

Regular Meeting
South Orange-Maplewood
Board of Education
April 25, 2024

A Regular Meeting of the Board of Education of South Orange-Maplewood was held utilizing the online video conference platform on April 25, 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 Vadlamani, Board Member Sackett-Gable,
Board President Telesford, Board Member Wittleder

Absent: Board Member Gifford

EIGHT VOTING MEMBERS PRESENT

Pledge of Allegiance

South Mountain Elementary Stars 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 Vadlamani to adjourn to Executive Session. Motion unanimously approved.

**Board Members adjourned to Executive Session at 6:42 p.m.
Board Members reconvened at 8:23 p.m.
Board Member Gifford & Student Representatives Present
9 Voting Members Present**

APPROVAL OF MINUTES

Board President Telesford made a motion seconded by Board Member Vadlamani to approve the minutes of the March 14, 2024 Special Meeting - Budget Hearing and March 21, 2024 Regular Meeting Executive and Public sessions. Motion unanimously approved.

Board President Telesford made a motion, seconded by Board Member Vadlamani to allow students to speak first during the hearing of individuals and delegations (public speaks). Motion unanimously approved.

HEARING OF INDIVIDUALS AND DELEGATIONS (STUDENTS ONLY)

The following students spoke passionately about District arts/music programs and in opposition to cuts to these programs: Hannah Gutnik, Ella Levy, Emmett Simon, Brendan Delaney, Izzy Sandoval, Kyle Lillia, Bonnie Garcia, Veronica Levesque, Z. Urist.

BOARD RECOGNITIONS - *Gwenyth Brown*

NAME/SCHOOL	RECOGNITION
• Columbia High School	Two CHS students were honored for their photography by The Scholastic Art & Writing Awards: Junior Zachary "Z" Urist was awarded the Gold Key, the Silver Key and two honorable mentions. Junior Sam Rosenthal received two honorable mentions.

<ul style="list-style-type: none"> • Columbia High School 	<p>Congratulations to three CHS photography students: Senior Carlos Sanchez, junior Sam Rosenthal, and sophomore Saanvi Rohatgi.</p> <p>All three of them have submitted works that will be exhibited at the upcoming Inspired Minds Exhibition at SOPAC in May.</p>
<ul style="list-style-type: none"> • Columbia High School 	<p>Several CHS students received Scholastic Arts and Writing Awards this year.</p> <p>Samuel Taber-Kawene received a Gold Key Award and the American Visions Nomination for his work titled, "The Acrobat." The American Visions Award for art and the American Voices Award for writing are prestigious honors that represent each region of the Scholastic Awards.</p> <p>"The Acrobat" is currently on display in the CHS AP Art Show at SOPAC and will be in SOPAC's Inspired Minds show. Taber-Kawene also received an Honorable Mention for his work Ta Moko which is an exploration of Maori tattoos. As a nominee for the American Vision Award, Sam is one of a select five student artists who could be in the running for a national medal.</p> <p>Regie Deeble Jackson received one silver key and two gold key awards for individual works, as well as a gold key for her entire portfolio submission of six works.</p> <p>Sam Rosenthal and Alister Ramsey also received Honorable Mentions for their submitted work as well.</p> <p>Special thanks to CHS Art Teacher Ms. Alexandria Cappucci for working with students on this opportunity and thanks also to the Achieve Foundation for supporting student entry fees through a grant that was awarded to Ms. Cappucci.</p>
<ul style="list-style-type: none"> • Columbia High School 	<p>For the third consecutive year, a team of Columbia High School (CHS) students have won First Place in the 2024 N.J. Chinese Cultural Project Contest. Over four months, the team of 14 students developed a research project based on the contest's</p>

	<p>research topic of how artificial intelligence (AI) impacts learning Chinese language and culture. Congratulations to Team Leader Bryant Yang and Emily Hinge, Sydney Anrig, Stella Iyengar, and Sherry Chen who made the final presentations at Seton Hall University on April 13th. Congratulations also to Sophomore Rachael Mayer and juniors Ella O'Brien, Henry Meyer Thompson, and Benjamin Rimas, who assisted with the project research; and to juniors Maya Lipow, Cerys Evans, Audrey Haber, Sharon Chen, and sophomore Coco Fox helped make props. Very special thanks to Ms. Liping Meng, CHS teacher of Chinese and faculty advisor of the team.</p>
<ul style="list-style-type: none"> ● Columbia High School 	<p>CHS Senior Michael Biggs was honored as an "Unsung Hero" by the Essex County School Boards Association on April 11th. Dr. Qawi Telesford, President of the South Orange and Maplewood Board of Education and a CHS alumnus, presented the award to Michael. In his remarks, Dr. Telesford noted Biggs's lengthy list of extracurricular activities, including participating in the CHS fencing and track and field teams, and his work on Saturdays as a volunteer tutor and mentor to middle school students in the CHS MAC (Minority Achievement Committee) Scholars program.</p>
<ul style="list-style-type: none"> ● Tuscan Elementary School 	<p>Congratulations to the many students and staff members at Tuscan Elementary School who produced the outstanding annual Tuscan show. This year, the show was entitled "Any Dream Will Do" and it featured more than 40 songs from a wide-selection of Broadway Musicals. Special thanks to Teachers Kathryn Rickard and Missy Wahlers who directed the show, the Tuscan PTA, and the many people who supported the cast and crew in putting on this tremendous show.</p>
<ul style="list-style-type: none"> ● Delia Bolden Elementary School 	<p>Four Delia Bolden Elementary School students' artworks were on display at the Essex County Hall of Records in honor of Youth Art Month.</p> <p>The featured student artists were:</p>

	<ul style="list-style-type: none"> ● Frederick McDaniel, third grade, whose teacher is Debra Gibbons ● Isaac Yerasi, fourth grade, whose teacher is Kate Scasso ● Abigail Crye, fifth grade, whose teacher is Laura Gussis ● Charles McDonough, fifth grade, whose teacher is Heru Stewart <p>Art Teacher Eva McNally and teacher Christopher Faley recommended the students' art for the exhibit's final selections. The students were honored at a special reception on April 17th hosted by Essex County Executive Joseph DiVincenzo and attended by Dr. Kevin F. Gilbert, Acting Superintendent, and James Manno, the District's Fine and Performing Arts Supervisor.</p>
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STUDENT REPRESENTATIVE UPDATE - Asa Glassman

Gwyneth and I met with Mr. Pedro, Interim Principal of Columbia High School. We have been very impressed with Mr. Pedro's enthusiasm and hands-on leadership. Students believe that Mr. Pedro is doing an excellent job acclimating to the school and making himself visible. Most mornings, Mr. Pedro is at the front of the school greeting students, some of whom he's already seemed to make a personal connection with.

We also had the chance to meet with him several times over the past month and while doing so we asked him what he believes could be improved at the high school; a common theme he brought up was the importance of a Culture of Excellence that Columbia High School seems to be lacking in. This has a lot to do with little things such as holes in the walls, dilapidated ceilings and messy posters around the school. He believes that it's little things like this that contribute to the slow erosion of a climate of success at a school like ours. In addition, he has been very proactive in tackling some larger issues which we are very impressed by given his minimal time in the district. Students cannot be expected to care for their school when it does not seem like their school cares for them. Mr. Pedro suggested some solutions such as organizing bulletins for club posters or even some semblance of enforcement of the dress code; again, it is the little things that will create a sense of order and reinvigorate our Culture of Excellence that we know Columbia and its students are capable of. This is just the start of the changes but it demonstrates his proactive leadership which we deeply appreciate.

