

Regular Meeting  
South Orange-Maplewood  
Board of Education  
May 30, 2024

A Regular Meeting of the Board of Education of South Orange-Maplewood was held utilizing the online video conference platform on May 30, 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 Gifford  
Board Member Meyer, Board Member Vadlamani,  
Board Member Sackett-Gable, Board President Telesford,  
Board Member Wittleder

Absent: None

*NINE VOTING MEMBERS PRESENT*

Pledge of Allegiance

*Video performances by Seth Boyden AIE Stepping Residency Program and Marshall Elementary Chorus.*

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, May 30, 2024 at 6:30 PM, and

WHEREAS, the nine (9) exceptions to open the public meetings set forth in N.J.S.A 10:2-4(b) are listed below, and next to each exception is a box which will be marked when the issues to be privately discussed fall within that exception, and after each exception is a space where additional information that will disclose as much information about the discussion as possible without undermining the purpose of the exception shall be written:

X " Any matter which, by express provision of Federal law, State statute or rule of court shall be rendered confidential or excluded from public discussion." The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is attorney/client privilege, HIB reporting, and Litigation Status Report.

X " Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public meeting." Subject to the balancing of the public's interest and the employee's privacy rights under South Jersey Publishing Co. v. New Jersey Expressway Authority, 124 N.J. 478 (1991), the employee(s) and nature of the discussion, described as specifically as possible without undermining the need for confidentiality

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 6:51 p.m.***

***Board Members reconvened at 8:57 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 Callahan to approve the minutes of the following meetings: April 3, 2024 Executive Session and Special Public Meeting, April 13, 2024 Executive Session and Special Public Meeting, April 20, 2024 Executive Session and Special Public Meeting, April 25, 2024 Executive Session and Regular Public Meeting, May 9, 2024 Executive Session and Public Reorganizational Meeting.

BOARD RECOGNITIONS - *Asa Glassman*

<ul style="list-style-type: none"> <li>● Maplewood Middle School</li> </ul>	<p>In their first-ever statewide competition, Maplewood Middle School (MMS)'s Double-Dutch team, the MMS Swagga Jumpers, faced a dozen other teams at the American Double Dutch League - New Jersey Division championship on April 27th. By the time they left the Boys &amp; Girls Club of Newark's gymnasium, they had won three first-place prizes: one in the Unattached Division, one in the Novice Division for seventh and eighth-grade singles, and one in the Twin Division. Congratulations to team members Sam Herbst, Jayden Sagaille, Jaide Hatcher and Seyla Byrne. Many thanks to their coach, Kyaisha Max-MacCarthy, a.k.a. "Coach K."</p>
<ul style="list-style-type: none"> <li>● Columbia High School</li> </ul>	<p>Works of art created by 18 Columbia High School (CHS) student artists are current on display at the South Orange Performing Arts Center (SOPAC)'s annual INSPIRED MINDS Young Artist Exhibition, which opened on Thursday, May 16th. The student artists featured in the exhibition are:</p> <p>Regie Deeble Jackson, grade 12          Icelin Gonzales, grade 11          Audrey Haber, grade 11          Corinne Jin-Hendel, grade 12          Cam Jones, grade 11          Ezra Kaminsky, grade 11          Molly Keegan, grade 11          Jordan Kinley, grade 12          Susanna Knutsen, grade 12          Neve Mahoney, grade 11          Anastasia Patti-Aquino, grade 10          Sam Rosenthal, grade 11          Samuel Taber-Kewene, grade 12          Maya Weinstock, grade 11          Reese Wolfinger, grade 11  <i>Teacher: Alexandra Cappucci</i></p> <p>Abigail Oettinger, grade 10  <i>Teacher: Cindy Malhotra</i></p> <p>Sam Rosenthal, grade 11          Saanvi Rohatgi, grade 10</p>

	<p>Carlos Sanchez, grade 12  <i>Teacher: Rich Cutrona</i>  The Inspired Minds exhibition will run through August 18<sup>th</sup>.</p>
<ul style="list-style-type: none"> <li>• Columbia High School</li> </ul>	<p>Two Columbia High School (CHS) scholar-athletes were honored by the Essex County Athletic Directors Association with the Karen Fuccello Scholar-Athlete Award</p> <p>CHS football and boy's lacrosse player Ethan Parlin was honored as the high school's top male scholar-athlete. Parlin has committed to the University of Wisconsin-Madison, where he intends to major in finance.</p> <p>Mei Lee of the CHS girl's tennis and fencing team was named the high school's top female scholar-athlete. Lee has committed to the University of California-San Diego, where she intends to major in probability and statistics.</p>
<ul style="list-style-type: none"> <li>• Columbia High School</li> </ul>	<p>Congratulations to the student filmmakers who created "The Dreaming," a short horror movie that won a Special Jury prize in Montclair Film's Emerging Filmmaker Competition. "The Dreaming" was directed by Calum Mayberry, with Reese Wolfinger as cinematographer and editor and Chloe Carlson as production and editing assistant. Malachi Liberato, Dylan Little, and Ari Wasserman acted in the film. Special thanks to Film Teacher Paul Marigliano who teaches these students in his Film 2 class.</p>
<ul style="list-style-type: none"> <li>• Columbia High School</li> </ul>	<p>Mae Dowling, the Columbia High School (CHS) runner who recently broke the school's record in the 1600-meter set by one of the District's principals, has been awarded the N.J. State Interscholastic Athletic Association (NJSIAA)'s Scholar-Athlete of the Year award.</p> <p>Dowling ran cross country all four years of high school. She was also on the swim and lacrosse teams in her freshman and sophomore years before</p>

