED SUBSTITUTE TEACHERS COMPENSATION EFFECTIVE MARCH 1, 2024**

- o Certified substitute teacher or substitute teacher with county substitute certificate at \$175 per day.
- o Long-term substitute teachers working 61 days or more in the same assignment with a New Jersey instructional certificate at \$200 per day.

4574E. APPOINTMENT OF HOME INSTRUCTOR FOR THE 2023-2024 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$35

NAME
Dolly Cobb

4575. 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].

4576A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated January 31, 2024
2. Expense Account Adjustment Analysis dated January 31, 2024
3. Revenue Account Adjustment Analysis dated January 31, 2024
4. Check Register #420252-420940 in the amount of \$
5. Check Register #200848-200849 in the amount of \$3,478,483.53
6. Check Register #200850 for January 2024 payroll in the amount of \$8,092,830.52
7. Treasurer's Reports of December 2023

4575B. Certify the Board Secretary's Monthly Financial Report.

4575C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE (S)	LOCATION	ESTIMATED COSTS
Tunde Adedoyin Central Office	Spring Mini Education Fair	3/1/24	Wayne, NJ	\$17.40
Tunde Adedoyin Central Office	Education Opportunities Fair	3/6/24	Ewing, NJ	\$49.10

Katia Alfano Central Office	Transportation Management & Supervisor Skills	3/28/24, 4/4/24, 4/11/24, 4/18/24, 4/25/24, 5/2/24, 5/9/24, 5/16/24, 5/23/24	virtual	\$853.00
Shawana Andrews Central Office	Critical Conversations at School	02/29/24- 03/01/24	New Brunswick, NJ	\$19.46
Elizabeth Barry Central Office	NJASBO Procurement Workshop	3/21/24	Whippany, NJ	\$250.00
Louis Brown Maplewood MS	Education Opportunities Fair	3/6/24	Ewing, NJ	\$249.10
Eric Burnside Central Office	NJSBGA 25 <sup>th</sup> Annual Conference	3/19/24	Atlantic City, NJ	\$500.00
Eric Burnside Central Office	NJASBO Annual Conference	6/5/24 6/7/24	Atlantic City, NJ	\$1,186.42
Karen Cifuentes Columbia HS	Innovations in Special Education Technology	3/15/24	Monroe, NJ	\$184.74
Andrea Del Guercio Central Office	NJASBO Annual Conference	6/5/24 6/7/24	Atlantic City, NJ	\$1,186.42
Susan Ellis Central Office	Spring 2024 Careers in Education Job Fair	3/5/24	Union, NJ	\$79.40
Valerie Frost Tuscan School	Managing Anxiety in Our Schools and Classrooms	3/15/24	Ridgewood, NJ	\$0.00
Yves Hart Central Office	Critical Conversations at School	2/29/24- 3/1/24	New Brunswick, NJ	\$19.46
Luisa Iuliano-Cabrera Columbia HS	Women's Leadership Conference 2024	3/18/24- 3/19/24	Somerset, NJ	\$635.69
Leshia Johnson Tuscan School	Managing Anxiety in our Schools and Classrooms	3/15/24	Ridgewood, NJ	\$9.89
Keysha Knight Columbia HS	New Jersey Education Summit 23-24	3/21/24	Monroe Township, NJ	\$150.00

Nicole Monfasani Columbia HS	Spring Mini Education Fair	3/1/24	Wayne, NJ	\$17.40
Tracie Morrison Columbia HS	Women's Leadership Conference 2024	3/18/24- 3/19/24	Somerset, NJ	\$481.78
Christin Mullen Central Office	Special Education 504, IEP's, Mediation	3/12/24 & 5/3/24	Monroe Township, NJ	\$367.68
Nicole Osher Tuscan School	Managing Anxiety in our Schools and Classrooms	3/15/24	Ridgewood, NJ	\$15.84
Corrina Parsio Columbia HS	Women's Leadership Conference 2024	3/18/24- 3/19/24	Somerset, NJ	\$635.69
Christopher Preston Central Office	Education Opportunities Fair	3/6/24	Ewing, NJ	\$49.10
Matthew Rice Central Office	Critical Conversations at School	2/29/24- 3/1/24	New Brunswick, NJ	\$0.00
Matthew Rice Central Office	American Educational Research Association	4/11/24- 4/14/24	Philadelphia, PA	\$1,714.04
Ramon Robles-Fernandez Columbia High School	AP Workshop and Reading	6/10/24- 6/14/24	Tampa, Fl	\$0.00
Ramon Robles-Fernandez Columbia HS	Multilingual Learners Summit	3/1/24	Monroe Township, NJ	\$38.99
Bianca Silva Columbia HS	St. Johnsbury Academy APSI	7/17/23- 7/21/23	St. Johnsbury, VT	\$2,249.69 Price Adjustment
David Velder Columbia HS	Understanding Eating Disorders	3/21/24	Kenilworth, NJ	\$6.20
Kendra Wolsky Central Office	Transportation Management & Supervisor Skills	3/28/24, 4/4/24, 4/11/24, 4/18/24, 4/25/24, 5/2/24, 5/9/24, 5/16/24, 5/23/24	Virtual	\$853.00
Michael Zarabi South Orange MS	CBT for Chronic Pain and Medical Conditions	3/7/24- 3/8/24	Virtual	\$500.00