This month we also had the opportunity to meet with Maplewood Middle School student government. When we asked them about student engagement with their Guidance Counselors the answer was very similar to the one we received at South Orange Middle. Students can go through their entire middle school

experience without knowing who their Guidance Counselor is. It is important to understand that habits are formed early on and a lack of use of guidance counselors for academic and high school planning in the middle schools is what leads to a lack of use of Guidance Counselors in the high school. More we understand the guidance counselors at the middle schools act as disciplinarians which can cause a harmful connotation to a department where children should be experiencing comfort rather than punishment.

Students and teachers alike believe that understaffing is a severe issue in the Guidance Department that does not allow for Guidance Counselors to effectively and efficiently do their jobs. The Guidance Department is an incredible resource for all students in the district and we hope that some of these issues can be resolved so students, especially those who cannot receive guidance at home can get the help and care they deserve.

The enforcement of student IDs at the high school seems to be going very well and administration has done a great job at making themselves visible; both of these things have been an incredible help in aiding in returning the school back to normal after the hectic few months we have experienced. Gwyneth and I thank everyone who played a part in that because it is truly helping the student body rebuild confidence in our school but again we still have a long way to go.

SUPERINTENDENT'S UPDATE - *Dr. Kevin F. Gilbert*

Welcome Mr. Pedro

I want to take this opportunity to officially welcome Mr. Ricardo Pedro to the South Orange and Maplewood School District as Interim Principal of Columbia High School. Mr. Pedro started on April 8th. His 32 years of education experience includes serving as Principal of Arts High School in Newark, where he worked with Lynn Irby Hill before she was appointed principal of South Orange Middle School. We're glad to have Mr. Pedro with us.

Special Thank you to Ann Bodnar

Thank you, Ann Bodnar, Asst. Superintendent of Curriculum and Instruction for working in, two roles for us from January until Mr. Pedro's arrival as the Acting Principal of Columbia High School. It was not easy but it was an experience that I know she will not ever forget. I want to thank all of the staff and the students for working with her very patiently and allowing her to lead to the best of her abilities. Ms. Bodnar the District of South Orange Maplewood thanks you for your dedicated services.

Reunification Training

Earlier this month, I participated in a Reunification Drill at Roxbury High School led by the New Jersey State Police and several other public safety professionals. This exercise focused on learning about procedures for reunifying students with their families after a critical incident or emergency. I want to thank SOMSD Director of School Safety and Security Stanley Valles for his work in arranging this opportunity, as well as the following District personnel who also participated: Seth Boyden Elementary

School Principal Shannon Glander, South Mountain Elementary School Principal Kevin Mason, Clinton Elementary Principal Melissa Butler, and District Access and Equity Director Kerri Waibel.

CHS' Jared Carlucci Pitches No-Hitter

I want to congratulate Columbia High School Baseball's Jared Carlucci, who pitched a no-hitter with 14 strikeouts in the team's 2-0 victory against James Caldwell High School on April 9th. Carlucci threw 95 pitches in the game in which the Essex News Record said "He simply was dominant." Carlucci committed to play for Rutgers University last summer.

CHS Hosts 2nd Annual College, Military, Gap Year & Career Fair

Many thanks to the CHS Counseling Director Anthony Vecchione and the entire CHS Counseling Department for hosting the very successful 2nd Annual College, Military, Gap Year & Career Fair on April 11th. Hundreds of students and family members had the opportunity to meet representatives from military branches, local employers, trade organizations, and many fine colleges and universities. Congratulations to everyone who helped make this very important event happen.

Congratulations to the CHS Valedictorian & Salutatorian

Earlier this month, we announced that Chloe Barter is the Columbia High School Class of 2024 Valedictorian, and Benjamin Gevirtz is the Salutatorian. Among Chloe's extra-curricular activities has been leading the CHS Model United Nations club, which had an award-winning showing at this week's competition at Cornell University. She has been accepted to Georgetown University and intends to major in Government. Meanwhile, Benjamin is a leader of the CHS Shakespeare Club, which will host the 22nd Annual CHS Shakespeare Festival tomorrow. He has been accepted to Haverford College and is still deciding on a major. Both seniors will be honored at the Essex County Academic Awards on May 1st. We congratulate Chloe and Benjamin on their exceptional academic performance.

Peer Mentoring Lunch

I want to recognize Columbia High School Transition Coordinator Matthew Endlich and everyone on the Special Services Team who held the Peer Mentoring Lunch and high school tour last Friday for rising freshmen coming from South Orange Middle School. This very special event brought eighth-graders with IEPs together with high school juniors and seniors who also have IEPs. The high schoolers shared their experiences, offered their mentorship, and demystified Columbia High School for the younger students. The same event will be held for Maplewood Middle School eighth-graders who have IEPs in May.

Astronomy Club Shines During the Eclipse

I want to commend CHS Physics Teacher Randall Post and the members of the CHS Astronomy Club for making their heads-up play on April 8th by making high-powered telescopes, binoculars, and sunglasses available to people who wanted to see the partial solar eclipse safely. Thanks to your efforts, students and staff were able to safely participate in this rare event.

CHS Junior Wins National Journalism Award

Audrey Noguera, who has already gained notoriety as a children's book author, has now been awarded first prize for enterprise journalism in the Report for America Student Journalism Awards. Last fall, Noguera, a junior at Columbia High School (CHS), wrote a feature story about the CHS Parnassian Society's production of a dark comedy called "DNA." She developed her story by interviewing a variety of people involved with the play, including the director, English Teacher James Dyer, and members of the cast and crew. We congratulate Audrey, ELA Teacher Jennifer Dalton, who is the faculty advisor of The Columbia student newspaper, and Hannah Gross, a journalist and 2019 Columbia High School graduate who mentored Audrey in writing the story.

Maker Space Event on Saturday

I just want to remind everyone that the Achieve Foundation, in partnership with the South Orange & Maplewood School District, will host Maker Madness on Saturday, April 27th, from 10 a.m. to 3 p.m. at Columbia High School. This free, family friendly event will feature more than 25 stations of hands-on learning. Members of the Columbia High School Robotics Club will be there showing young people how the team builds robots for their competitions. The CHS Astronomy Club will also be on hand, helping participants build sundials and launching a water-powered rocket.

Budget

While the district did receive \$1 million increase in state aid it does not offset the \$3.7 million drop in total aid including federal aid we will face next year. We have been proactively working with our State Representatives to explore every possibility of increasing state aid to our district by \$4.2 million to avert a reduction in force and keep all programs that serve students and families intact. In the meantime, it is important to remember that our district does not stand alone in facing a budget deficit and a reduction in force. Public school districts throughout New Jersey are facing sharp decreases in aid while costs and demand for certain services have escalated.