	<p>deciding to run cross country and track all year.</p> <p>Dowling has committed to George Washington University in Washington, D.C. where she plans to study Human Services and Social Justice. She is a member of the National Honors Society and the Chinese National Honor Society and has been consistently on the honor roll through high school.</p>
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STUDENT REPRESENTATIVE UPDATE - *Gwenyth Brown*

While there were initial difficulties in accommodating construction, AP testing was held in the d-wing of the school, largely sectioned off from the rest of standard academics. Overall it seemed this classroom environment for testing was pretty successful; many students have told us that taking the test in a classroom made them more comfortable and calmer because of the familiar and smaller environment. The smaller environment also enables proctors to have a better eye on test takers. With that being said, we hope that next year a quieter wing can be designated for test taking. Mr. Pedro suggested that next year the higher levels of the d-wing or another more secluded area be used to avoid passing period and lunchtime noise.

There are a couple of specific improvements that could be made for students. Firstly, the placement of tests involving audio or recording portions, such as those for foreign languages and music theory. Test takers have reported that the loud recordings and speaking parts of these exams are distracting, especially to those taking other exams nearby. We have spoken with Mr. Pedro and Dr. Gilbert about acquiring more iPads for recording AP tests. For example, in my own experience with a foreign language exam, students were required to record themselves speaking. However, this year, only a maximum of seven iPads were available for classes of at least 25 students. This meant that exams, which were meant to be three hours and 15 minutes long, were extended to 6 hours and 15 minutes as students waited for their turn to use an iPad. Considering that the speaking portion of the foreign language exams is meant to be conducted last, the waiting time is especially concerning. After being immersed in the language for hours and completing multiple choice and writing sections, the long wait could be detrimental to student scores, as the speaking portion is worth 25% of the total exam score.

We also spoke with Mr. Pedro about security and how the enforcement is going overall. In most cases, guards continue to require students to scan in when entering the building but there are instances where this is simply not the case. Because this policy has been enforced for much longer than prior policies, we just want to be sure that Administration is staying on top of this enforcement and does not let it begin to slip as the year closes.

As the year is coming to an end, it is only right that students begin to celebrate another success. Unfortunately, prom's placement in the middle of finals week serves more as a punishment than a reward for everyone's hard work. We are not sure why prom was scheduled on the Tuesday of finals, but

we want to ensure this does not happen again. Although there is only a period one final on the following Wednesday, which most students do not have, finals are extremely important and require many days of studying and rest. Students, especially our seniors, deserve the ability to socialize and succeed academically.

SUPERINTENDENT'S UPDATE - Dr. Kevin F. Gilbert

Alexandra Cappucci Wins Art Teacher of the Year

Alexandra Cappucci who is in her third year as a Columbia High School art teacher, has been named the N.J. State Teen Arts Festival's Art Educator of the Year. James Manno, the District Fine and Performing Arts Supervisor, described Ms. Cappucci as a transformational educator who has doubled the number of students taking high-level studio art classes while producing groundbreaking student art exhibitions, including this year's AP art student showcase at the South Orange Performing Arts Center. For having won the Art Educator of the Year award, Ms. Cappucci is scheduled to receive a special commendation from Essex County Commissioner Patricia Sebold at a special ceremony in Newark in July.

Christina Luzzi Holds Inaugural Psychology Teachers Workshop

Columbia High School Teacher Christina Luzzi held the high school's first-ever Tri-State High School Psychology Workshop at Seton Hall University on May 17th. The event attracted 50 high school psychology teachers and included presentations by three Seton Hall University professors as well as a talk by a representative from the College Board on the changes in the AP Psychology curriculum.

