

Regular Meeting
South Orange-Maplewood
Board of Education
March 21, 2024

A Regular Meeting of the Board of Education of South Orange-Maplewood was held utilizing the online video conference platform on March 21, 2024.

Board President Qawi Telesford called the meeting to order at 6:31 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 Wittleder

Absent: Board Member Gifford, Board Member Vadlamani

SEVEN VOTING MEMBERS PRESENT

Pledge of Allegiance

South Orange Middle School String Quartet Performed

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.

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, March 21, 2024 at 6:30 PM, and

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, Litigation Status Report 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 made by Board President Telesford, seconded by Board Member Callahan to adjourn to Executive Session. Motion unanimously approved.

Board Members adjourned to Executive Session at 6:40 p.m.

Board Members reconvened at 8:26 p.m.

Student Representatives Brown and Glassman Present

APPROVAL OF MINUTES

Board President Telesford made a motion seconded by Board Member Sackett-Gable to approve the minutes of the February 6, 2024 Special Meeting Public Session, February 22, 2024 Special Meeting Public Session and February 29, 2024 Regular Meeting Executive and Public sessions. Motion unanimously approved.

BOARD RECOGNITIONS - Asa Glassman

NAME/SCHOOL	RECOGNITION
<ul style="list-style-type: none"> Columbia High School 	Congratulations to Columbia High School junior, Laurel Sackett, who competed at the U.S. Synchronized Skating Championships in Las Vegas. Sackett became a double national medalist, earning both bronze and pewter medals with her team.
<ul style="list-style-type: none"> Columbia High School 	The SOPAC is going to announce the WINNER of the Paul Bartick Emerging Artist Award, Simone McCrear (CHS Senior), at the Choreographers Showcase Performance on April 3rd. Simone has choreographed a piece and will be dancing in the show.
<ul style="list-style-type: none"> Delia Bolden Elementary School 	Congratulations to two Delia Bolden art students, kindergartener Corine Finnerty and fourth-grader Willa Bae (4th). Both students were chosen to have their artwork displayed at the N.J. Performing Arts Center in Newark.

<ul style="list-style-type: none"> ● Columbia High School ● South Orange Middle School ● Maplewood Middle School 	<p>Congratulations to the cast and crew of Columbia High School's excellent production of "Mamma Mia." Despite being relocated, they have been putting on excellent performances before sellout crowds.</p> <p>The cast and crew of the South Orange Middle School's spring musical also gave outstanding performances of the "The Addams Family." Congratulations to all of the students and staff and students who worked on the great production.</p> <p>Congratulations to the cast and crew of Maplewood Middle School's excellent production of "Mean Girls, Jr." in February. They put on excellent performances under the leadership of MMS Choral Director Regina Bradshaw.</p>
<ul style="list-style-type: none"> ● Columbia High School 	<p>Sally Shupe was selected as a member of the 2023-2024 New Jersey All-State Jazz Ensemble and was also recently selected as a member of the 2023-2024 All-North Jersey Region Jazz Ensemble.</p>
<ul style="list-style-type: none"> ● Columbia High School 	<p>Theo Abate was accepted as a member of the 2023-2024 North Jersey Area Wind Ensemble.</p>
<ul style="list-style-type: none"> ● Columbia High School 	<p>Jackson Pellegrino was selected as a member of the 2023-24 North Jersey Area Wind Ensemble as well as the All-North Jersey Region Symphonic Band.</p>
<ul style="list-style-type: none"> ● Columbia High School 	<p>Ryan Gaykowski was accepted as a member of the 2023-24 North Jersey Area Wind Ensemble as well as the All-North Jersey Region Wind Ensemble.</p>
<ul style="list-style-type: none"> ● Columbia High School 	<p>William Wheeler was accepted as a member of the 2023-2024 North Jersey Area Wind Ensemble.</p>

<ul style="list-style-type: none"> • Columbia High School 	Emmett Simon was accepted as a member of the 2023-24 All-North Jersey Region Jazz Ensemble.
<ul style="list-style-type: none"> • Columbia High School 	SOPAC is going to announce the WINNER of the Paul Bartick Emerging Artist Award, Simone McCrear (CHS Senior), at the Choreographers Showcase Performance on April 3rd. Simone has choreographed a piece and will be dancing in the show.

STUDENT REPRESENTATIVE UPDATE - *Gwenyth Brown*

Student Rep. Brown provided an update on the following:

- Positive feedback from Columbia High School students about the presence of Mr. McCormick and Mr. King in the halls.
- Results of Student Survey
 - Of about 70 respondents 95.3% selected yes when asked if they felt an administrative absence at CHS.
 - When asked specifically if they felt the CHS Community had suffered this past year due to this absence, 82% reported at least an eight out of 10 where 10 was the most extreme suffering.
 - Responses to the question "What would you want the Board to know about the state of Columbia High School":
 1. CHS feels very unconnected and lacking Spirit
 2. It feels that we have no board, we have no board support, we need leadership, a stage and better security
 3. It's literally and figuratively crumbling
 4. We need leadership stability. Columbia feels like it is falling apart.
 5. It feels like there's a lack of organization and chaos happening with them not being here to keep things together.
 6. Columbia HS is much sadder now, there's a lack of community.
 7. There is a noticeable lack of communication.
 8. I want the Board of Education to know that the state of Columbia High School has drastically declined; we are not at the same level of Prestige as we were 10 years ago.
 9. I feel that everyone in CHS is kind of scrambling and very lost now.
 10. CHS isn't the same as it was at the beginning of the year.

We recognize that the responses received are not very positive but all this means is that there is room for growth. Students want to connect.

We want to return to the community that we used to have. We cannot emphasize enough how valuable approaching students, speaking with them, learning their names, answering their emails, standing outside in the morning, introducing yourself on the loudspeaker and being physically present are. Doing these things will benefit everyone. We implore you to remember that students are extremely conscious of what is going on. This is an incredible opportunity for each administrative leader to connect with the school and to become a part of this school, not just on paper but in students' eyes. We hope everyone here chooses to put students first, understands how students are feeling and make choices that best reflect what we have made clear is necessary.

We also want to issue an immense thank you to teachers who have remained a consistent source of support, stability and information; your dedication is not unnoticed by CHS students. Your work is helping to keep students learning, growing and providing comfort that has been increasingly difficult to find.

SUPERINTENDENT'S UPDATE

Acting Superintendent Dr. Kevin F. Gilbert testified before the New Jersey State Senate Budget and Appropriations Committee and the New Jersey State Assembly Budget Committee. As they held their budget hearings these were chances to raise the profile of South Orange Maplewood School District among the state lawmakers who make decisions concerning state aid to school districts. During his testimony he expressed the district's gratitude for the additional \$1 million in state aid that we were granted but also noted that it falls short of the 3.7 million drop in other aid including federal funding that we now face. He requested an additional 2 million to help our district mitigate if not eliminate the reduction in force we now face. Thank you to Business Administrator Eric Burnside and Assistant Business Administrator Andrea Del Guercio for their assistance in preparing for those two important meetings on Friday.

Additional updates included:

- Last two stops on the Listen and Learn Listening Tour with students throughout the district. It was an enriching experience to hear the student's perspectives on what they like about the schools they attend and what they think can be better.
- Women's history was made at the NJSIAA meet of Champions in Staten Island on March 3rd. CHS Senior Gianna Green placed 4th overall in the high jump, while CHS Senior Mae Dowling set a new Columbia High School record of 5 minutes 2.92 seconds for the 1600 meters race. The previous record of 5 minutes 4.4 seconds was set by Maplewood Middle School principal Dara Gronau; the record stood for 26 years.
- The Columbia High School Boys Shuttle Hurdles team took 5th place at the Nike Indoor Nationals at the New York City Armory on March

9th, earning All-American Status. The team of CHS seniors Stevenson Memo, Khalid Rouse, Zhamir Rowan, and Miracle Okoli made this crowning achievement after years of hard work and countless hours of training with their mentor, Gary Mobley, who has coached them since they were freshmen.