That does not mean we have shrugged and accepted our budget circumstances as bad luck. In March, within days of this Board's approval of the preliminary budget, I testified before the New Jersey State Senate Budget and Appropriations Committee and the New Jersey State Assembly Budget Committee to make our case for increases in aid. I want to take this opportunity to thank New Jersey State Assemblywoman Garnet Hall for meeting with me and members of our Administration team last week to discuss our request. Assemblywoman Hall has been a Maplewood Resident for 35 years and has put two children through our school system, one who is now a Newark Police Officer and another who is a Registered Nurse. Assemblywoman Hall told us that our request for additional state aid is a top budgetary priority. I thank her for her support and we will continue working with her.

In May I am scheduled to meet with New Jersey State Senator Renee Burgess who also represents New Jersey's 28th Legislative District and as a member of the New Jersey State Budget and Appropriations Committee. We will continue

to do everything we can to make up for the revenue that the district needs to serve all students and families. Our priority will always be to provide a thorough and efficient education to every child who enters our school.

With this thought in mind tonight is not easy. This budget process has been one of the hardest experiences of my 15-year plus Educational Leadership career. It is not lost on me that we are talking about a reduction in force. Our administrators, teachers and staff are essential to the success of this district; they keep this district moving forward. They are the movers and shakers who make the miracle of education happen every day.

Our commitment following tonight as Department Leaders and as your Acting Superintendent is that we are going to be taking a balanced nuanced approach to our resources and utilize them efficiently and as effectively as possible. I want everyone to understand that this budget process is fluid, our work does not stop after tonight. We will continue to do everything we can to try to lessen the impact of this reduction in force and save as many of our South Orange and Maplewood School District employees as we can.

DISTRICT GOAL'S UPDATE

Dr. Gilbert presented the District Action Plans for 2023-2024. The presentation included the following:

1. Brief Review of NJSBA District Goals Process
2. Review of the District Goals Action Plans Currently Being Implemented by Senior Leadership, Building Leaders and Teaching Staff
 - a. Academics (SEL, I&RS, CHS Freshman Academy)
 - b. Diversity, Equity and Inclusion
 - c. Facilities
 - d. Intentional Integration
 - e. Special Services Audit

[Presentation on File in Board Secretary's Office and District Website]

BUSINESS ADMINISTRATOR'S UPDATE - Mr. Eric Burnside

Mr. Burnside read bond sale bid results as outlined below.

Rank	Bidder	NIC
1	UBS Financial Services Inc.	3.743082%
2	Robert W. Baird & Co., Inc.	3.748269%
3	Roosevelt & Cross, Inc.	3.774201%
4	Mesirow Financial, Inc.	3.837782%
5	RBC Capital Markets, LLC	3.898577%

6	PNC Capital Markets LLC	3.923449%
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2024-2025 FINAL BUDGET PRESENTATION

Business Administrator, Eric Burnside presented the 2024-2025 School Year Budget. The budget process began with the central office staff and administration outlining and prioritizing the tools and components necessary to provide a thorough and comprehensive educational program. The school budget is a proposed plan to enable the leadership to successfully achieve goals. This budget includes approximately an additional \$1 million in state aid. Since the preliminary budget hearing, Administration has continued to meet daily with each other to continually improve the final budget. The Budget Presentation included the following details:

- 24-25 Projected Revenue
- Enrollment & Staffing
- Budget Increases
- Expenditures vs Revenue
- Budget Challenges
- Tax Impact
- Budget Highlights

[Presentation on File in Board Secretary's Office and District Website]

BOARD PRESIDENT'S UPDATE - *Board President Telesford*

Tonight, we received the final budget presentation for the 2024-2025 school year. I want to take this time to address Administration's difficult decisions regarding the reduction in force. It's important to recognize that these decisions are never taken lightly and they deeply affect our staff, students and the entire community. First and foremost, the Board's priority is always the quality of education and the well-being of our students. Unfortunately, budget considerations always influence these decisions that we make to ensure that there's financial stability in our district. We understand that RIFs can create uncertainty and anxiety among staff and we deeply appreciate the dedication and hard work of every member of our school community. Throughout this process the Administration has worked diligently to minimize the impact of RIFs on our students' learning experience. Likewise, members of this Board have been committed to preserving the integrity of our academic programs and ensuring that our students continue to receive the support they need to succeed. We have all played a role in ensuring that any reduction in force will have minimal impact on students in our district. Nonetheless, our budget shortfall will require staffing cuts to bring our budget into balance. Administration took great care to distribute these cuts across departments so that no single area bears the brunt of this budget season. We understand that this news may be difficult to hear but every decision made by this body is made with the best interest of our students in our community in mind.

Moving on to another prominent topic on our agenda, The Greenway Project has taken on a much larger role in our discussions as discussed in our Municipal Partnerships meetings. The meeting was to be discussed in our April FFT meeting and if everything was okay the project would be brought before the Board for approval. Tonight, that is exactly what happened. One question the Board received, why was there a delay? There was no delay; it's simply the reality of our calendar. Other topics required more immediate attention such as the findings of the district's Federal Audit in February, the Preliminary Budget in March and the Board of School Estimate meeting to secure funding to finish the Long-Range Facilities Plan. Additionally, we've had labor negotiations, a Superintendent Search and the recent arrest of the high school principal. I do not think it is unreasonable to ask for patience from town leaders.

The Greenway project may seem straightforward but it is not. It involves more than passing a resolution because we are told it is a gift. When we looked at the agreement one thing stood out; it was signed between town leaders and a developer regarding use of school property without first including district administration. In the discussion, the agreement signed in May 2023 did not reach our Business Office until late last year. I believe as Mayor Adams has stated that such agreements should include all stakeholders from the start, including the district, the developer and town officials. Unfortunately, this did not happen. When the FFT Committee examined the agreement, it revealed that while there were improvements to one section of school property for the Greenway, all liability and maintenance costs fell to the district after its completion. Given the budgetary challenges by our district and municipalities, I made sure to request an agreement that town leaders would provide maintenance, however we did not receive this agreement from Maplewood until this month. Keeping that in mind we were glad that Maplewood will provide maintenance for the Greenway for the next 10 years. In the end, I'm pleased that the Board can make this project a reality, but in the future, there needs to be better cooperation between municipal leaders and the school district. It is important to remember that the Board is not the school district.

In closing, let us continue to strive for collaboration and transparency in all our endeavors, ensuring our best outcomes for our students and Community.

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 made comments regarding the budget, more transparency, personnel matters, asbestos abatement, CHS auditorium repair, music/arts programs, solar panels, tax increase, Greenway Project and HIB policies during the Hearing of Individuals and Delegations: Henry Cittone, Amy Goring, Ken Kraemer, Bridget Brown, Jen Spiegler, Ambra Teague, Paul Stephan, Lisa Cohen, Joshua Urist, Deb Engel, Rhea Beck, Mary Ellen Dawkins, Kathy Greenstone, Kate Crowley, Julia Flath, Robert Howley, Tony Mazzocchi.