Caregiver Series Launched by the Special Services Department

The South Orange and Maplewood School District's Department of Special Services launched its six-part Caregiver Workshops on May 6th. Each workshop delves into a different parenting topic. It is the first time the District has held a series of workshops in support of parents and guardians. All Caregiver Workshops are free and will be held at the Central Office Building, 525 Academy St. in Maplewood. The presenters are from Effective School Solutions, a firm that the District contracts to provide therapeutic support to students. There are two workshops remaining that will take place on June 3rd and June 17<sup>th</sup>. Please visit the District's website for details.

MMS' Ceelea Graham Wins Ercell Watson Award

Maplewood Middle School Teacher Ceelea Graham was selected to receive the Ercell Watson Memorial Fund Award. This award is given to assist one educator who has significantly contributed to the profession through teaching or administration. Ms. Graham won for her outstanding work with her students and for mentoring future teachers. This prestigious award comes from her alma mater, Montclair State University.

## Achieve Foundation Awards Riecke Fellowships to SOMSD Teachers

Staff members from five SOMSD schools will expand and enrich their knowledge and skills at academic programs this summer, thanks to the generous help of the Achieve Foundation. The Achieve Foundation has awarded more than \$14,000 in Riecke teaching fellowships to the following recipients:

- Clinton Elementary School Special Education Teacher Kate Facto, who will participate in the National SEED New Leaders Training in eastern Massachusetts.
- Megan Hellthaler and Erin Bolstad reading specialists at Marshall Elementary School, who will head to Montana for the Big Sky Literacy Summit.
- Maplewood Middle School Speech Teacher Diane Leick (who will participate in a Lindamood-Bell Visualizing and Verbalizing seminar.
- South Orange Middle School classroom teachers Amy Rowe, Talaya Hampton and Kyndell Pierce Tuttle, who will attend the Summer Writing Institute for Racial Equality in Literacy in Washington, D.C.
- CHS Guidance Counselor Jennifer McDowell, who will participate in the National Association of Student Financial Aid Administrators Conference in Milwaukee, Wisconsin.

## 24-25 Budget Process

*I want to take this time to address the challenges we've faced in our budgetary process. These challenges have strained the relationships we have built and have caused harm to the trust of our community. It's important to understand that the decisions were not made in a vacuum; They were the result of extensive conversations and collaborative work with both internal and external stakeholders. While these discussions led to disagreements, conflicts, and broken relationships, we ultimately had to make tough decisions to address the current budget deficit and reduction in force.*

*The unfortunate reality of this situation is that some very good inspiring outstanding educators have gotten caught in the crosshairs and for that I'm truly sorry. It is an unfortunate consequence of the situation. I understand that it may be hard to see right now, and there is a lot of angst in the air but, please know that the decisions regarding using the "last in, first out" principle and other methods like "right-sizing" to determine who needed to be moved and where they needed to go were made with the intention of keeping the most important thing in mind: how do we continue to move our district in a way that supports not only our educators but also our students and ensures that our students are successful. I know there are some who disagree and are angered. We will hear you, but please understand, that although we cannot see, I do believe that we will overcome this storm. We will make sure that the School District of South Orange and Maplewood will do right by the students and the families that we serve.*

*A few weeks ago, I promised that I would come before you to address concerns about funding and various related issues. I want to take the time this evening to walk through some of those things with you to fulfill this promise.*

Dr. Gilbert addressed concerns regarding American Rescue Plan funds, Unpairing of Marshall/Delia Bolden and staffing at these locations, the Orchestra program at South Orange Middle School, the bid for Mental Health Services at Columbia High School (ESS is currently providing these services), The ISTEP program at SOMS, the loss of the Italian position at the high school, the elimination of the two counselors and the Director of Guidance position and what that would mean for the support of our students not just at the high school but also at the middle schools.

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)

Ben Gevirtz, CHS Salutatorian read a letter signed by 72 students regarding prolonged issues at Columbia High School.

#### INTENTIONAL INTEGRATION INITIATIVE (III) YEAR 3 REVIEW: A PATH FORWARD

Acting Superintendent Dr. Kevin F. Gilbert and Michael Alves and Nancy McArdle of the Alves Group presented the III Year 3 Review. The presentation focused on the following:

- Review the Alves Group Year 3 Report
- Discuss the Implementation Effects and Integration Variances for grades K- 2 for all elementary schools including Delia Bolden Elementary
- Discuss key results of the algorithm implementation in promoting race-neutral SES integration and avoiding racial/ethnic isolation in Grades 6-7 in Maplewood and South Orange Middle Schools
- Recommendations for the 2024/25 school year

[Presentation on file in Board Secretary's Office]

#### INTENTIONAL INTEGRATION INITIATIVE (III) EXPERIENCE SURVEY ROUND 1 RESULTS (YEAR 3)

Kerri Waibel, Director of Access and Equity presented the III Experience Survey Round 1 Results (year 3). The presentation included the following:

- Policy 5120 - Assignment of Students
- Intentional Integration Highlights for Families
- Intentional Integration Highlights for Students
- Family Surveys & Responses-- The results of the survey will be used to create Support the work of the Upcoming Diversity, Equity and Inclusion Strategic Plan and to ensure the best possible educational experience for our students.