- CHS Junior Earl Hart III was named Athlete of the Year among 15 and 16-year olds in Cross Country by the USA Track and Field National Governing body for Track and Field long distance running and race walking in the United States. Earl competed in a series of track meets leading up to the New Jersey championships where he finished third overall and first in his age group which qualified him for Nationals.
- Congratulations to the District Director of Curriculum and Instruction who can now be addressed as Dr. Zoila Correa. Dr. Correa successfully defended her thesis and dissertation entitled *Andrological Framework in Professional Development Teach Practice and Professional Growth Impact* and now has a doctorate in Educational Leadership with a specialization in curriculum and instruction.
- We've received a lot of emails in reference to changes coming up for our sixth-grade mathematics next year. There will be no change to our sixth-grade math next year.

Many of you may not know that I have many hours of training in restorative justice. Being restorative is a key part of my fabric and a huge part of how I try to live and work. Like most people I fall short every now and then but I try to hold to the basic tenants of restorative justice as best I can. This District's commitment to establishing a restorative justice culture was one of the things that led me to come here. Most people believe restorative justice to be a program, an initiative that is incorporated as an alternative to discipline but in reality, restorative justice is so much more; it's an indigenous philosophy that focuses on relationships and building community. It is not something we do to people, it is something we use to challenge ourselves to be our best selves. It is a way of being a culture and I want us as a community to embrace the true essence of restorative justice as we navigate through these challenging times we are facing. The graphic behind me highlights what that culture looks like. Is a culture grounded in respect, mutual concern and dignity and involves nurturing healthy relationships, creating just and equitable environments and repairing harm and transforming conflict? The essence of a restorative justice culture is what is in the center, people are worthy and relational. That is the essence of a restorative justice culture. That we focus on the humanity of one another. This is why we have to aspire to be a Restorative Community.

It is in this vein I want to acknowledge the legal matter that is before us. I cannot speak to the specifics but I want to acknowledge that we have a student that we care for. A student, a daughter a classmate, who

didn't feel cared for by our community and feel she was harmed and aggrieved by actions taken in our school. I want to say emphatically that you matter. You are still our student and I am willing to work with you and your family to ensure you receive the necessary support and care you deserve. Additionally, I have to acknowledge that we have one of our employees who is also a member of our family, a husband a father and an educator who is beloved by many families and students and is also hurting and estranged from our community. You too are a member of this community, you matter and are also deserving of our care and support during this time. The best thing we can do as a community is to allow the legal system to do its job, to allow them to weed through what is fact and what is fiction and make the final determination on what that truth is. In return a Restorative Community focuses on the humanity of each of these individuals and provides them with what they need. I also want to acknowledge that the CHS family, students and staff are shaken by what has occurred. I am presently doing everything I can to provide you with a principal for the remainder of the year and I'm still working to help provide those connections you've been demanding, to fill the void of not having the CHS principal there.

On the topic of humanity and care for students and staff. I have recently been contacted by both Jewish and Muslim staff members who have made it known that they do not feel cared for or supported by our district. I have also been contacted by students from both faiths as well. It has been a constant reminder to me that as a district, we have to keep our focus on our students and our staff and they deserve not only our attention but also our support. I've said it here before that if one student and now I'm adding and one staff member feels unsafe or uncared for then we have much work to do.

I am recommitting my energies to focusing on our students and staff working toward making our community whole and developing a strategy that reconnects all of our staff and students to this District. My former pastor had a saying, he said we are either on our way into a storm going through a storm or coming out of a storm. SOMSD we are definitely within a storm but the best part of going through a storm is that you will eventually come out of it. What doesn't break us will make us stronger. We have great students, teachers, families and community support. By aspiring toward creating an authentic restorative justice culture centered on our Humanity, we will thrive and navigate ourselves through these challenges and come out stronger and better than ever. I plan to hold a series of night sessions for anyone interested in learning more about building an authentic restorative justice culture. Please stay tuned.

BUSINESS ADMINISTRATOR'S UPDATE

SETH BOYDEN SCHOOL

- Epic Management "Closeout" Items to be addressed by APS
- Architectural Punch-List re-inspection to be performed by the end of the month

TUSCAN SCHOOL

- Epic Management "Closeout" Items to be addressed by APS.
- Architectural Punch-List re-inspection to be performed by the end of the month

DELIA BOLDEN ELEMENTARY SCHOOL

- Received Certificate of Occupancy from Building Department.
- Security Film installed
- Final Payment submitted by DMD

CLINTON ELEMENTARY SCHOOL

- CO certificate was provided by Building Department.
- Security Film installed
- Final Payment submitted by DMD

Marshall School

- Continue with the sunshade installation (80 percent completed)
- Continue with the curtain wall glass installation at the courtyard and stair tower areas (80 percent completed)
- Continue with the HVAC control wiring
- Continue with the second -floor electrical panel wire runs and classroom lighting wiring/installation
- Continue with the exterior metal panel installation (85 percent completed)
- Continue with the ramp installation (85 percent completed)
- Continue spackling at ceiling soffits
- Continuing with the second-floor classroom ceiling grid and soffit framing
- Continue with the duct work installation at the first and second floor corridors
- Completed the first and second floor plumbing rough piping
- Set the VUV's at the classroom temporary locations during spring break

Montrose School

- The majority of the work is scheduled for the summer of 2024

COLUMBIA HIGH SCHOOL

- D Wing Penthouse- and boiler and transformers are ongoing.
- Piping at D Wing Penthouse is ongoing
- Inspections continued moving along

- B wing Science rooms to be inspected this week and to be turned over to owner
- Media Center has been partitioned off, framing, sheetrock and spackling underway
- B-wing Science Rooms casework is installed. Waiting on town inspections to turn rooms over to school
- Planning for abatement during Spring Break is underway. The abatement will take place in the Media Center entrance, Nurse's Suite and B-107.
- Steel erection underway at Commons for the new seating riser.
- Steel for the folding partition at the media center was delivered today. steel installations underway.
- Fire Alarm work is underway at night by electrician.
- D wing window removal and New Louver installations underway.
- Contractor to begin disconnecting utilities in room B107, and nurses room in preparation for abatement during Spring Break.

SOUTH ORANGE MIDDLE SCHOOL AND MAPLEWOOD MIDDLE SCHOOL

- Submittals and purchasing equipment and materials is ongoing.
- Installation of the new electrical service at SOMS has begun.
- Installation of the fire alarm and PA system at MWMS has begun second shift.

STATEMENT FROM OUR ARCHITECT

The scope that is in the project for the high school elevator is related to refinishing the cab interior, including a new control panel in the cab. The scope does not include mechanical or operational systems. The line item in past budgets to add another elevator to the high school was not cut, it was not included by the district as a high priority. The line item was for an addition that would include an elevator. Our architect has reviewed versions of the budget back to the original report in April of 2018; that budget included only the line item for the elevator addition as a priority three. At some point later, the district had the architect add the second line item to renovate the existing elevator cab which was the scope designated as a priority one and included in the high school project. Right now, moving forward we've reached out to Parlomas, he is the contractor working at the high school, to get a quote for a replacement of the mechanical systems for the elevator so we can know the cost.

Also, today we received a quote to replace the rigging at the Columbia High School auditorium. Right now, the next step is discussing options for funding at the next FFT Committee Meeting. We also met with some families regarding the auditorium.