COMMITTEE REPORTS

SPECIAL EDUCATION ADHOC COMMITTEE - *Board Member Callahan*

The committee discussed the following:

- Policies:
 - 2418 - Section 504 of the Rehabilitation Act Of 1973 -Students
 - 3217/4217 - Use of Corporal Punishment
 - 5561 - Use of Physical Restraint and Seclusion Techniques for Students with Disabilities
- Update on Audit and Federal Monitoring
- Implications of the budget shortfall for next school year
- Special Services Staff Retreat planned for summer
- Creation of a high impact calendar that would drive focus towards important events mandated, deadlines and departmental moves
- Tracking Chronic Absenteeism
 - Interventions that center on collaboration such as those with outside therapists, developing home and school support, utilizing ESS, engaging with BCBAs to create plans and provide a higher level of mental health supports as needed, how this intersects with the work of C&I and the IR&S process.

- Extended School Year Program
- May 4 SEPAC Resource Fair

PERSONNEL COMMITTEE - Board Member Eckert

The committee discussed the following:

- Personnel Resolutions 4594 and 4595
- Job openings/vacancies update
- Pending Investigations/Personnel matters/Litigation, if applicable
- District Goals Updates
- Review Action plan (draft) items re: Personnel
- OLD BUSINESS
 - 2023-2024 Observation/Evaluation Status Update
 - '24-'25 Budget Implications - RIF update

FINANCE, FACILITIES AND TECHNOLOGY COMMITTEE - Board President Telesford

April 17, 2024

The committee discussed the following:

- Perkins Grant
- Greenway Project
- Construction: Scott Downie, Kathy Tartaglia, Todd Waschowitz
 1. LRFPP needs to be updated every 5 years. The architect's firm will do a comprehensive audit of all our schools and update the LRFPP
 2. The plans have to be sent to the DOE. At some point in the future, we must figure out how to fund those line items. Many can be from the annual maintenance reserve. The DOE review period is approximately 10-12 months.
 3. The Board asked for a Report of all projects in the 2018 bonded LRFPP
 4. Change orders: Asbestos abatement, Elevator, Roof, The Commons, and HVAC.
 5. CHS - gym ceiling asbestos abatement \$400k
 - Elevator modernization - \$355k comes from the unencumbered money from the bond; almost everything will be updated except the outer door frames.
 6. Auditorium - Rigging and fire curtain
- Facilities Update
- Budget
- Bond Sale
- Policies & Regulation: 1st Read/2nd Read & Review
 1. 1st Read/2nd Read & Review - 8420 is good to go for 1st reads.
- Transportation: Intentional Integration/Capacity Report
 1. Some info has been redacted for student privacy.
- Resolutions: Change Orders, Bond Sale

- New Business:
 1. Gender Neutral Bathrooms at CHS
 2. ADA compliance audit
 3. Additional FFT meeting on Monday 4/22 to go over the final budget numbers.
 4. CHS - gym ceiling asbestos abatement \$400k Elevator modernization - \$355k
 5. Auditorium - Rigging and fire curtain

April 22, 2024

- Construction: Scott Downie, Kathy Tartaglia, Todd Waschowitz
- Budget
- Food Service Delinquent Accounts
- New Business:
 1. CHS Gender Neutral Bathrooms
 2. Resolutions
 3. Content Management on school devices

POLICY COMMITTEE - Board Member Meyer

The committee discussed the following polices:

POLICIES FOR POSSIBLE SECOND-READ ADOPTION/ABOLISH:

- 2418 Section 504 of the Rehabilitation Act of 1973 - Students
- 3421.13 Postnatal Accommodations
- 5512 Harassment, Intimidation, and Bullying
- 8320 Personnel Records
- 8462 Reporting Missing Children

POLICIES FOR POSSIBLE FIRST READ:

- 1530 Equal Employment Opportunities
- 1550 Equal Employment/Anti-Discrimination Practices
- 3211 Code of Ethics

CARRYOVER:

The following policies were to be discussed and reviewed by the Special Education Adhoc committee. Afterward, they were to be redistributed to Personnel & C&I for review and feedback.

- 3217 Use of Corporal Punishment
- 4217 Use of Corporal Punishment
- 5561 - Use of Physical Restraint and Seclusion Techniques for Students with Disabilities (M)

The Special Education Ad Hoc committee has not met yet this month to discuss the policies. Feedback will be provided at the next Policy committee meeting in May.

- 5111 - Eligibility of Resident/Nonresident Students (M)
- 8420 Emergency and Crisis Situations (M)

NEW BUSINESS:

- 6220 Budget Preparation
- 9180 School Volunteers
- 1330 Evaluation of School Business Administrator
- Regulation 5124 Internal Transfer Requests/Waitlist III

Curriculum and Instruction Committee - Board Member Sackett-Gable

The committee discussed the following:

- Presentation: Perkins Grant Review and Considerations (Ms. Parsio)
- Fergus Recommendations: Affinity Spaces for students
- Updates
 - I&RS
 - G&T
 - Freshman Academy
- Budget: Impacts to Instructional Programming
- New Business
 - Summer School
 - High Impact Tutoring Grants
 - Maplewoodshop
 - Discussion around chronic absenteeism, policy, and implementation
- Policies for review
 - 2260 Equity in School and Classroom Practices
 - 2411 Guidance Counseling
 - 5755 Equity in Educational Programs & Services
 - 5842 Equal Access of Student Organizations
- Policies Second Read
 - 5512 HIB
 - 2418 504

ITEMS FOR ACTION

Motion made by Board Secretary Burnside, seconded by Board Member DuVall Wilson to move resolutions 4594-4605 (excluding 4597F) for discussion and voting. Motion unanimously approved.

4594A. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS DISTRICT
Brauner, Noah	T Industrial Arts CHS - 1.0 FTE	7/1/24	21
Bunch, Beatrice	S4/12, Secretary MM - 1.0 FTE	7/1/24	21.8

Grasso, Linda	T SPED CHS - 1.0 FTE	7/1/24	20
Stewart, Christine	T 4 DB - 1.0 FTE	7/1/24	22

4594B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Chan, Gary	T Biology CHS - 1.0 FTE	6/7/24	1.9
Curtis, Lakia	T 5 SB - 1.0 FTE	7/1/24	.9
Neuhaus, Jack	T Math CHS - 1.0 FTE	7/1/24	.7
Singh, Paul	School Counselor SOM - 1.0 FTE	7/1/24	4

4594C. APPOINTMENTS

(This employment is conditional and subject to the disclosure requirement; pending compliance with NJ Public Law 2018, Chapter 5)

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Davis, Kenneth	T PE/Health CHS - 1.0 FTE	4/26/24 6/30/24	\$57,985
Pedro, Ricardo	Interim Principal CHS - 1.0 FTE	4/8/24 6/30/24	\$650.00 (per day)

4594D. APPOINTMENTS FOR THE 2024-25 SCHOOL YEAR*

(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
Odubayo, Yusef	Athletic Trainer CHS - 1.0 FTE	7/1/24 6/19/25	\$90,428
Peterson, Emily	T Chemistry CHS - 1.0 FTE	8/29/24 6/19/25	\$86,385*

* Salary based on 2023-24 SOMEA salary guide.