- Data Summary: Family Survey
- Quotes from Families
- Student Surveys
- Analysis of Survey Participation by Students
- Qualitative Data- Students
- Opportunities for Growth
- Next Steps

[Presentation on file in Board Secretary's Office]

BOARD PRESIDENT'S UPDATE - *Board President Telesford*

INTENTIONAL INTEGRATION

Tonight, we reviewed the year three progress of the Intentional Integration Initiative (III). This initiative has been instrumental in ensuring that our schools reflect the diversity of our community. As this program continues, I want to emphasize that it is the Board's intention to support the work of the Alves Group which is critical to the successful integration of our schools. Ultimately, our goal is for any classroom in our district to truly reflect our community's diversity. It is essential that we support this program and ensure that the original intent of this work continues without any barriers. This initiative is not only worthwhile but also the most pragmatic approach for advancing equity in our school district. We look forward to the continued benefits III provides for our schools.

FORENSIC AUDIT

Another topic raised was the idea of conducting a forensic audit of the past three years. As mentioned in our last Board meeting, this discussion was scheduled for our FFT meeting. Prior to that meeting I consulted with both the District Administration and Board Counsel for more insight. In New Jersey a forensic audit is governed by the School District Fiscal Accountability Act. I reviewed N.J.S.A.18A:7A-57 which references N.J.S.A. 18:7A-55 detailing eight criteria necessitating a forensic audit. Our district did not meet any of these criteria. Our Board Counsel also found no legal basis for a forensic audit and our independent auditor confirmed these finding. Before the FFT committee I shared these insights with the entire Board. Aside from some responses indicating they would review the matter, no Board Member requested further action on a forensic audit. Nevertheless, we held our discussion during the committee meeting.

The District administration also forwarded the proposed resolution to our independent auditor who estimated the cost of a forensic audit at \$500,000. Some mentioned the Nutley case, but their forensic audit was triggered by findings from their independent auditor. Our independent auditor who has worked with both our current and previous Business Administrators found no basis for a forensic audit. Given these costs in the absence of any budget criteria necessitating a forensic audit, we recommended not conducting one. As a Board, we are committed to improving processes and I have already begun

discussions with District Administration. To this end, I look forward to enhancing our collaboration as we head into the new school year.

#### 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 safety, staff reassignments, budget, Istep, Intentional Integration and the unpairing and staffing of Marshall & Delia Bolden Schools: Patrice Massung, Amy Henry, Deborah Bialer, Jan Wasserman, Bari Dunphy, Lexi Fisher, Tony Mazzocchi, Rocio Lopez, David Lesser, Allister Wesson, Jeffrey Bennett, Thair Joshua and Jan Wasserman read a statement prepared by of Kelli Solas.

#### COMMITTEE REPORTS

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

The committee discussed the following:

- 3217 and 4217 Use of Corporal Punishment
- Update on Audit and Federal Monitoring
- Secondary audit planned to survey all legal cases

- Creating a crosswalk of the various special education audits for clarity and action planning purposes
- Ongoing analysis of paraprofessionals
- ESS Mental Health Services
- SEPAC Resources Fair
- Out of District Placements

PERSONNEL COMMITTEE - Board Member Eckert

The committee discussed the following:

- Personnel Resolutions 4608 and 4609
- OLD BUSINESS
  - 2023-2024 Observation/Evaluation Status Update
  - 24-25 Budget Implications - RIF update
- New Business - Discussion around an email from a parent regarding an ongoing investigation.

FINANCE, FACILITIES AND TECHNOLOGY COMMITTEE - Board President Telesford

- Construction
- ADA District Audit
- Change Orders:
- Auditorium
- Special Education Audit
- Forensic Audit
- Baseball Booster Proposed Donation
- Policies Discussed:
  1. 8330 Student Records,
  2. 7610 Vandalism
  3. 6220 Budget Preparation
  4. 6280 Financial Reports
  5. 8880 Reimbursement of Travel and Related Expenses
- Resolutions: Change Orders, Awarding Food Service Management Company, Custodial bid award, Donations
- New Business:
  1. Placement for Intentional Integration
  2. Facilities Update
  3. Paraprofessional Cost Update
  4. Content Filtering for Parents

POLICY COMMITTEE - Board Member Meyer

POLICIES FOR POSSIBLE SECOND-READ ADOPTION/ABOLISH:

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

POLICIES FOR POSSIBLE FIRST READ:

- 1140 Educational Equity Policies/Affirmative Action
- 1523 Comprehensive Equity Plan
- 2411 Guidance Counseling
- 3324 Right of Privacy
- 5755 (Abolish) Equity in Educational Programs and Services
- 5842 Equal Access of Student Organizations