Dr. Gilbert provided an update on a meeting with Mr. Matt Glass, families and administration regarding the Columbia High School auditorium. Mr. Glass came to our Board meeting and said that he had a group of people who were willing to help us come up with a solution to get the stage

fixed. The meeting was very productive and they submitted a proposal to us. At this present time, we are looking through that proposal and sending it to our rigger for review to see if it is something that is doable. They also gave a second option around renting if that the proposal was not doable. We are going to look at both of those options. We did not make any guarantees, but we are going to try to do everything to see what the possibilities are. The most important thing is safety and the district need to get that certificate of safety; I want to make sure that our students are safe.

BOARD PRESIDENT'S UPDATE - *Board President Telesford*

This has been an incredibly busy month for the Board. We began the month with a job opening for our Superintendent Search which has been extended to March 27th. Yet we are still on track to start looking at candidates in the first week of April. This month also saw our continued discussions with SOMEA; Board Members Vadlamani and Ecker were happy to see so many come out with great fanfare to begin our discussions. As these negotiations continue, we aspire to a goal of providing employees in our school district with the support they need to thrive here. This month also saw our preliminary budget; as many have seen, our school district is faced with a budget shortfall this year. These challenges demand careful attention and decisive action from our school district. Exploring avenues for cost-saving measures, reassessing spending priorities and seeking alternative sources of funding are essential steps in addressing this financial shortfall. It is also important to acknowledge that this budget gap isn't unique to our district but reflects broader economic challenges. Collaborative efforts among administrators, educators and the community will be crucial in navigating these difficult times and preserving the quality of education for our students.

Finally, I understand that many of you have written to the Board about recent events in our school district; as a policy and consistent with our obligation under applicable laws, we do not comment on specific personnel matters or discuss confidential Board deliberations. We would like to say more but we cannot. We appreciate everyone that reaches out to the Board or comes here to do public speaks. Please understand that your voice is heard and we encourage you to continue your advocacy.

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 commented during the Hearing of Individuals and Delegations: Lauren Rutkin, Rachel Fisher, Jane Perry, Stephanie Nasteff, Dr. Mia Charlene White, Rhea Beck, Kathy Greenstone, Mary Ellen Dawkins, Jocelyn Ryan, Sarah Iozzio, Barbara Bickart, Fariha Chougle, Maya Lang, Brian Ford, Araksiyah Tramblian, Daniel Sloan, Ziad Mallah, Ellie Shrier, Morgan Fields, Yasman Yudeh, Connor Spiegel, Yuval Brokman, Anna Schwartz, Rany Haksan, Michael Goldberg.

***Board Member Gifford joined the meeting at 10:01 p.m.
8 Voting Members Present***

COMMITTEE REPORTS

SPECIAL EDUCATION ADHOC COMMITTEE - Board Member Callahan

The committee discussed the following:

- Ongoing Federal Monitoring
 - The department has made moves internally to leverage experience and strengths of the team while also identifying individualized areas for growth during the federal monitoring corrective action plan process and putting specific plans in place to address those on a case-by case basis.
- Special Education Budget
- Paraprofessionals
 - Paraprofessional Audit
 - Review of guidance that CST teams are using to determine paraprofessional

- o Including principals in conversations about staffing conversations.
- o Developing a system for progress monitoring for students assigned a one-to-one or shared paraprofessional.
- o Compensatory Services
- o Program Supplies
- Family engagement
 - o Experiential Survey
 - o SEPAC Resource Fair
- Mechanisms for Disseminating Students' IEP Information to staff working with students to ensure that everyone has the important information they need to address students' needs.
- Mental health supports at the elementary school level
- Revised Section 504 policy
- Challenges and opportunities within special services and how we set goals to focus the work of the committee.

MUNICIPAL PARTNERS MEETING

Attendees discussed a variety of topics where our two towns and districts intersect including:

- Greenway Project
 - o History and current updates to this project
 - o Goals of the project
 - o Help to minimize traffic
 - o Promote biking, walking and the overall walkability in our towns
 - o Add some green space to promote beautification
 - o Known mental and physical benefits of being outside in green spaces
- Inviting the town engineer to join the FFT Committee meeting to answer questions regarding the project.
- Biking to school - Why some schools are deemed safe to bike to While others are not and potential solutions and safety concerns.
- Youth advisory committee and student government. Deputy Mayor Cripe and Committee person Engel are going to be part of revitalizing this initiative. Maplewood kids are selected to advise the township on programming and learn about Civic leadership.
- Publicizing more information regarding Ritzer Field given the volume of emails received on the topic.

PERSONNEL COMMITTEE - *Board Member Eckert*

The committee discussed the following:

- Personnel Resolutions 4586 and 4587
- Job openings/vacancies update:
 - o Review monthly report (data and charts)

- Pending Investigations/Personnel matters/Litigation, if applicable
- District Goals Updates
- Policy Updates - First Read
 - 1530 Equal Employment Opportunities
 - 1550 Equal Employment/Anti-Discrimination on Practices
 - 3211 Code of Ethics
- 2023-2024 Observation/Evaluation Status Update
- Timeline re: data points on website discussion
- 24-'25 Budget Implications - RIF

FINANCE, FACILITIES AND TECHNOLOGY COMMITTEE - *Board President Telesford*

The committee discussed the following:

March 6, 2024 Meeting

- Facilities update
 - Underhill Field
 - CHS Auditorium Dr. Gilbert is scheduled to meet with the community members who have offered to help on March 12th. The CHS inspection report asks us NOT to use the stage, the stage will be unusable for the rest of the school year. Our insurance carrier confirmed they are prohibiting students, staff, and the public from using it. The district is working with a cooperative who is obtaining quotes, including one run by a local community member.
- Budget:
 - Revenue, Increases in expenditures, Savings, Negotiations, and possible deficit for the 2024-25 budget.
 - Technology Insurance
 - Additional FFT Meeting for March

March 13, 2024 Meeting

- Change Orders
- Budget:
 - Tax Levy
 - Revenue, Increases in expenditures, and Savings
 - Updated possible deficit for the 2024-25 budget.
 - Possible BOSE request
 - K-5 Math initiative impact from initial implementation
- BOSE Meeting:
- Change order impact on construction budget

POLICY COMMITTEE - *Board Member Meyer*

The committee discussed the following polices:

POLICIES FOR POSSIBLE SECOND-READ ADOPTION/ABOLISH

- 4281 Inappropriate Staff Conduct

- 4421.13 Postnatal Accommodations
- 4425 Work-Related Disability Pay
- 5517 School District Issued Student Identification Cards

POLICIES FOR POSSIBLE FIRST READ

- 5512 Harassment, Intimidation, and Bullying

POLICIES DISTRIBUTED TO COMMITTEES FOR REVIEW: MARCH 5, 2024

- 1140 Educational Equity Policies/Affirmative Action
- 1523 Comprehensive Equity Plan Executive Committee
- 1530 Equal Employment Opportunity Personnel
- 1550 Equal Employment/Anti-Discrimination Practices
- 2260 Equity in School and Classroom
- 2411 Guidance Counseling
- 3211 Code of Ethics Personnel
- 5755 Equity in Educational Programs & Services
- 5842 Equal Access of Student Organizations
- 7610 Vandalism

Curriculum and Instruction Committee - Board Member Sackett-Gable

The committee discussed the following:

- Instructional Coaches' Presentation
- Fergus Recommendations: Middle School Math Updates
- Freshman Academy
- Budget: For 24-25 the focus will be on new initiatives including K-5 Math and K-2 Phonics.
- New Business
 - CHS Schedule Updates for 24-25
 - Equity PD
 - Future meetings
- Policies
 - 2260 Equity in School and Classroom Practices
 - 2441 Guidance Counseling
 - 5755 Equity in Educational Programs & Services
 - 5842 Equal Access of Student Organizations

ITEMS FOR ACTION

Motion made by Board Secretary Burnside, seconded by Board President Telesford to move resolutions 4586-4593 for discussion and voting. Motion unanimously approved.