4594E. 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	6/4/24	6/20/24

4594F. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
DeGironimo, Jillian	Speech/Language Specialis CLIN 1.0 FTE	4/1/24-4/25/24 (.5 day) (Paid Maternity Leave) 4/25/24 (.5 day) - 5/9/24 (Unpaid FMLA) 5/10/24 - 6/20/24 (Unpaid NJFLA) 8/29/24-10/10/24 (Unpaid NJFLA)
Fearon, Katherine	T WL/ESL CLIN - 1.0 FTE	8/29/24-12/31/24 (Paid Sabbatical Leave Study @ 70%)
Formichella, Michael	T PE/H SOM - 1.0 FTE	4/23/24 (.75 day) - 6/30/24 (Unpaid FMLA)
Fradkin, Stephen	T SS CHS - 1.0 FTE	8/29/24-6/19/25 (Paid Sabbatical Leave Travel @ 50%)
Hess, Marianne	AIT SMA - 1.0 FTE	4/1/24-4/5/24 (Unpaid FMLA)
Kirkland, Yalonda	T AIT CLIN - 1.0 FTE	4/19/24-6/30/24 (Unpaid FMLA)
Loupis, Michael	SAC CHS - 1.0 FTE	6/5/24-6/30/24 (Unpaid Personal Leave)
Manikad, Marites	T Math MM 1.0 FTE	4/16/24-5/13/24 (.5 day) (Paid Sick Days) 5/13/24 (.5 day) - 6/30/24 (Unpaid FMLA)
Point-du-jour, Kandice	T Dance CHS 1.0 FTE	4/30/24 (1/2 day) - 6/30/24 (Unpaid FMLA) 8/29/24-9/16/24 (Unpaid FMLA)
Post, Maryann	Clerical Aide SM - 1.0 FTE	2/27/24-4/12/24 (Unpaid FMLA)
Sebastian, Lindsey	T SS MM - 1.0 FTE	4/2/24-4/5/24 (Unpaid Personal Leave)
Tapia-Vargas, Arelis	Social Worker/Non-CST CLIN - 1.0 FTE	4/1/24-4/12/24 (Unpaid FMLA)
Uche, Eleanya	T Math MM - 1.0 FTE	4/1/24 - 4/8/24 (Unpaid Leave)
Van Wert, Cynthia	T SPED/EBR TUS 1.0 FTE	2/9/24-4/8/24 (Paid Maternity Leave) 4/9/24-4/24/24 (Unpaid FMLA) 4/25/24-6/30/24 (Unpaid NJ FLA) 8/29/24-9/24/24 (Unpaid NJ FLA)

Vezza, Rebecca	T KDG TUS - 1.0 FTE	8/29/24-6/19/25 (Unpaid Personal Leave)
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4594G. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Donahue, Nicole	LR SLS CLIN - 1.0 FTE	4/1/24 6/30/24	+\$7,600	\$70,985
Allanson, Aaron	T PE/Health CHS - .2 FTE	3/1-3/22/24 (16 days)	\$66.43 (per day)	\$1,062.88
Cahill, Allison	T PE/Health CHS - .2 FTE	3/1-3/22/24 (16 days)	\$116.82 (per day)	\$1,869.12
Iraggi, Taylor	T PE/Health CHS - .2 FTE	3/1-3/22/24 (16 days)	\$66.43 (per day)	\$1,062.88
Pilone, Jr., Joseph	T PE/Health CHS - .2 FTE	3/1-3/22/24 (16 days)	\$123.15 (per day)	\$1,970.40
Pruden, Christopher	T PE/Health CHS - .2 FTE	3/1-3/22/24 (16 days)	\$66.43 (per day)	\$1,062.88
Clesemere, Lindsey	T PE/Health CHS - .2 FTE	3/1-3/22/24 (16 days)	\$84.65 (per day)	\$1,354.40
Hurley, Pat	T PE/Health CHS - .2 FTE	3/1-3/22/24 (16 days)	\$116.82 (per day)	\$1,869.12
Mobley, Gary	T PE/Health CHS - .2 FTE	3/1-3/22/24 (16 days)	\$116.82 (per day)	\$1,869.12
Shannon, Robert	T PE/Health CHS - .2 FTE	3/1-3/22/24 (16 days)	\$116.82 (per day)	\$1,869.12
Hamilton, Erik	T PE/Health CHS - .2 FTE	3/1-3/22/24 (16 days)	\$68.43 (per day)	\$1,094.88
Martinez, Dorota	SAC CHS - .2 FTE	3/1-3/22/24 (16 days)	\$106.85 (per day)	\$1,709.60
Bachenheimer, Stacey	T SCI/B CHS - .2 FTE	3/1-3/22/24 (16 days)	\$123.15 (per day)	\$1,970.40
Barber, Kristin	T SCI/B CHS - .2 FTE	3/1-3/22/24 (16 days)	\$123.15 (per day)	\$1,970.40
Biasucci, Amy	T SCI/B CHS - .2 FTE	3/1-3/22/24 (16 days)	\$116.82 (per day)	\$1,869.12
Nugent, James	T SCI/B CHS - .2 FTE	3/1-3/22/24 (16 days)	\$123.15 (per day)	\$1,970.40
Tedeschi, Chasity	T SCI/B CHS - .2 FTE	3/1-3/22/24 (16 days)	\$90.21 (per day)	\$1,443.36
Johannsen, George	T English CHS - .2 FTE	3/1-3/22/24 (16 days)	\$106.42 (per day)	\$1,702.72
MacPherson, Stephen	T English CHS - .2 FTE	3/1-3/22/24 (16 days)	\$123.15 (per day)	\$1,968.80
Martling, Lori	T English CHS - .2 FTE	3/1-3/22/24 (16 days)	\$125.37 (per day)	\$2,005.92
McNamara, Tracy	T English CHS - .2 FTE	3/1-3/22/24 (16 days)	\$107.09 (per day)	\$1,713.44

Pollioni, Eugene	T English CHS - .2 FTE	3/1-3/22/24 (16 days)	\$123.15 (per day)	\$1,970.40
LiPuma, Elizabeth	T SPED SOM - .2 FTE	3/1-3/15/24 (11 days)	\$78.87 (per day)	\$867.57
Meade, Megan	T SPED SOM - .2 FTE	3/1-3/15/24 (11 days)	\$116.82 (per day)	\$1,285.02
Winter, Benjamin	T SPED SOM - .2 FTE	3/1-3/15/24 (11 days)	\$107.09 (per day)	\$1,177.99
Benning, Avery	T SPED/INC MM - .2 FTE	3/8-3/22/24 (10 days)	\$81.76 (per day)	\$817.61
Blackford, Meghan	T SPED/INC MM - .2 FTE	3/8-3/22/24 (10 days)	\$90.43 (per day)	\$904.28
Fein, Suzanne	T SPED/EBR MM - .2 FTE	3/8-3/22/24 (10 days)	\$116.82 (per day)	\$1,168.17
Moran, Colleen	T SPED/INC MM - .2 FTE	3/8-3/22/24 (10 days)	\$75.54 (per day)	\$755.39
Reiss, Deborah	T SPED/INC MM - .2 FTE	3/8-3/22/24 (10 days)	\$87.54 (per day)	\$875.39
Bodnar, Ann	Asst. Supt./Acting CHS Principal DIST - 1.0 FTE	1/1/24 3/31/24	+\$7,800	\$7,800
Dalton, Jennifer	T English CHS - 1.2 FTE	1/30/24 5/5/24	+\$22,167	\$136,502 (pro-rated)
Skrivanic, Julie	T Math CHS - 1.2 FTE	9/11/23 5/5/24	+\$16,697	\$100,182 (pro-rated)
Copeland, Jeanette	Clerical Aide DB - 1.0 FTE	3/6-4/2/24 (14 hours)	\$7.81 (per hour)	\$109.34