Policies Distributed to Committees for Review: March 5, 2024

- 2260 Equity in School and Classroom Practices
- 7610 Vandalism

Policies Distributed to Committees for Review: December 1, 2023

- 5610 Suspension
- 5751 Sexual Harassment of Students
- 8330 Student Records

Carryover:

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

Additional Policies that were requested for review:

- 6220 Budget Preparation
- 8420 Emergency and Crisis Situations
- 9180 School Volunteers

NEW BUSINESS:

- 0131 Bylaws, Policies, and Regulations
- 1330 Evaluation of School Business Administrator
- 1331 Evaluation of the Board Secretary
- 0167 Public Participation in Board Meetings
- Regulation 5124 Internal Student Transfers/Waitlist
- Status of policies currently out of compliance and review of policy tracking spreadsheet
- Calendar and prioritization of policies for review

Curriculum and Instruction Committee - *Board Member Sackett-Gable*

The committee discussed the following:

- Presentation: Eureka Math Update (Kim Beane, K-8 STEM Supervisor & Katie Costello, Instructional Coach)
- Equity Audit Recommendations (Fergus)
- Budget:
  - 24-25 Impacts to Instruction
  - ARP Grant Update
- New Business
  - Cell phone and screen time policies

- o State Climate and Culture Innovation grant closed for this year but will consider for next year
- Policies
  - o 2260 Equity in School and Classroom Practices for review
  - o 2411 Guidance Counseling 1<sup>st</sup> read
  - o 5755 Equity in Educational Programs & Services (Abolish)
  - o 5842 Equal Access of Student Organizations 1<sup>st</sup> read
  - o 5610 Suspension 2<sup>nd</sup> read

ITEMS FOR ACTION

Motion made by Asst. Board Secretary Del Guercio, seconded by Board President Telesford to move resolutions 4610-4621 (4611E & 4614C severed) for discussion and voting. Motion unanimously approved.

4610. Approves the following Organizational Appointments for the 2024-2025 School Year:

1. Approve Thomas Giglio as the District Health and Safety Officer.
2. Approve Thomas Giglio as the Integrated Pest Management Coordinator, AHERA Coordinator and Asbestos Management Officer.
3. Approve Thomas Giglio as the Right to Know Officer.
4. Approve Thomas Giglio as the Indoor Air Quality Officer.
5. Appoint Andrea Del Guercio as Assistant Board Secretary and authorize her to sign checks, notes, drafts, bills of exchange, acceptance, undertakings or other orders for the payment of money in the absence of the Board Secretary.
6. Approve Dr. Kevin Gilbert as the Affirmative Action Officer for the school district.
7. Approve Tunde Adedoyin as the District ADA/504 Compliance Committee Coordinator for employees.
8. Appoint Dr. Kevin Gilbert as the Anti-Bullying Coordinator for the school district.
9. Appoint Dr. Kevin Gilbert as the District Title IX Coordinator.
10. Approve Ann Bodnar or Designee to implement the district's approved vocational and technical education safety and health programs (per N.J.A.C. 6A:19-10.2(b)).
11. Appoint Dana Sullivan as Treasurer for the school district.
12. Appoint Dr. Michael Kelly of West Orange, New Jersey as School Physician at an annual fee of \$37,100.
13. Appoint the firm of PFK O'Connor Davies, LLP as the independent statutory auditor for the school district at an annual fee of \$75,000.
14. Appoint Lenox Law Firm as General Counsel for the District at the following rates: Partner \$180.00/hour, Associate \$165/hour, Paralegal \$95/hour, plus the cost of filing fees, investigation costs, transcripts costs, expert fees, witness fees, service charges and the like, Federal Express (overnight) and messenger charges where the use of a messenger is necessary to meet a client's requirements and copying services for projects in excess of 100 pages.
15. Appoint David B. Rubin, Esq. of David B. Rubin, PC and Busch Law

Group as Special Counsel to the Board of Education at a rate of \$185 per hour, plus reimbursement of all costs, disbursements and expenses reasonably and necessarily incurred in connection with this agreement.