4586A. RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Cook, William	T Music/Strings SOM - 1.0 FTE	7/1/24	26

4586B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Axon, Hillary	T SPED/INC MM - 1.0 FTE	3/14/24	2.6
King, Russell	Assistant Principal CHS - 1.0 FTE	7/1/24	4

4586C. 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
Donahue, Nicole	Speech/Language Specialist CLIN - 1.0 FTE	4/1/24 6/20/24	\$63,385

4586D. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Howard, Talj	LR T Art SB - 1.0 FTE	5/31/24	6/20/24
Martinez, Angela	LR T SPED/INC Gr. 4 SB - 1.0 FTE	5/31/24	6/20/24
Snyder, Caroline	LR T Art TUS - 1.0 FTE	5/31/24	6/30/24

4586E. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Dean, Andrew	T Art TUS - 1.0 FTE	5/30/24-6/30/24 (Unpaid Personal Leave)
Gluckman, Erica	T 2 SB 1.0 FTE	4/4/24-6/30/24 (Unpaid Childcare Leave)
		8/29/24-6/19/25 (Unpaid Childcare Leave)
Haldeman, Sarah	T SPED/INC SB - 1.0 FTE	6/3/24-6/30/24 (Unpaid Childcare Leave)
Kruglinski, Laura	T Art SB 1.0 FTE	5/31/24-6/30/24 (Unpaid Childcare Leave)
		8/29/24-5/30/25 (Unpaid Childcare Leave)
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) 3/5/24-3/21/24 (Unpaid NJ FLA)

Walsh, Lauren	Guidance Counselor SOM 1.0 FTE	2/5/24-3/5/24 (Paid Maternity Leave) 3/6/24-3/18/24 (Unpaid FMLA) 3/19/24-5/31/24 (Unpaid NJ FLA)
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4586F. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Mullen, Christin	Supervisor SPED DIST - 1.0 FTE	1/9-1/29/24 (8 days)	\$235.00 (per day)	\$1,880.00
Swyberius, Laura	Asst. Principal MAR - 1.0 FTE	1/17-3/1/24 (31 days)	\$150.00 (per day)	\$4,650.00
Allanson, Aaron	T PE/Health CHS - .2 FTE	2/5-2/29/24 (17 days)	\$66.43 (per day)	\$1,129.31
Cahill, Allison	T PE/Health CHS - .2 FTE	2/5-2/29/24 (17 days)	\$116.82 (per day)	\$1,985.94
Iraggi, Taylor	T PE/Health CHS - .2 FTE	2/5-2/29/24 (17 days)	\$66.43 (per day)	\$1,129.31
Pilone, Jr., Joseph	T PE/Health CHS - .2 FTE	2/5-2/29/24 (17 days)	\$123.15 (per day)	\$2,093.55
Pruden, Christopher	T PE/Health CHS - .2 FTE	2/5-2/29/24 (17 days)	\$66.43 (per day)	\$1,129.27
Clesemere, Lindsey	T PE/Health CHS - .2 FTE	2/5-2/29/24 (17 days)	\$84.65 (per day)	\$1,439.05
Hurley, Pat	T PE/Health CHS - .2 FTE	2/5-2/29/24 (17 days)	\$116.82 (per day)	\$1,985.94
Mobley, Gary	T PE/Health CHS - .2 FTE	2/5-2/29/24 (17 days)	\$116.82 (per day)	\$1,985.94
Shannon, Robert	T PE/Health CHS - .2 FTE	2/5-2/29/24 (17 days)	\$116.82 (per day)	\$1,985.94
Hamilton, Erik	T PE/Health CHS - .2 FTE	2/5-2/29/24 (17 days)	\$68.43 (per day)	\$1,163.27
Fox, Mara	LDTC DB/MAR - .2 FTE	9/6-10/9/23 (23 days)	\$107.09 (per day)	\$2,463.07
Melendez- Pallitto, Dr. M. Laura	School Psychologist DB/MAR - .2 FTE	9/6-10/9/23 (23 days)	\$98.21 (per day)	\$2,258.83
Fox, Mara	LDTC DB/MAR - .2 FTE	1/12- 1/22/24 (5 days)	\$107.09 (per day)	\$535.45
Melendez- Pallitto, Dr. M. Laura	School Psychologist DB/MAR - .2 FTE	1/12- 1/22/24 (5 days)	\$98.21 (per day)	\$491.05
Buzar, Marissa	T SPED CHS - 1.2 FTE	9/7/23 6/20/24	+\$12,509 (@ 17%)	\$86,094
D'Alessio, Tara	T SPED CHS - 1.2 FTE	9/7/23 6/20/24	+\$17,873 (@ 17%)	\$127,008

Fleming, Aprell	T SPED CHS - 1.2 FTE	9/7/23 6/20/24	+\$15,586 (@ 17%)	\$107,266
Obasi, Mabel	T SPED CHS - 1.2 FTE	9/7/23 6/20/24	+\$15,025 (@ 17%)	\$103,410
Hatchell, Lucinda	T SPED CHS - 1.2 FTE	9/7/23 3/5/24	+\$17,660 (pro-rated @ 17%)	\$121,540 (pro-rated)
Kaller, Nichole	T SPED CHS - 1.2 FTE	9/7/23 6/20/24	+\$14,685 (@ 17%)	\$101,070
Miller, Colleen	T SPED CHS - 1.2 FTE	9/7/23 4/5/24	+\$15,399 (pro-rated @ 17%)	\$105,984 (pro-rated)
Passanante, John	T SPED CHS - 1.2 FTE	10/2/23 6/20/24	+\$16,011 (pro-rated @ 17%)	\$110,196 (pro-rated)
Sampson, Mercedeh	T SPED CHS - 1.2 FTE	9/7/23 6/20/24	+\$17,660 (@ 17%)	\$121,540
Falk, Suzanne	T SPED CHS - 1.2 FTE	9/7/23 6/20/24	+\$16,385 (@17%)	\$112,770
Gallof, Pamela	T SPED CHS - 1.2 FTE	9/7/23 6/20/24	+\$19,087	\$114,522
Quinn, Robin	T SPED CHS - 1.2 FTE	9/7/23 6/20/24	+\$16,011 (@ 17%)	\$110,196
Reichenstein, Steven	T SPED CHS - 1.2 FTE	9/28/23 6/20/24	+\$13,206 (pro-rated @ 17%)	\$90,891 (pro-rated)
Anderson-Ellis, Shawna	T SPED CHS - 1.2 FTE	10/16/23 6/20/24	+\$19,237 (pro-rated)	\$115,422 (pro-rated)
Degioia, Damiana	T SPED/INC CHS - 1.2 FTE	10/16/23 6/20/24	+\$15,237 (pro-rated)	\$91,422 (pro-rated)
Regler, James	T SPED/INC CHS - 1.2 FTE	10/16/23 6/20/24	+\$14,457 (pro-rated)	\$86,742 (pro-rated)
Schiavo, Lynn	T SPED/INC CHS - 1.2 FTE	10/16/23 6/20/24	+\$19,717 (pro-rated)	\$118,302 (pro-rated)
Stradford, Karen	T SPED/INC CHS - 1.2 FTE	10/16/23 6/20/24	+\$18,117 (pro-rated)	\$108,702 (pro-rated)
Stradford, Lynn	T SPED/INC CHS - 1.2 FTE	10/4/23 6/20/24	+\$22,567 (pro-rated)	\$138,902 (pro-rated)
Martinez, Dorota	SAC CHS - .2 FTE	2/1-2/29/24 (19 days)	\$106.85 (per day)	\$2,030.15
Griffiths, Sara	T SS CHS - 1.2 FTE	1/8/24 6/20/24	+\$21,027 (pro-rated)	\$129,662 (pro-rated)
Luzzi, Christina	T SS CHS - 1.2 FTE	1/8/24 6/20/24	+\$13,597 (pro-rated)	\$81,582 (pro-rated)
Bachenheimer, Stacey	T SCI/B CHS - .2 FTE	2/1-2/29/24 (19 days)	\$123.15 (per day)	\$2,339.85
Barber, Kristin	T SCI/B CHS - .2 FTE	2/1-2/29/24 (19 days)	\$123.15 (per day)	\$2,339.85
Biasucci, Amy	T SCI/B CHS - .2 FTE	2/1-2/29/24 (19 days)	\$116.82 (per day)	\$2,219.58