4594H. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Carluccio, Joanna	Freshman Coach, Outdoor Track CHS - 1.0 FTE	3/1/24 6/20/24	\$3,749

4595A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2023-2024 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Aguirre, Arlene	New Jersey City University	8/1999	MA
Blaine, Erin	Marymount Manhattan College	6/2004	MA
Boni, Susan	University of Pennsylvania	8/1987	BS
Henderson, Peter	Rutgers University	5/2023	BS

Rugbeer, Leslie	Montclair State University	5/2011	MA
Sierra, Carmen	Montclair State University	5/2012	MA

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Abdelmoneim, Nehal	Kean University	1/2024	BA
Bradford, Halifa	Centenary University	7/2022	MA
Greenfeld, Douglas	Rutgers University	5/1997	MA
Greenstone, Scott	Skidmore College	5/1992	BA
Lebby, India	New Jersey City University	5/2018	BA
Morrow, Shara	Nyack College	5/2011	BS
Pappalardo, Christopher	Kenyon College	5/2013	BA

NON-DEGREE SUBSTITUTE TEACHER

NAME
Karen Beno
Joshshena Bonds

4595B. APPOINTMENT OF SUBSTITUTE SCHOOL NURSE FOR THE 2023-2024 SCHOOL YEAR PAID AT A DAILY RATE OF \$215

NAME
Susan Gabeau

4595C. APPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2023-2024 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$15.13

NAME
Karen Beno

4595D. APPOINTMENT OF HOME INSTRUCTOR FOR THE 2023-2024 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$35

NAME
Jameelah Mack

4595E. APPOINTMENT OF OUT-OF-DISTRICT COACH FOR THE 2023-2024 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Downey, Brian	Boys Lacrosse Assistant Coach	03/2024 06/2024	\$5,614
Greenstone, Scott	Outdoor Track JV/Asst. Coach	03/2024 06/2024	\$5,490
Pappalardo, Christopher	Boys Lacrosse Freshman Coach	03/2024 06/2024	\$3,811

4596. 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.

4597A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated March 31, 2024
2. Expense Account Adjustment Analysis dated March 31, 2024
3. Revenue Account Adjustment Analysis dated March 31, 2024
4. Check Register #421225-421227 in the amount of \$5,239.95
5. Check Registers #421228 & 421229 each in the amount of \$650.00
6. Check Register #421230 - 421520 in the amount of 10,177,018.27
7. Voided check#420783 in the amount of \$582.50
8. Check Register #200587-200858 in the amount of \$2,068,804.42
9. Check Register #200859 for March 2024 payroll in the amount of \$8,038,202.60
10. Treasurer's Reports of February 2024

4597B. Certify the Board Secretary's Monthly Financial Report.

4597C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE(S)	LOCATION	ESTIMATED COSTS
Eric Burnside Central Office	ESCNJ expo	5/21/24	Edison, NJ	\$0.00
Andrea Del Guercio Central Office	NJASBO Payroll Administration	5/21/24	Whippany, NJ	\$150.00
Christopher Faley Delia Bolden	Handle with Care Instructor Re-Certification Training	5/20/24	Newton, NJ	\$525.00
Stacey Field Montrose	Lakeshore Learning Furniture Expo of New Jersey	5/8/2024	Rutherford, NJ	\$0.00

Thomas Giglio Central Office	ESCNJ expo	5/21/24	Edison, NJ	\$0.00
Kimberly Hutchinson Delia Bolden	ASCD	3/22/24- 3/25/24	Washington, DC	\$2,129.30 increase
Leroy Johnson, III Central Office	Lakeshore Learning Furniture Expo of New Jersey	5/8/24	Rutherford, NJ	\$0.00
Karen Seiferheld Columbia HS	Precalculus - APS Online Training	7/8/24- 7/11/24	Virtual	\$900.00
Kandice Stewart Columbia HS	Academy for Teachers: Projecting Light and Images	4/11/24	New York, NY	\$350.00
Kerri Waibel Central Office	4 Day Peace Circle Training	4/21/24- 4/25/24	Columbia, MD	\$1,304.10
Samantha Webb Central Office	NJASBO Payroll Administration	5/21/24	Whippany, NJ	\$150.00

4597D. Approves the following provider(s) for the service indicated for the 2023-2024 school year:

Provider Name	Service	Rate
Rutgers University Behavioral Health Care Piscataway, NJ 08854	Home Instruction	\$70.00/hour

4597E. 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
Michael Alves	SES Student Assignments	Other

4597F. WHEREAS, the South Orange Maplewood Board of Education adopted a TENTATIVE budget on March 14, 2024, and submitted it to the Executive County Superintendent of Schools for approval, and

WHEREAS, the TENTATIVE budget was approved by the Executive County Superintendent of Schools on April 2, 2024 and

WHEREAS, the TENTATIVE budget was advertised in the legal section of the News Record on April 18, 2024 and

WHEREAS, the FINAL BUDGET was presented to the public during a public hearing held in the District Meeting Room, 525 Academy Street, Maplewood, NJ on April 25, 2024.

WHEREAS, the Board of Education has now determined to make modifications to the Tentative Budget as follows:

Budget Line	Description	Tentative Budget	Final Budget	Change	Explanation
40-701-510-834	Interest on Bonds	4,829,969	4,510,145	(319,824)	Reduction due to receiving actual interest payment information

NOW, THEREFORE, BE IT RESOLVED that in consideration of the above, the Board of Education hereby adopts the following FINAL Budget for SY2024-2025:

	2024-2025 Total Expenditures	Less: Anticipated Revenues	Tax Levy
General Fund	\$159,550,852	\$21,383,984	\$138,166,868
Special Revenues	\$10,682,363	\$10,682,363	\$0
Debt Service	\$12,065,145	\$6,448,798	\$5,616,347
Total	\$182,298,360	\$38,515,145	\$143,783,215

Be it resolved that the Board approves & authorizes the application to the Commissioner of Education to increase the General Fund tax levy for the 2024-2025 school year by \$700,451 for a health care cost adjustment and \$645,876 for an enrollment adjustment.

NOW THEREFORE, BE IT RESOLVED THAT the Board of Education hereby adopts the 2024-2025 School District Budget; and

BE IT FURTHER RESOLVED THAT \$138,166,868 should be raised for the General Fund for the ensuing 2024-25 school year; and

BE IT FURTHER RESOLVED THAT \$5,616,347 should be raised for Debt Service Fund, for the ensuing 2024-25 school year.

4597G. WHEREAS, the South Orange and Maplewood Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, N.J.A.C. 6A:23A-7et seq. requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board; and

WHEREAS, a Board of Education may establish, for regular district business travel only, an annual school year threshold of \$200 per staff member where prior Board approval shall not be required unless this annual threshold for a staff member is exceeded in a given school year (July 1 through June 30); and

WHEREAS, the South Orange and Maplewood Board of Education established \$225,000 as the maximum travel amount for the current school year and has expended \$108,331 as of this date; and

BE IT FURTHER RESOLVED, the South Orange and Maplewood Board of Education approves travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A-7, to a maximum expenditure of \$225,000, for all staff and Board members; and

BE IT FURTHER RESOLVED, that the School Business Administrator track and record these costs to ensure that the maximum amount is not exceeded.