4576D. Approves the following provider(s) for the service indicated for the

2023-2024 school year:

Provider Name	Service	Rate
Brookfield Schools/ Brookfield Academy Cherry Hill, NJ	Homebound Instruction	\$50.00/hour
New Frontiers in Learning, LLC Syosset, NY	Direct Services - Executive Function, Social, and Life Skills Coaching and Classes	\$270/hour in person \$220/hour virtual

4576E. 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
B&H Photo	Technology & Photography Supplies and Equipment	Co-op
Map International Import & Export Corp.	Commercial Kitchen Equipment & Service	Co-op
NRG Business Solutions	Energy Utility	Other
Power Place, Inc.	Grounds Equipment	Co-op
R&L Data Center, Inc.	Payroll Services	Other
Rich Tree Service, Inc.	Tree Services	State Contract

4576F. Accepts a donation to the Parenting Center in the amount of \$13,730.00.

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

20-019-200-890                      Parenting Center                      \$13,730.00

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.

4576G. BE IT RESOLVED THAT the Board of Education accepts a donation from the Achieve Foundation in the amount of \$1,540.00.

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

20-006-200-890                      Education Foundation                      \$1,540.00

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.

4576H. Accepts a donation of furniture (approximate value \$5,000) from the South Orange Library, as described below.

- 5 round tables
- 20 padded chairs
- 2pc counter unit (circulation desk)
- 1 six person privacy desk unit
- 20 chairs on rack
- 1 Playhouse

4576I. Approves the submission of an application for NJ High Impact Tutoring Grant Funds- Reissue in the amount of \$150,000.

4576J. Authorizes the Business Administrator to enter into an agreement with Ultimate Frisbee of South Orange, New Jersey for Facility Usage at Underhill field. This agreement is to include the waiver of facility use fees unless there is a cost to the district.

4576K. WHEREAS, the South Orange Maplewood Board of Education has received the audit; reviewed the recommendations contained in the Management Report on Administrative Findings, Financial, Compliance and Performance Reporting Audit Report for the period July 1, 2022 through June 30, 2023 as prepared by PKF O'Connor Davies, LLP; and

WHEREAS, the South Orange Maplewood Board of Education upon the recommendation of the Superintendent, does hereby,

1. Authorize the Board Secretary to enter said discussion in the minutes of this meeting;
2. Accept the audit and approve and authorize the implementation of the Corrective Action Plan that addresses the Audit Findings and Recommendations in the Management Report on Administrative Findings, Financial, Compliance and Performance for the Fiscal Year ending June 2023, presented by PKF O'Connor Davies, LLP.

BE IT FURTHER RESOLVED, that the South Orange Maplewood Board of Education authorizes the Superintendent of Schools and the School Business Administrator to produce two (2) certified copies of said Corrective Action Plan to be filed with the County Superintendent of Schools and the State Department of Education.

4576L. Approves the following change order 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>
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DMD Contracting

#12

\$39,506.05

(increase contract)

4576M. Approves the following change order to the contract with G&P Parlamas, Inc. for Renovations and Additions to Columbia High School Project.

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>
G&P Parlamas, Inc.	2	\$348,629.00 (Hazardous Material Allowance)

4576N. Approves a partnership with Kean University Social Work Undergraduate and Graduate Program in development and implementation of the field work experience phase of its Social Work program for the period September 1, 2024 - August 31, 2026.