Nugent, James	T SCI/B CHS - .2 FTE	2/1-2/29/24 (19 days)	\$123.15 (per day)	\$2,339.85
Tedeschi, Chasity	T SCI/B CHS - .2 FTE	2/1-2/29/24 (19 days)	\$90.21 (per day)	\$1,713.99
Johannsen, George	T English CHS - .2 FTE	2/1-2/29/24 (19 days)	\$106.42 (per day)	\$2,021.98
MacPherson, Stephen	T English CHS - .2 FTE	2/1-2/29/24 (19 days)	\$123.15 (per day)	\$2,339.85
Martling, Lori	T English CHS - .2 FTE	2/1-2/29/24 (19 days)	\$125.37 (per day)	\$2,382.03
McNamara, Tracy	T English CHS - .2 FTE	2/1-2/29/24 (19 days)	\$107.09 (per day)	\$2,034.71
Pollioni, Eugene	T English CHS - .2 FTE	2/1-2/29/24 (19 days)	\$123.15 (per day)	\$2,339.85
LiPuma, Elizabeth	T SPED SOM - .2 FTE	2/1-2/29/24 (19 days)	\$78.87 (per day)	\$1,498.53
Meade, Megan	T SPED SOM - .2 FTE	2/1-2/29/24 (19 days)	\$116.82 (per day)	\$2,219.58
Winter, Benjamin	T SPED SOM - .2 FTE	2/1-2/29/24 (19 days)	\$107.09 (per day)	\$2,036.61
Bethea, Sabrina	Clerical Aide TUS - 1.0 FTE	2/14- 2/29/24 (19.5 hours)	\$7.81 (per hour)	\$152.30
Cadorette, Catherine	Clerical Aide SB - 1.0 FTE	12/12- 3/7/24 (61.25 hours)	\$7.81 (per hour)	\$478.36

4586G. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Frisch, Julia	Intramural SOM - .5 FTE	9/1/23 6/30/24	\$4,628

4586H. JOB DESCRIPTIONS

Revised: Stipend: Assistant to the Principal

4587A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2023-2024 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
O'Connor Martha	Bank Street College of Education	05/1984	MS

NON-DEGREE SUBSTITUTE TEACHER

NAME
Taylor Popola
Jasmine Quraishi

4587B. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHER FOR THE 2023-2024 SCHOOL YEAR PAID AT A DAILY RATE OF \$200

NAME
Rachel Jean

4587C. APPOINTMENT OF SUBSTITUTE SCHOOL NURSE FOR THE 2023-2024 SCHOOL YEAR PAID AT A DAILY RATE OF \$215

NAME
Lilyan Cohen

4587D. APPOINTMENT OF OUT-OF-DISTRICT COACH FOR THE 2023-2024 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Hildebrand, Christopher	Boys Lacrosse Varsity Assistant Coach	03/2024 06/2024	\$5,614

4587E. APPOINTMENT OF VOLUNTEER FOR THE 2023-2024 SCHOOL YEAR

NAME	ASSIGNMENT
Phillip Whitney	Baseball

4588. 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].

4589A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated February 29, 2024
2. Expense Account Adjustment Analysis dated February 29, 2024
3. Revenue Account Adjustment Analysis dated February 29, 2024
4. Check Register #420941-421222 in the amount of \$8,899,811.71
5. Check Register #200851-200855 in the amount of \$5,276,027.05
6. Check Register #200856 for February 2024 payroll in the amount of \$8,151,592.86
7. Treasurer's Reports of January 2024

4589B. Certify the Board Secretary's Monthly Financial Report.

4589C. 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	16 th Annual Job Fair for Educators	4/9/24- 4/10/24	Washington, DC	\$1,331.94

Tunde Adedoyin Central Office	Education Career Fair	4/9/24	New York, NY	\$143.64
Shawana Andrews Central Office	NJAGC Conference 2024	4/12/24	West Windsor, NJ	\$239.00
Jane Bean-Folkes Columbia High School	Education Career Fair	4/9/24	New York, NY	\$43.64
Brad Bertani Tuscan School	NJAGC Conference 2024	4/12/24	West Windsor, NJ	\$239.00
Melissa Butler Clinton School	National Community Schools and Family Engagement Conference	5/28/24- 5/31/24	Atlanta, GA	\$2,490.73
Melissa Butler Clinton School	2024 Education Expo	4/16/24	Glassboro, NJ	\$406.96
Dianne Canzonieri Seth Boyden	NJAGC Conference 2024	4/12/24	West Windsor, NJ	\$239.00
Zoila Correa Central Office	NJAGC Conference 2024	4/12/24	West Windsor, NJ	\$239.00
Katie Costello Central Office	NJAGC Conference 2024	4/12/24	West Windsor, NJ	\$239.00
Monique Durant Central Office	2024 Education Expo	4/16/24	Glassboro, NJ	\$81.96
Antoinette Gelin Columbia HS	NJTESOL Spring Conference	5/29/24- 5/31/24	New Brunswick, NJ	\$433.50
Shannon Glander Central Office	2024 Education Expo	4/16/24	Glassboro, NJ	\$81.96
Yves Hart Central Office	NJAGC Conference 2024	4/12/24	West Windsor, NJ	\$239.00
Tivoli Hunt Tuscan School	NJAGC Conference 2024	4/12/24	West Windsor, NJ	\$239.00
Leroy Johnson Central Office	Preschool Inclusion Leadership	4/24/24	East Windsor, NJ	\$69.47
Jennifer Latimer Clinton School	NJAGC Conference 2024	4/12/24	West Windsor, NJ	\$239.00
Melissa Leland Clinton School	NJAGC Conference 2024	4/12/24	West Windsor, NJ	\$239.00
Jessica Ostrega Clinton School	NJTESOL Spring Conference	5/29/24- 5/31/24	New Brunswick, NJ	\$323.86

Yves Pierre Columbia HS	Cyber.org EdCon	6/14/24- 6/17/24	Orlando, FL	\$1,123.50
Matthew Rice Central Office	NJAGC Conference 2024	4/12/24	West Windsor, NJ	\$239.00
Dr. Ramon Robles-Fernandez Columbia HS	NJTESOL Spring Conference	5/29/24- 5/31/24	New Brunswick, NJ	\$868.60
Dr. Ramon Robles-Fernandez Columbia HS	AP College Board Latino Prepare 2024	4/24/24- 4/26/24	Austin, TX	\$3,039.82
Arelis Tapia Clinton School	NJAGC Conference 2024	4/12/24	West Windsor, NJ	\$239.00

4589D. Approves the following provider(s) for the service indicated for the 2023-2024 school year:

Provider Name	Service	Rate
Jewish Vocational Services of Metrowest (JVSNJ) Livingston, NJ	Short Term (2-3) Vocational Evaluation (Virtual Option/Hybrid Option Available)	\$1025
	Short Term (2-3 day) Vocational Evaluation with TEACCH Transition Assessment Profile (TTAP)	\$1125
	Virtual Short Term (2-3 day) Vocational Evaluation	\$900
	Short Term (2-3 day) Vocational Evaluation with Classroom Observation	\$1110
	Short Term (2-3) Vocational Evaluation with Community Observation	\$1500
	No Show Fee for Mobile Vocational evaluation	\$200/day
	Participation at IEP Meeting In-Person Attendance	\$250
	Phone Conference	\$100
	Community Based Assessment	\$70 per hour
	Job Placement Services	\$70 per hour
	Job Placement Services w/American Sign Language (ASL)	\$80 per hour
	Job Coaching	\$70 per hour
	Job Coaching (ASL)	\$80 per hour

	Career Center - Specialized Employment Readiness	\$100 per hour
	Training for Student with ASD Work Analysis	\$70 per hour
	Worksite Observation	\$70 per hour

4589E. Approves the use of the following vendors in excess of the \$44,000 for the 2023-2024 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
American Paper Towel Co. (formerly Bioshine)	Custodial Supplies	Co-op
Atlantic Tomorrows Office	Copiers Maintenance, Supplies	State Contract
Atlas Technical Consultants (formerly Atlantic Engineering)	Specialized Inspection & Materials Testing	Other
Brookaire Company, LLC	Custodial Supplies	Co-op
Kencor	Elevator Service, Inspection, Repair	Co-op
Liberty Transportation & Storage Co. Inc.	Moving and Storage	Co-op
Tools of the Mind	Curriculum Support PD	Other

4589F. WHEREAS the South Orange Maplewood School District's commitment to expanding access to high-quality pre-school education programs in 2024-2025 will be best accomplished through the implementation of a mixed-delivery system that includes local child care providers.

WHEREAS 750 square feet total (50 square feet per child) of usable space shall be provided that is free and open and excludes storage and major pieces of equipment and built in furnishings (N.J.A.C. 6A:26-6.4). "Useable" space includes materials and pieces of equipment that are easily movable. 150 square feet of storage for equipment and furnishings that are either built in or not easily moveable. 50 square feet of an attached toilet room that is accessible to students with physical disabilities (N.J.A.C. 5:23-7) built to meet the needs of young children, identified for their exclusive use and barrier free in design as per N.J.A.C. 5:23-7.

WHEREAS six (6) providers and school district facilities do not meet the required 950 net square feet of classroom space.

BE IT RESOLVED THAT the South Orange and Maplewood Board of Education approves the submission of an application to waive the pre-school program classroom square footage requirement.

- 4589G. Approves an agreement with Sussex County Regional Cooperative to provide transportation coordination services for transporting special education, public/private school, field trips/athletic trips and other school students for 2-4% of the actual cost paid for transportation during the 2024-2025 school.
- 4589H. Approves the following change orders to the contract with Hall Building Corp. for Renovations and Additions to Marshall and Montrose School Projects.

Contractor	Change Order #	Change Order Amount
Hall Building Corp.	6	\$21,808.31 (General Allowance)

- 4589I. Approves the following change order to the contract with G&P Parlamas, Inc. for Renovations and Additions to Columbia High School Project.

Contractor	Change Order #	Amount
G&P Parlamas, Inc.	3	\$104,235.00 (Contract Allowance)
	4	\$234,682.00 (Contract Allowance)

- 4589J. Approves an Affiliation agreement with Emerson College for the purpose of providing supervised, practical learning experiences in connection with a Speech-Language-Hearing program to students of Emerson for the period March 1, 2024 to March 1, 2025.

4589K. **WHEREAS**, The Board of Education of the South Orange-Maplewood School District in the County of Essex, New Jersey (the "Board of Education" when referring to the governing body and the "School District" when referring to the territorial boundaries governed thereby), in accordance with N.J.S.A. 18A:22-27, has heretofore adopted on February 29, 2024 and delivered to the Board of School Estimate of South Orange-Maplewood (the "Board of School Estimate") a resolution determining (1) to supplement various capital projects previous approved via a proposal adopted by the Board on July 15, 2019, to continue to undertake those capital projects (the "Projects") and to incur the supplemental costs associated therewith as are set forth on the attached **Schedule A**; (2) an estimate of the amount of supplemental money necessary for such purposes, and (3) that a public hearing was held by the Board of School Estimate with respect to the supplemental amount of money to be raised for the Projects; and

WHEREAS, the Board of Education caused notice of public hearing to be published in accordance with N.J.S.A. 18A:22-28 no later than March 11, 2024, and the Board of School Estimate held a public hearing on March 18, 2024 in accordance with N.J.S.A. 18A:22-29; and

WHEREAS, the Board of School Estimate, by resolution adopted on March 18, 2024, has fixed and has determined a revised supplemental amount necessary for the revised project list as set forth in the attached Schedule B (the "Revised Projects") in accordance with the provisions of N.J.S.A. 18A:22-30 and has certified such amount to the Board of Education and to the governing bodies of the Township of South Orange Village and the Township of Maplewood, such amount now being \$25,175,260; and

WHEREAS, in accordance with N.J.S.A. 18A:24-17(b), the Chief Financial Officer of the Township of South Orange Village and the Chief Financial Officer of the Township of Maplewood have each prepared a supplemental debt statement dated as of the date of adoption of this resolution, and each of these supplemental debt statements has been filed in the office of the appropriate municipal clerk and in the office of the Secretary of the Board of Education, and a copy of each of these supplemental debt statements has been filed with the Director of the Division of Local Government Services in the Department of Community Affairs as of the date of adoption of this resolution; and

WHEREAS, the Board of Education desires, in accordance with N.J.S.A. 18A:24-10(b) and 18A:24-12(a), to authorize the supplemental issuance of bonds of the School District to finance the cost of the Revised Projects.

NOW, THEREFORE, BE IT RESOLVED by The Board of Education of the South Orange-Maplewood School District in the County of Essex, New Jersey (by a vote of not less than a majority of the full membership), as follows:

Section 1. The Board of Education hereby approves the following proposal:

PROPOSAL

The Board of Education of the South Orange-Maplewood School District in the County of Essex, New Jersey is authorized: (1) to continue to undertake the Revised Projects as set forth in Schedule B; (2) to expend a supplemental amount of not to exceed \$25,175,260; and (3) to issue additional bonds of the School District, for said purposes in the aggregate principal not to exceed \$25,175,260. The final eligible costs of the Projects are \$0. The Projects include \$25,175,260 (consisting of \$21,001,365

for South Orange Middle School and \$4,173,895 for Columbia High School) for school facility construction elements in addition to the facilities efficiency standards developed by the Commissioner of Education or not otherwise eligible for State support pursuant to N.J.S.A. 18A:7G-5(g). The Board of Education is authorized to transfer funds among the Projects approved.

Section 2. In order to provide for the forgoing proposal, the Board of Education hereby authorizes a supplemental issuance of bonds in an amount not exceeding \$25,175,260.

Section 3. This resolution shall take effect immediately.