16. Appoint Busch Law Group as Special Education Counsel for the District at the following rates: Attorneys \$175 per hour, Paralegal \$85 per hour, plus the cost of direct expenses.
17. Appoint the law firm of Wilentz Attorneys at Law as the Bond Counsel firm to provide specialized legal services necessary in connection with the authorization and the issuance of bonds or notes by the Board of Education; fees are determined per agreement on file in Board Secretary's Office.
18. Appoint the firm of Phoenix Advisors, Inc. as the Continuing Disclosure Agent, Municipal Advisor of Record and to provide annual Financial Advisory Services necessary by the Board of Education; fees are determined per agreement on file in Board Secretary's Office.
19. Appoint Willis of New Jersey, Inc. as insurance broker of record.
20. Appoint Gallagher Benefit Services, Inc. as insurance agent for School District Employee Benefits.
21. Appoint the firm of Spiezle Architectural Group as the school district's architect; fees are determined per agreements on file in Board Secretary's Office.
22. Approve the following depositories for school monies:
  - Bank of America
  - NJ ARM
  - PNC Bank
  - Chase Manhattan Bank
  - Wells Fargo Bank
23. Adopt the following approved District secondary school, middle school and elementary school curricular programs as presently written for the 2024-2025 school year, with new/revised curricula brought forward for adoption as they are completed and prior to their implementation: [curriculum on file in the office of the Assistant Superintendent for Curriculum and Instruction]:
  - Art K-12
  - Career & Technical Education 9-12
  - Educational Media & Technology K-12
  - English as a Second Language K-12
  - English/Language Arts K-12
  - Health/Family Life K-12
  - Mathematics K-12
  - Music K-12
  - Physical Education K-12
  - Science K-12
  - Social Studies K-12
  - World Languages 4-12
  - Pre-K [Tools of the Mind]
24. Accept the existing master agreements with the following units:
  - a. South Orange-Maplewood Education Association (SOMEA); and
  - b. Association of Supervisors, Coordinators and Administrators (ASCA)

25. Adopt the following newspapers for legal advertisements for the 2024-2025 school year: The Star Ledger, News Record, TAPintoSOMA.net, villagegreennj.com or the New York Times.
26. Authorize the Board Secretary to purchase the following types of securities for the purpose of investment on a short-term basis:
  - a. Bonds or other obligations of the United States of America or obligations guaranteed by the United States of America; or
  - b. Bonds of any Federal Intermediate Credit Bank, Federal Home Loan Bank, Federal Land Bank, Federal national Mortgage Associates or of any United States Band for Cooperatives which have a maturity date not greater than twelve months from the date of purchase; or
  - c. Bonds or other obligations for other school districts.  
(18A:20-37)
27. Authorize the Superintendent or designee, to approve such line item budget transfers as are necessary between Board of Education meetings, and that such transfers shall be reported to the Board of Education, ratified and duly recorded in the minutes of the next regular meeting.
28. Authorize the Board Secretary to establish the following imprest petty cash fund accounts for the period July 1<sup>st</sup> through June 30<sup>th</sup> during the next fiscal year in accordance with N.J.S.A.18A:19-13. Business Administrator' office, amount of fund to be set at \$1,000. Assistant Business Administrator's office, amount of fund to be set at \$100.
29. Authorize the Business Administrator to issue bids on behalf of the Board of Education, as necessary.
30. Approve continued membership in the New Jersey Interscholastic Athletic Association and agree to be governed by the Constitution, By-laws and Rules and Regulations of the Association, including all rules governing student athlete eligibility, for the 2024-2025 school year.
31. Approve continued membership in New Jersey School Boards Association, Minority Student Achievement Network and Garden State Coalition of Schools for the 2024-2025 school year.
32. Establish a photo copy fee of \$0.05 (\$0.10 color copy) per letter size page or smaller and \$0.07 (\$0.12) per legal size page or larger of official Board Minutes and other public documents. A special service fee may be added for irregular size copies or requests that require an extraordinary amount of time or effort to accommodate the request.
33. Approve procurement of goods and services through state agencies and Mercer County Special Services Cooperative Pricing System ("MCSSSD"), Morris County Cooperative Pricing Council, Educational Services Commission of New Jersey Cooperative (Middlesex Regional), New Jersey Cooperative Purchasing Alliance (Bergen County), The Educational Services Commission of Morris County Cooperative, Educational Data Services, Inc., Union County Cooperative Pricing Agreement, Hunterdon County Educational Services Commission Cooperative, The interlocal Purchasing System (TIPS), Keystone Purchasing Network (KPN), Omnia Partners, Purchasing Cooperative of America (PCA) and 1 Government Procurement Alliance (1GPA).
34. Approve the attendance and related travel expenses for regular

district business as caused by or subject to contractual provisions, other statutory requirements or federal requirements and approve the reimbursement for such regular district travel expenses not to exceed \$1,500 per employee.

35. Adopt Code of Student Conduct through June 30, 2025.
36. Approve the Emergency Management Plan and the Bio-security Plan as recommended by the Superintendent of Schools.
37. Approve the Business Office Purchasing Manual and Business Office Standard Operating Procedures Manual as recommended by the Superintendent of Schools.
38. R & L Data Centers, Inc. Payroll Company.
39. Adopt the 403(b) and 457(b) Plan Documents for Public Education Organizations
40. Approve 403B Tax Shelter Annuity Brokers
  - a. Ameriprise Financial Services
  - b. AXA Equitable
  - c. Great American Life
  - d. The Legend Group
  - e. MetLife
  - f. AIG Retirement-VALIC
  - g. Fidelity Investments
41. Adopt the Board Policy Manual for the 2024-2025 School Year.