4576O. WHEREAS, the Board of Education of South Orange and Maplewood, in the County of Essex, New Jersey (the "Board of Education") has determined that certain capital projects authorized by law should be undertaken by the Board of Education and that it is necessary to raise money for such capital projects; and

WHEREAS, the Board originally authorized the issuance of bonds for these projects via a proposal that was adopted by the Board on July 15, 2019; and

WHEREAS, additional funds are now necessary to complete these projects; and

WHEREAS, the Board of Education wishes to record its determination that additional funds are necessary in accordance with N.J.S.A. 18A:22-27; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of South Orange and Maplewood, in the County of Essex, New Jersey (not less than two-thirds of all members thereof affirmative concurring) as follows:

Section 1. The Board of Education hereby determines that it is necessary to supplement the capital projects as set forth on the Attached Exhibit A (the "Projects") and to incur additional costs associated therewith as set forth therein.

Section 2. The Board of Education hereby determines that the additional costs described in Section 1 hereof are estimated to be \$29,992,765 as set forth in Exhibit A, which estimate is determined by the Board of Education to be readily understandable and is incorporated by this reference as if set forth in this resolution. It is reasonably believed that all of the costs to be borne by the

Board of Education will be funded through the issuance of additional school bonds and/or notes and may be funded through the issuance of temporary notes, or may be funded on a permanent basis through the issuance of one or more series of bonds.

Section 3. It is hereby determined that a public hearing will be held by the Board of School Estimate with respect to the additional amounts of money to be raised for the Projects described herein at the Administration Building in the District Meeting Room at a date and time as approved by the Board Secretary/School Business Administrator.

Section 4. The Board Secretary/School Business Administrator of the Board of Education is hereby authorized and directed to certify a copy of this resolution to each member of the Board of School Estimate not more than thirty (30) days nor less than fifteen (15) days prior to the date set for the public hearing and shall cause a notice of the public hearing and this resolution to be published at least once and not less than seven (7) days prior to the public hearing in the Board's paper of record and shall cause the resolution to be on file and open to examination of the public and to be produced at the public hearing for the information of those attending. The notice of the public hearing and the resolution shall include a statement that the resolution will be on file and open to examination to the public between the hours of 8:30 a.m. and 4:00 p.m. at the office of the Board Secretary/School Business Administrator from the date of such notice until the date of the public hearing.

Section 5. This resolution shall also constitute a declaration of intent by the Board of Education to issue tax-exempt obligations for the purpose of paying expenditures for the Projects pursuant to Treasury Regulation Section 1.150-2.

Section 6. The Board of Education hereby (i) accepts the determination of Preliminary Eligible Costs as set forth in the letters of the New Jersey Department of Education (the "NJDOE Eligibility Letter") and as set forth in Exhibit A; (ii) agrees to locally fund any excess costs; and (iii) delegates the supervision of the Projects to the Business Administrator/Board Secretary.

Section 7. This resolution shall take effect immediately.

Exhibit A

Supplemental Authorization

SCHOOL	DOE PROJ. NUMBER (S)	PROJECT	Estimated Cost (s)
South Orange Middle School	4900-050-19-1000 4900-050-19-2000	Air Conditioning Renovations	\$21,001,365.00

Columbia High School	4900-030-19-1000	Renovations	\$8,991,400.00
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4577. Approves the addition of the following class field trip destinations:

DESTINATION	CITY	STATE
YMCA Camp Mason	Hardwick	NJ
Vybes 109 Restaurant	New York	NY
Tiger Sugar	New York	NY
Lily Yip Table Tennis Center	Dunellen	NJ
Hibachi Grill & Supreme Buffet	South Plainfield	NJ

4578. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of January 2024.

4579A. Approves the settlement agreement for Student ID #3699345206 and authorizes the Board President to execute the settlement agreement.

4579B. Approves the settlement agreement for Student ID #4921083866 and authorizes the Board President to execute the settlement agreement.

4579C. Approves the settlement agreement for Student ID #8134661285 and authorizes the Board President to execute the settlement agreement.

4579D. Approves the settlement agreement for Student ID #6570497987 and authorizes the Board President to execute the settlement agreement.