SCHEDULE A

SCHOOL	DOE PROJ. NUMBER	PROJECT	SUPPLEMENTAL ESTIMATED COST
South Orange MS	4900-050-19-1000 4900-050-19-2000	Air Conditioning and Renovations	\$21,001,365
Columbia HS	4900-030-19-1000	Renovations	\$ 1,613,535
Columbia HS	4900-030-19-1000	Girls Locker Room	\$ 2,560,360
Columbia HS	4900-030-19-5000	Add Turf to Ritzer Field	\$ 4,817,505
		TOTAL:	\$29,992,765

SCHEDULE B

SCHOOL	DOE PROJ. NUMBER	PROJECT	SUPPLEMENTAL ESTIMATED COST
South Orange MS	4900-050-19-1000 4900-050-19-2000	Air Conditioning and Renovations	\$21,001,365
Columbia HS	4900-030-19-1000	Renovations	\$1,613,535
Columbia HS	4900-030-19-1000	Girls Locker Room	\$2,560,360
		TOTAL:	\$25,175,260

4589L. BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE SOUTH ORANGE-MAPLEWOOD SCHOOL DISTRICT IN THE COUNTY OF ESSEX, NEW JERSEY AS FOLLOWS:

SECTION 1. The \$25,175,000 School Bonds, Series 2024 of The Board of Education of the South Orange-Maplewood School District in the County of Essex, New Jersey (the "Board" when referring to the governing body and the "School District" when referring to the territorial boundaries governed by the Board) authorized by virtue of a proposal adopted by the Board on March 21, 2024 pursuant to N.J.S.A. 18A:24-1 et seq., as amended and supplemented, and

specifically, N.J.S.A. 18A:24-10(b), shall be issued as School Bonds (the "Bonds"). The Bonds shall mature in the principal amounts on August 15 in each of the years as follows:

Year	Principal Amount	Year	Principal Amount
2025	\$750,000	2035	\$1,225,000
2026	\$775,000	2036	\$1,375,000
2027	\$ 800,000	2037	\$1,475,000
2028	\$1,400,000	2038	\$1,500,000
2029	\$900,000	2039	\$1,500,000
2030	\$1,000,000	2040	\$1,500,000
2031	\$1,075,000	2041	\$1,500,000
2032	\$1,350,000	2042	\$1,500,000
2033	\$1,300,000	2043	\$1,500,000
2034	\$1,250,000	2044	\$1,500,000

The Bonds shall be subject to optional redemption prior to maturity as set forth therein. The Bonds shall be twenty (20) in number, with one certificate being issued for each year of maturity and shall be numbered SCH-1 to SCH-20, inclusive. The Bonds are entitled to the benefits of the New Jersey School Bond Reserve Act, 1980 N.J. Laws c. 72, as amended and supplemented.

SECTION 2. The Bonds will be issued in fully registered book-entry only form, without certificates. One certificate shall be issued for the aggregate principal amount of Bonds maturing in each year. Both principal of and interest on the Bonds will be payable in lawful money of the United States of America. Each certificate will be registered in the name of and held by Cede & Co., as nominee of The Depository Trust Company, Brooklyn, New York ("DTC"), which will act as securities depository for the Bonds (the "Securities Depository"). The certificates will be on deposit with DTC. DTC will be responsible for maintaining a book-entry system for recording the interests of its participants or the transfers of the interests among its participants. The participants will be responsible for maintaining records regarding the beneficial ownership interests in the Bonds on behalf of individual purchasers of such beneficial interests. Individual purchases of the beneficial interests in the Bonds may be made in the principal amount of \$1,000 each or any integral multiple thereof with a minimum purchase of \$5,000 required, through book entries made on the books and the records of DTC and its participants.

Individual purchasers of the Bonds will not receive certificates representing their beneficial ownership interest in the Bonds, but each book-entry Bond owner will receive a credit balance on the books of its nominee, and this credit balance will be

confirmed by an initial transaction statement stating the details of the Bonds purchased.

The Bonds will be dated their date of delivery and will bear interest from such date, which interest shall be payable, commencing August 15, 2024 and semiannually thereafter on the fifteenth day of February and August in each year until maturity or prior redemption, at a rate or rates per annum, expressed in a multiple of one-eighth (1/8) or one-twentieth (1/20) of one per centum (1%), as proposed by the successful bidder in accordance with the Notice of Sale authorized and defined herein. The principal of and interest on the Bonds will be paid to the Securities Depository by the Board on the respective maturity dates and due dates and will be credited on the respective maturity dates and due dates to the participants of DTC as of each next preceding February 1 and August 1 (the "Record Dates" for the Bonds). The Bonds shall be executed by the manual or facsimile signature of the Board President under the official seal (or facsimile thereof) affixed, imprinted, engraved or reproduced thereon and attested by the manual signature of the Business Administrator/Board Secretary. The following matters are hereby determined with respect to the Bonds:

Principal Payment Dates: August 15, 2025 and each August 15 thereafter until maturity or prior redemption
Interest Payment Dates: Semiannually on each February 15 and August 15 of each year beginning August 15, 2024 until maturity or prior redemption
Place of Payment: Cede & Co., Brooklyn, New York

SECTION 3. The Bonds shall be substantially in the form set forth in Exhibit A attached hereto, with such additions, deletions and omissions as may be necessary for the Board to market the Bonds in accordance with the requirements of DTC.

SECTION 4. The Notice of Sale (the "Notice of Sale") and the Official Form of Proposal for Bonds shall be substantially in the form set forth in Exhibit B with such additions, deletions and omissions as may be necessary for the Board to market the Bonds in accordance with the requirements of DTC.

SECTION 5. The Bonds shall be sold upon receipt of electronic bids on April 11, 2024 at 11:00 a.m. by the Business Administrator/Board Secretary of the Board on i-Deal's Bidcomp®/PARITY® electronic competitive bidding system ("PARITY") in accordance with the Notice of Sale authorized herein. The use of the services provided by PARITY and the fees associated therewith are hereby approved. The Business Administrator/Board Secretary or Wilentz, Goldman & Spitzer, P.A., Bond Counsel ("Bond Counsel") is hereby authorized and

directed to arrange for the publication of the Notice of Sale, such publication to be not less than seven (7) days prior to the date of sale, in summary form in The Bond Buyer, a nationally recognized local government bond marketing publication devoted to financial news and municipal bonds, and the full text of such Notice of Sale in The Star-Ledger. The Board hereby delegates to and designates the Business Administrator/Board Secretary as the officer authorized to sell and to award the Bonds in accordance with the Notice of Sale authorized herein, and the Business Administrator/Board Secretary shall report in writing the results of the sale to this Board as required by law. Furthermore, the Board hereby delegates to the Business Administrator/Board Secretary the authority to postpone and reschedule the sale of the Bonds, upon consultation with Bond Counsel, without readvertisement in accordance with the Notice of Sale authorized herein and to adjust the maturity schedule of the Bonds up to twenty-four (24) hours prior to the date of sale indicated herein, which adjustment shall not exceed ten percent (10%) of the principal amount of any maturity or in the aggregate, the overall issue.

The Board President, the Business Administrator/Board Secretary, Bond Counsel, the Municipal Advisor, Phoenix Advisors, LLC (the "Municipal Advisor"), the Board Auditor and the Board Attorney, are each hereby further authorized and directed to do and accomplish all matters and things necessary or desirable to effectuate the offering and sale of the Bonds.

SECTION 6. The Bonds shall have affixed thereto a copy of the written opinion with respect to the Bonds that is to be rendered by Bond Counsel to the Board.

SECTION 7. The Official Statement to be distributed in preliminary form on or about April 4, 2024 (the "Preliminary Official Statement"), prepared in connection with the offering and sale of the Bonds, is hereby "deemed final" for the purposes of Rule 15c2-12, as amended and supplemented (the "Rule") promulgated by the Securities and Exchange Commission pursuant to the provisions of the Securities and Exchange Act of 1934, as amended and supplemented, with the exception of certain information permitted to be omitted thereby and is hereby approved and authorized for the information of purchasers of the Bonds, with such changes and corrections not inconsistent with the substance thereof, including those required to reflect the effect of the sale of the Bonds, as are deemed necessary and advisable by the Business Administrator/Board Secretary in consultation with Bond Counsel.