4611A. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Bognar, Christine	Title 1 Aide MM - 1.0 FTE	7/1/24	33.8
Gregory, Marilu	Elementary School Social Worker/ Field Supervisor DIST - 1.0 FTE	10/1/24	18.1

4611B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Budine, Susie	Asst. Supt. for Special Services DIST - 1.0 FTE	7/26/24 or sooner	3
Cortes, Sarah	School Counselor CHS - 1.0 FTE	7/1/24	4
Jordan, Zakiyya	Crisis Intervention Counselor CHS - 1.0 FTE	7/1/24	6.5
McArdle-Rego, Shauna	T Lang. Arts SOM - 1.0 FTE	7/1/24	7
Risueno, Daniel	T Math MM - 1.0 FTE	7/1/24	1



## 4611C. ADMINISTRATIVE LEAVE

NAME	EFFECTIVE DATE
Employee #4533	5/13/24 - 5/17/24 (w/pay)

## 4611D. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Grant-Richardson, Shahnee	Confidential Secretary DIST - 1.0 FTE	4/24/24-5/3/24 (Unpaid FMLA)
Haldeman, Sarah	T SPED/INC SB - 1.0 FTE	8/29/24-11/27/24 (Unpaid Childcare Leave)
Kirkland, Yalonda	T AIT CLIN 1.0 FTE	4/19/24-5/17/24 (Paid Medical Leave) 5/18/24-6/20/24 (Unpaid FMLA)
Loupis, Michael	SAC CHS - 1.0 FTE	8/29/24-4/25/25 (Unpaid Personal Leave)
Montilla, Laribel	T Art CLIN - 1.0 FTE	3/18/24-4/29/24 (Unpaid Childcare Leave)
Sikora, Kimberly	School Nurse CHS - 1.0 FTE	5/23/24-6/20/24 (Unpaid FMLA)

## 4611E. TRANSFERS/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Alexander-Gray, Cadine	T Elem TUS - 1.0 FTE	T Elem DB - 1.0 FTE	8/29/24 6/30/25
Bialer, Deborah	T Elem DB - 1.0 FTE	T Elem MAR - 1.0 FTE	8/29/24 6/30/25
Guida Poutre, Janine	Library Media Specialist SB - 1.0 FTE	Library Media Specialist SM - 1.0 FTE	8/29/24 6/30/25
Koltenuk- Clarke, Marci	T Elem TUS - 1.0 FTE	T Elem SB - 1.0 FTE	8/29/24 6/30/25
Maebert, Stacey	S4/10, Secretary SMA - 1.0 FTE	S4/10, Secretary MM - 1.0 FTE	8/29/24 6/30/25
McMahon, Bridget	T ELA K-8 Support DIST - 1.0 FTE	T Elem DB - 1.0 FTE	8/29/24 6/30/25
Ng, Suzanne	Library Media Specialist CHS - 1.0 FTE	Library Media Specialist SB - 1.0 FTE	8/29/24 6/30/25
Paschall, Sheila	S4/12, Secretary (Maintenance) DIST - 1.0 FTE	S4/12, Secretary SOM - 1.0 FTE	7/1/24 6/30/25
Pasquale, Daniel	T Music/Strings SOM/MM - 1.0 FTE	T Music DB - 1.0 FTE	8/29/24 6/30/25
Phelan,	T WL/Spanish	T WL/Spanish	8/29/24

Cynthia	SOM - 1.0 FTE	TUS/CLIN/SB - 1.0 FTE	6/30/25
Santos, Karen	T WL/Spanish TUS/CLIN/SB - 1.0 FTE	T WL/Spanish SOM - 1.0 FTE	8/29/24 6/30/25
Shoats, SantaMaria	T SPED/iStep SOM - 1.0 FTE	T SPED/INC SOM - 1.0 FTE	8/29/24 6/30/25
Solas, Kelli	Academic Intervention (Math) CLIN - 1.0 FTE	T Elem CLIN - 1.0 FTE	8/29/24 6/30/25
Sullivan, Ashley	T Elem DB - 1.0 FTE	T Elem SM - 1.0 FTE	8/29/24 6/30/25
Wasserman, Jan	T Elem CLIN - 1.0 FTE	T Elem DB - 1.0 FTE	8/29/24 6/30/25
Wheeler, Laura	T Elem TUS - 1.0 FTE	T Elem DB - 1.0 FTE	8/29/24 6/30/25
Zarabi, Michael	School Psychologist/ iStep SOM - 1.0 FTE	School Psychologist/OOD CHS - 1.0 FTE	8/29/24 6/30/25