4597H. BE IT RESOLVED THAT the Board of Education approves a tuition agreement with Union County Educational Services Commission for each district resident special education student referred to them for the 2024-2025 school year at the following annual tuition rates:

	<u>TUITION</u>
<u>Westlake School:</u>	
Multiply Disabled Program (Elementary/Middle School)	\$58,775.00
Multiply Disabled Program (High School)	\$59,207.00
Autistic Program (Elementary/Middle School)	\$82,252.00
Autistic Program (High School)	\$82,860.00
<u>Half-Day Shared Program - Ages 16-21</u>	
Focus on Vocational and Life Skills Development	\$38,444.00
Half-Day Shared Personal Aide	\$33,939.00
<u>Crossroads School:</u>	\$82,252.00
<u>Lamberts Mill Academy - Behavioral Disabilities Program Middle School / High School</u>	\$63,037.00
<u>Post Secondary Program for 5th Year Students</u>	\$63,037.00
Half Day Shared Program	\$31,518.00

<u>New Point Specialty Program (ages 13-21)</u>	\$63,037.00
<u>Transition Services Department</u>	
Work Readiness Academy - Full Time Shared Time Tuition (prorated based on participation)	\$64,625.00
Project SEARCH at Overlook Medical Center Contracted SLE Programs (Rates vary based on district needs)	\$53,903.00
<u>Personal Aides - All (3) Three Schools:</u>	\$52,000.00
Related Services -Physical Therapy (OT & Speech included in tuition)	\$84.00/session
<u>Hospital Services</u>	
Trinitas Hospital - Behavioral Unit (Bedside Instruction)	\$74.00/hour
Children's Specialized Home Instruction -General Education	\$404.00/week
Special Education Classified	\$801.00/week
New Point Specialty Residential Education Program/New Day	\$63,037.00
<u>Child Study Team Services</u>	
Educational Psychological, Social and Speech	\$420.00/eval
Evaluation Rush Fee	\$50.00
Required CST meeting	\$100.00/hour
Administrative Support including due process hearings, travel record reviews and additional meetings	\$131.00/hour
½ Day and Full Day Services available	Call for rates
Oral Language/Additional Educational Evaluations	\$75.00/eval
Other additional sub-tests to WJ or Wechsler batteries	\$75.00/addt'l sub -test
Add'l Supplemental Educational/Cognitive Evaluation Plus Written Reports	\$420.00/eval
Spanish Bilingual Educational or psychological evaluation with report (standard WJ ACH or Wechsler battery)	\$572.00/eval
Speech/Language Evals (including 2 appropriate Language Assessments and Written Reports	\$420.00/eval
Articulation only Speech Evaluation with written	

report \$125.00/eval

Extended School Year

Westlake School	\$ 6,932.00
Westlake School - Autistic Program	\$ 9,577.00
Crossroads	\$ 9,577.00
Lamberts Mill Academy	\$10,430.00
New Pointe Specialty Residential Treatment Facility	\$10,430.00
Personal Aides - All (3) Three Schools	\$ 4,692.00

Work Readiness Training Program	
Half-day Program	\$ 5,517.00
Full-day Program	\$10,328.00

Environmental Safety Programs Administrative Charge 15%

4597I. Approves the following rates for Summer School 2024:

FREE [for students experiencing economic hardship]

HIGH SCHOOL ADVANCEMENT

High School Math Advancement	\$1000.00
21 st Century Class Advancement	\$ 500.00
Personal Finance Advancement	\$ 250.00
Online	

HIGH SCHOOL CREDIT RECOVERY

5 Credit Course	\$ 425.00
2.5 Credit Course	\$ 300.00
1.25 Credit Course	\$ 150.00

4597J. Approves an agreement with Union County Educational Services Commission to provide transportation coordination services for transporting special education, non-public, public, vocational school students during the period of July 1, 2024 through June 30, 2025 for an administrative fee of 4% of the actual cost paid for transportation.

4597K. Approves the establishment of a partnership with the following private child care providers in the 2024-2025 school year, as required by the Division of Early Childhood Education in the New Jersey State Department of Education. Projected enrollment includes a total of 348 general education students who are eligible to participate in the District's Pre-School Program in 2024-2025.

Applecore Learning
Beth El Nursery School
Congregation Oheb Shalom

Curious Children Childcare Center
 Iris Family Center for Early Childhood Education
 Le Petit Academy
 Zadie's of the Oranges
 Village Babies Development Center

4597L. Approves the submission of an application for 2024-2025 Preschool Expansion Aid (PEEA) Discretionary Grant funds and accepts these funds in the amount of \$8,660,289.

4597M. Enters into an agreement with Essex Regional Educational Services Commission for the period of July 1, 2024 to June 30, 2025 to provide eligible students in South Orange and Maplewood nonpublic schools with the following services: Compensatory Education, English as a Second Language, Home Instruction, Supplementary Instruction, Speech-Language, and Evaluation and Determination of Eligibility at a per student rate established by the New Jersey Department of Education.

4597N. Agrees to enter into a contract with the Essex Regional Services Commission for the 2024-2025 school year to provide nursing services to non-public schools located in South Orange and Maplewood at an amount not to exceed the amount of state funding received for these services.

4597O. Enters into an agreement with Essex Regional Educational Services Commission to provide Child Study Team Services to students in the South Orange Maplewood School District for the period of July 1, 2024 to June 30, 2025 at the following rates:

Social Assessment	\$463.00
Educational Evaluation	\$463.00
Psychological Evaluation	\$463.00
Speech Evaluations	\$463.00
Bilingual Evaluations	\$578.81
Physical Therapy Evaluation	\$520.94
Occupational Therapy Evaluation	\$520.94

CST MEETINGS

LDTC	\$144.70
Social Worker	\$144.70
School Psychologist	\$144.70

4597P. Enters into an agreement with Essex Regional Educational Services Commission for IDEA-B Services for the period of July 1, 2024 to June 30, 2025 for the proportionate share of non-public IDEA-B funds.

4597Q. Enters into an agreement with Essex Regional Educational Services Commission to provide Public Home Instruction Services for the period of July 1, 2024 to June 30, 2025 at the rate of \$63.68 per hour.

- 4597R. Approves an agreement with Western Governors University, a Utah nonprofit corporation (WGU), for the purposes of providing students enrolled at WGU (teacher candidates) field experience, effective April 16, 2024 - June 30, 2025.
- 4597S. Approves the submission of an amendment application for American Rescue Plan ESSER Entitlement Grant Funds.
- 4597T. Approves the submission of an amendment to the application for FY 2022 American Rescue Plan Homeless Children and Youths (ARP-HCY II) Funds in the amount of \$15,291.00.
- 4697U. 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.	5	\$376,517.00 (contract allowance)
		\$496,807.00 (contract increase)

4597V. Renews the contract for Wide Area Network (WAN) and Internet Services with Data Network Solutions of Little Silver, NJ for a term of 36 months. WAN connectivity services between each school location will be provided utilizing two 10 Ge aggregation switches. Internet services of 5 Gbps will be provided to the district's main distribution frame (MDF) and delivered to the schools via the WAN.