SECTION 8. Bond Counsel is hereby authorized and directed to arrange for the printing of the Preliminary Official Statement

and the Official Statement. Bond Counsel is hereby authorized and directed to arrange for the distribution of the Preliminary Official Statement on behalf of the Board to those financial institutions that customarily submit bids for such Bonds. The Board President or the Business Administrator/Board Secretary is hereby authorized and directed to deliver the Official Statement to the purchaser of the Bonds for its use in connection with the sale, resale and distribution of the Bonds, where and if applicable. Bond Counsel is hereby authorized and directed to prepare the Preliminary Official Statement and the Official Statement as necessary in connection with the issuance of the Bonds, and the Board President or the Business Administrator/Board Secretary is hereby authorized and directed to execute the Official Statement and any certificates necessary in connection with the distribution of the Official Statement. Bond Counsel is hereby further authorized and directed to arrange for the printing of the Bonds.

SECTION 9. The Board hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on the Bonds, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds above the yield on the Bonds.

SECTION 10. The Business Administrator/Board Secretary, Bond Counsel, the Municipal Advisor and the Board Attorney are hereby authorized and directed to make representations and warranties, to enter into agreements and to make all arrangements with DTC, as may be necessary in order to provide that the Bonds will be eligible for deposit with DTC and to satisfy any obligation undertaken in connection therewith.

SECTION 11. The Board reasonably expects to reimburse itself from the proceeds of the Bonds for certain costs of the school project paid prior to the issuance of the Bonds. No funds from sources other than the Bonds have been or are reasonably expected to be reserved, allocated on a long-term basis or have otherwise been set aside by the Board, or any member of the same "Controlled Group" as the Board, within the meaning of Treasury Regulation Section 1.150-1(e), pursuant to their budget or financial policies with respect to any expenditures to be reimbursed. This Section 11 is intended to be and hereby is a declaration of the Board's official intent to reimburse any expenditures toward certain costs of the school project, as described above, to be incurred and paid prior to the issuance of the Bonds in accordance with Treasury Regulation Section 1.150-2, and no further action (or inaction) will be an abusive arbitrage device in accordance with Treasury Regulation Section 1.148-10 to avoid, in whole or in part, arbitrage yield

restrictions or arbitrage rebate requirements under Section 148 of the Code. The proceeds of the Bonds used to reimburse the Board for any expenditures toward certain costs of the school project to be financed by the Bonds will not be used directly or indirectly (i) to "refund" an issue of governmental obligations within the meaning of Treasury Regulation Section 1.150-1(d), (ii) to create or increase the balance in "replacement proceeds", within the meaning of Treasury Regulation Section 1.148-1 of the Bonds, or any other Bond issue, with respect to any obligation of the Board or to replace funds or (iii) to reimburse the Board for any expenditure or payment that was originally paid with the proceeds of any obligation of the Board (other than borrowing by the Board from one of its own funds or the funds of a member of the same "Controlled Group" within the meaning of Treasury Regulation Section 1.150-1(e)). The Bonds used to reimburse the Board for any expenditures toward certain costs of the school project, as described above, will be issued in an amount not to exceed \$25,175,000. The costs to be reimbursed with the proceeds of the Bonds will be "capital expenditures" in accordance with the meaning of section 150 of the Code and Treasury Regulation Section 1.150-1. This section shall take effect immediately, but will be of no effect with regard to expenditures for costs paid outside the permitted reimbursement period set forth in Treasury Regulation Section 1.150-2(d) (2).

SECTION 12. In the event that DTC may determine to discontinue providing its service with respect to the Bonds or is removed by the Board and if no successor securities depository is appointed, the Bonds which were previously issued in book-entry only form shall be converted to registered Bonds (the "Registered Bonds") in denominations of \$1,000, or any integral multiple thereof with a minimum purchase of \$5,000 required. The beneficial owner under the book-entry system, upon registration of the Bonds held in the beneficial owner's name, will become the registered owner of the Registered Bonds. The Board shall be obligated to provide for the execution and delivery of the Registered Bonds in certified form.

SECTION 13. The Board hereby covenants and agrees that it will comply with and carry out all of the provisions of the Continuing Disclosure Certificate (the "Certificate") which will set forth the obligation of the Board to file budgetary, financial and operating data and notices of certain enumerated events deemed material in accordance with the provisions of the Rule. The Business Administrator/Board Secretary is hereby authorized and directed to execute and deliver the Certificate evidencing the Board's undertaking with respect to the Rule. Notwithstanding the foregoing, failure of the Board to comply with the Certificate shall not be considered a default on the Bonds;

however, any Bondholder may take such actions as may be necessary and appropriate, including seeking mandamus or specific performance to cause the Board to comply with its obligations hereunder.

SECTION 14. The Board President and the Business Administrator/Board Secretary are each hereby authorized and directed to determine all matters in connection with the issuance of the Bonds by the Board not determined by this or a subsequent resolution, all in consultation with Bond Counsel and the manual or facsimile signature of the Board President or the Business Administrator/Board Secretary upon any documents shall be conclusive as to all such determinations. The Board President and the Business Administrator/Board Secretary and any other Board representative, including but not limited to, Bond Counsel and the Board Attorney, are each hereby authorized and directed to take such actions or refrain from such actions as are necessary to consummate the transaction contemplated by the issuance of the Bonds by the Board and any and all such actions or inactions heretofore taken by the Board President and the Business Administrator/Board Secretary and any other Board representative, including, but not limited to Bond Counsel and the Board Attorney, are hereby ratified and confirmed. Wherever herein the Board President is authorized and directed to act or execute and deliver documents, including the Bonds, the Board Vice President is hereby authorized and directed to do same in the Board President's place.

SECTION 15. After a process seeking proposals, the Business Administrator/Board Secretary, in consultation with the Municipal Advisor is hereby authorized to appoint an investment agent to invest the proceeds of the Bonds and provide arbitrage/rebate services.

Section 16. The Bonds will not be designated as "qualified tax-exempt obligations" for purposes of section 265(b)(3)(B)(ii) of the Code.

Section 17. This resolution shall take effect immediately.

4590. Approves the addition of the following class field trip destinations:

DESTINATION	CITY	STATE
Sound on Sound Studios	Montclair	NJ
Legoland Discovery Center	East Rutherford	NJ
Boys & Girls Club of Newark	Newark	NJ

4591. Hereby affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of February 2024.

4592A. Approves the settlement agreement for Student ID #9673456476 and authorizes the Board President to execute the settlement agreement.

4592B. Approves the settlement agreement for Student ID #1361024321 and authorizes the Board President to execute the settlement agreement.

4592C. Approves the settlement agreement for Student ID #7730470330 and authorizes the Board President to execute the settlement agreement.

4593A. Adopt Board Policy Inappropriate Staff Conduct.

4593B. Adopt Board Policy 4421.14 Postnatal Accommodations.

4593C. Adopt Board Policy 4425 Work-Related Disability Pay.

4593D. Adopt Board Policy 5517 School District Issued Student Identification Cards.

ROLL CALL: Motion 4586A-H, 4587A-E, 4588, 4589A-L, 4590, 4591, 4592A-C, 4593A-D PASSED YES: Callahan, Duvall Wilson, Eckert, Gifford, Meyer, Sackett-Gable, Telesford, Wittleder NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

Community Member Jasmine Williams spoke during the second Hearing of Individuals and Delegations.

NEW BUSINESS

Board Member Meyer requested the district create a report looking at our infrastructure as it relates to ADA including elevators, ramps and associated things, to present to FFT so that we understand what items are currently in need of repair, what items can come out of our operating budget versus what would need to be presented for a possible Bond or similar. As Board President Telesford also noted, the LRF is not just the one-off bond that we did five years ago. It is in fact a requirement by state law that is a five-year cadence for looking at all of our infrastructure. It is warranted for us to make sure that we are getting that process rolling again and looking at what our District's top needs are.

Future Meetings

Board President Telesford made the following motion seconded by Board Member Eckert:

The Board of Education will meet in Public Session on Thursday, April 25, 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 Eckert to adjourn. Motion to adjourn was unanimously approved at 10:53 p.m.

Eric Burnside, Board Secretary