4580. Approves the terms of the agreement reached on February 19, 2024, relating to the following student 4340027143.

4581. Adopt the Code of Governance Best practices as shown below:

BEFORE a meeting:

- Be prepared by reading packets prior to board meetings (and holding administration responsible for delivering draft agendas and packet information in accordance to bylaws)
- Arrive and begin on time for meetings
- Board members shall notify the board officers and the Superintendent of in-person or virtual attendance, absence, or late arrival in advance of the meeting
- Board members should disclose any potential conflicts of interest that may arise in matters under consideration by the board
- Board members shall provide advance notice of new resolutions within at least three business days of the Board meeting
- Board members should submit questions in advance of meetings to allow administration time to research and provide comprehensive responses

- Inquiries or data requests directed towards the administration shall go through the Executive Committee
- Respond to requests for availability or information from board members and/or administration within 72 hours
- Maintain confidentiality of information shared in advance of meeting
- Board members with inquiries related to committee work should direct them to the relevant committee chair
- Committee chairs shall collaborate with administrative liaisons to ensure committee work focuses on topics aligned with the district's strategic objectives, including district goals and long-term priorities
- All materials intended for presentation at board meetings, including those prepared by administration and board members, should undergo a review process to ensure accuracy and compliance with legal and ethical guidelines

DURING a meeting:

- Always engage in respectful communication, both in public and in private settings
- Before speaking, consider previous contributions to the discussion and offer further insights, new information, or additional perspective
- Listen with an open mind to the opinions of others and work to find consensus
- Board members should not vote on any matter in which they have a personal conflict
- Respect the majority decision of the board
- Adhere to Robert's Rules of Order during meetings
- Maintain the focus on student achievement and student growth
- Protect confidentiality of discussions during the preceding executive session

AFTER a meeting:

- Uphold all decisions of the board
- Systematically follow through on topics and discussions from board meetings
- Understand and respect the separate roles and responsibilities of the board and the administration. Confine activities within the boundaries of the respective roles and ensure that both the administration and the board can fulfill their respective roles
- Continually develop trust among board members and with the administration
- Board members should participate in ongoing governance, ethics, and legal training to effectively fulfill their roles

If any Board member feels that another Board member has violated any provision of this agreement, that Board member shall personally talk with the offending board member in an attempt to resolve the issue. If the attempt fails, the board member who feels that another board member has violated this agreement shall bring the matter to the attention of the entire board. Any concerns that arise should be dealt with at the earliest practical opportunity.

We the undersigned members of the board of education and superintendent agree to abide by these objectives as a commitment to valuing education, showing good character and strong leadership to our students, staff, and community.

4582. Approves the Sidebar agreement with SOMEA concerning "Financial Literacy Liaison" and authorizes the Board President to execute the agreement.

ROLL CALL: Motion 4573A-K, 4574A-E, 4575, 4576A-O, 4577, 4578, 4579A-D, 4580, 4581, 4582 PASSED YES: Callahan, Duvall Wilson, Eckert, Gifford, Meyer, Sackett-Gable, Telesford, Vadlamani, Wittleder  
NO: None

Motion made by Board President Telesford seconded by Board Member Meyer to move resolution 4583 and 4584 for discussion and voting.

4583. WHEREAS, on February 7, 2024, an HIB appeal hearing was held by a Committee of the Board in a closed session involving a Harassment/ Intimidation/ Bullying matter HIB Report #253884\_CES\_10252023;

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 February 29, 2024 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 #3921052972; 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.

4584. WHEREAS, the South Orange Maplewood School District recognizes the pivotal role of the Superintendent in shaping the educational vision and success of the district;

WHEREAS, the Board of South Orange Maplewood School District has undertaken a comprehensive review and assessment of the leadership needs of the district;

WHEREAS, the Board has engaged in a collaborative and inclusive process to identify and define the desired characteristics, skills, and qualifications essential for a successful Superintendent;

NOW, THEREFORE, BE IT RESOLVED by the Board of South Orange Maplewood School District that the Desired Characteristics Profile for the Superintendent Search, as presented and attached hereto, is hereby approved.

BE IT FURTHER RESOLVED that the approved Desired Characteristics Profile shall serve as the guiding document for the Superintendent search process.

ROLL CALL: Motion 4583-4584 PASSED YES: Callahan, Duvall Wilson, Eckert, Gifford, Meyer, Sackett-Gable, Telesford, Vadlamani, Wittleder  
NO: None

#### HEARING OF INDIVIDUALS AND DELEGATIONS

Eri Casella spoke about Ritzer Field.

#### NEW BUSINESS

Board Member Meyer proposed adding the Columbia High School Auditorium to the FFT agenda to understand whether there are any alternatives to what was discussed at the last meeting.

#### Future Meetings

The Board of Education will meet in Public Session on Thursday, March 14, 2024 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 may be taken.

The Board of Education will meet in Public Session on Thursday, March 21, 2024 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 President Telesford, seconded by Board Member Wittleder to adjourn. Motion to adjourn was unanimously approved at 12:14 a.m.

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Eric Burnside, Board Secretary