4597W. Whereas, in accordance with 6A:23A-13.3, prior to April 1, a district board of education may petition the Commissioner, by a two-thirds affirmative vote of the authorized membership of the district board of education, for approval of a transfer of surplus or other unbudgeted or under budgeted revenue only for an emergent circumstance and;

Whereas, the Board of Education would like to petition the commissioner to transfer \$1,324,334 from fund balance for unbudgeted paraprofessional costs.

NOW THEREFORE BE IT RESOLVED THAT the Board of Education authorize the transfer of \$1,324,334 from fund balance to cover the cost of unbudgeted paraprofessional costs.

4597X. WHEREAS, the District utilizes certain athletics fields owned by the Township of South Orange Village identified as Meadowland 3 and 4; and

WHEREAS, the Board and the Township have agreed that the Board will make annual payments to the Township in exchange for annual improvements and upgrades to Meadowlands 3 and 4 and for priority use of those fields during the Spring months.

NOW, THEREFORE, BE IT RESOLVED THAT the Board of Education authorizes the Board President to execute the Agreement on behalf of the Board and the School Business Administrator/Board Secretary to make the first annual payment in the total amount of \$30,000.00 in accordance with said Agreement.

4598. Approves the addition of the following class field trip destinations:

DESTINATION	CITY	STATE
Ah' Pizz	Montclair,	NJ
Palazzone 1960	Wayne	NJ

4599. Approves the following:

WHEREAS, in accordance with law, hearings were afforded with regard to the children identified by student number below; and

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

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

<u>STUDENT #</u>	<u>SCHOOL</u>	<u>GRADE</u>
9234267426	CHS	11th
3578746824	CHS	9th
3604622897	SOMS	8 th

4600. Affirms the HIB investigations reported to the South Orange/ Maplewood School District for the month of March 2024.

4601A. Approves the settlement agreement for Student ID #2448912340 and authorizes the Board President to execute the settlement agreement.

4601B. Approves the settlement agreement for Student ID #3069682624 and authorizes the Board President to execute the settlement agreement.

4601C. Approves the settlement agreement for Student ID #4841749431 and authorizes the Board President to execute the settlement agreement.

- 4602A. Adopt Board Policy 2418 Section 504 of the Rehabilitation Act Of 1973 - Students.
- 4602B. Adopt Board Policy 3421.13 Postnatal Accommodations.
- 4602C. Adopt Board Policy 5512 Harassment, Intimidation, and Bullying.
- 4602D. Adopt Board Policy 8320 Personnel Records.
- 4602E. Adopt Board Policy 8462 Reporting Missing Children.
- 4603. Approves the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials for the 2023-2024 SY pursuant to N.J.A.C. 6A: 16-6.2 and be it

FURTHER RESOLVED, THAT the live streaming video referenced in P.L. 2017, c.119 will not be accessed except in emergent situations, without a request from a District administrator.

- 4604A. Approves the Sidebar agreement with SOMEA concerning the operation of the "Middle School Saturday Academy Program" and authorizes the Board President to execute the agreement.
- 4604B. Approves the Sidebar agreement with SOMEA concerning the "Supervision of After-School and Saturday Credit Recovery Program" and authorizes the Board President to execute the agreement.
- 4605. Approves the Shared Services agreement with the Township of Maplewood for the "Greenway Area" for public access and property maintenance, pending final contract review and approval by the Board Attorney.
- 4606. WHEREAS, the Acting Superintendent has provided a recommendation to the Board of Education regarding the construction easement agreement with 7 Parker W Urban Renewal, LLC, for the "Greenway Area" to facilitate construction access;

WHEREAS, the construction easement agreement is deemed essential to ensure smooth construction operations and timely completion of the project;

WHEREAS, the Board of Education recognizes the importance of maintaining positive relationships with stakeholders involved in community development initiatives;

THEREFORE, BE IT RESOLVED that the Board of Education approves the construction easement agreement with 7 Parker W Urban Renewal, LLC.

- 4607. WHEREAS, on April 12, 2024, an HIB appeal hearing was held by a

Committee of the Board involving a Harassment/Intimidation/Bullying matter HIB Report #258380_SME_01182024;

WHEREAS, at the hearing, the Board heard from the Anti-Bullying Specialist, the Principal, and the parents 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 April 25, 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 overturns the Administration's determination, and finds that incident #258380_SME_01182024 **DID NOT** constitute HIB within the meaning of New Jersey's statute and the Board's policy on Harassment/Intimidation/Bullying as to Student #8861904162; and

BE IT FURTHER RESOLVED, THAT the Board hereby reverses the Administration's findings, and directs the Administration to update the records in HIBster and SSDS to reflect the finding of non-substantiated HIB; and

BE IT FURTHER RESOLVED, THAT the Administration take appropriate supportive, restorative, remedial action; and

BE IT FURTHER RESOLVED, that the Board Secretary is further directed to notify all individuals affected by this decision of the Board's determination.

ROLL CALL: Motion 4594A-H, 4595A-E, 4596, 4597A-E, 4597G-X, 4598, 4599, 4600, 4601A-C, 4602, 4603, 4604, 4605 PASSED YES: Callahan, Duvall Wilson, Eckert, Gifford, Meyer, Sackett-Gable, Telesford, Vadlamani, Wittleder NO: None

Motion made by Board Secretary Burnside, seconded by Board President Telesford to move resolution 4597F for discussion and voting. Motion passed unanimously.

ROLL CALL: Motion 4597F PASSED YES: Callahan, Meyer, Sackett-Gable, Telesford, Vadlamani NO: Duvall Wilson, Eckert, Gifford, Wittleder

Motion made by Board Secretary Burnside, seconded by Board Member Meyer to move resolution 4606 and 4607 for discussion and voting. Motion passed unanimously.

ROLL CALL: Motion 4606 and 4607 PASSED YES: Callahan, DuVall Wilson, Eckert, Gifford, Meyer, Sackett-Gable, Telesford, Vadlamani, Wittleder

NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

Community member Henry Cittone discussed the recurring issues and repairs that his child and many others have encountered with their Chromebooks, and requested a replacement.

NEW BUSINESS

Board Member Vadlamani inquired about changing the public speaks policy that will move all the out of town voters who come speak to the non-agenda portion of public speaks.

Attorney Patrick Carrigg explained the process for introducing New Business. This will be discussed at the policy committee meeting.

Future Meetings

The Board of Education will meet in Public Session on Thursday, May 9, 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 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 at 7:30 pm for an Organizational/Staff Renewal Meeting in the District Meeting Room, 525 Academy Street, Maplewood, NJ in person and utilizing an online video conference platform which will include Hearing of Individuals. The community can view the meeting by following the steps which will be listed on the agenda. If there are members of the community who would like to attend the meeting in person, please note that masks and social distancing are optional in accordance with the guidance received from the local DOH and the CDC. Action will be taken.

The Board of Education will meet in Public Session on Thursday, May 30, 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 Vadlamani to adjourn. Motion to adjourn was unanimously approved at 12:34 a.m. on April 26, 2024.

Eric Burnside, Board Secretary