4611F. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Butler, Melissa	Principal CLIN - 1.0 FTE	1/23-4/12/24 (14)	\$85.00 (per observation)	\$1,190.00
Cicenia, Anthony	Asst. Principal SM/SMA - 1.0 FTE	1/26-3/21/24 (4)	\$85.00 (per observation)	\$340.00
Mason, Kevin	Principal SM/SMA - 1.0 FTE	2/20-3/13/24 (7)	\$85.00 (per observation)	\$595.00
Parsio, Corrina	Supv STEM, 9-12 CHS - 1.0 FTE	1/24-5/4/24 (21)	\$85.00 (per observation)	\$1,785
Wallace, LaVonne	Asst. Principal CLIN - 1.0 FTE	2/16-4/18/24 (9)	\$85.00 (per observation)	\$765.00
Cahill, Allison	T PE/Health CHS - .2 FTE	4/1-4/30/24 (21 days)	\$116.82 (per day)	\$2,453.22
Clesemere, Lindsey	T PE/Health CHS - .2 FTE	4/1-4/30/24 (21 days)	\$84.65 (per day)	\$1,777.65
Hamilton, Erik	T PE/Health CHS - .2 FTE	4/1-4/30/24 (21 days)	\$68.43 (per day)	\$1,437.03
Hurley, Pat	T PE/Health CHS - .2 FTE	4/1-4/30/24 (21 days)	\$116.82 (per day)	\$2,453.22
Napoli, Paul	T PE/Health CHS - .2 FTE	4/16-4/30/24 (11 days)	\$64.43 (per day)	\$708.71
Shannon, Robert	T PE/Health CHS - .2 FTE	4/1-4/30/24 (21 days)	\$116.82 (per day)	\$2,453.22
Allanson, Aaron	T PE/Health CHS - .2 FTE	4/1-4/15/24 (10 days)	\$66.43 (per day)	\$664.30
Iraggi, Taylor	T PE/Health CHS - .2 FTE	4/1-4/12/24 (9 days)	\$66.43 (per day)	\$597.87
Mobley, Gary	T PE/Health CHS - .2 FTE	4/1-4/15/24 (10 days)	\$116.82 (per day)	\$1,168.20

Pilone, Jr., Joseph	T PE/Health CHS - .2 FTE	4/1-4/15/24 (10 days)	\$123.15 (per day)	\$1,231.50
Pruden, Christopher	T PE/Health CHS - .2 FTE	4/1-4/15/24 (10 days)	\$66.43 (per day)	\$664.30
Martinez, Dorota	SAC CHS - .2 FTE	4/1-4/30/24 (21 days)	\$106.85 (per day)	\$2,243.85
Johannsen, George	T English CHS - .2 FTE	4/1-4/30/24 (21 days)	\$106.42 (per day)	\$2,234.82
MacPherson, Stephen	T English CHS - .2 FTE	4/1-4/30/24 (21 days)	\$123.15 (per day)	\$2,586.15
Martling, Lori	T English CHS - .2 FTE	4/1-4/30/24 (21 days)	\$125.37 (per day)	\$2,632.77
McNamara, Tracy	T English CHS - .2 FTE	4/1-4/30/24 (21 days)	\$107.09 (per day)	\$2,248.89
Pollioni, Eugene	T English CHS - .2 FTE	4/1-4/30/24 (21 days)	\$123.15 (per day)	\$2,586.15
Hernandez, Luis	T Spanish CHS - .2 FTE	4/16-4/30/24 (11 days)	\$90.43 (per day)	\$994.73
Lemos, Gonzalo	T Spanish CHS - .2 FTE	4/16-4/30/24 (11 days)	\$116.82 (per day)	\$1,285.02
Lopez, Pamela	T Spanish CHS - .2 FTE	4/16-4/30/24 (11 days)	\$64.43 (per day)	\$708.73
Lopez, Rocio	T Spanish CHS - .2 FTE	4/15-4/30/24 (12 days)	\$123.15 (per day)	\$1,477.80
Pena Pascual, Raysa	T Spanish CHS - .2 FTE	4/16-4/30/24 (11 days)	\$74.43 (per day)	\$818.73
Brown, Kathleen	T SPED/INC CHS - .2 FTE	4/8-4/30/24 (16 days)	\$90.45 (per day @ 17%)	\$1,447.20
Femenella, Matthew	T SPED/INC CHS - .2 FTE	4/8-4/30/24 (16 days)	\$69.50 (per day @ 17%)	\$1,112.00
Rodriguez, Antonio	T SPED/INC CHS - .2 FTE	4/8-4/30/24 (16 days)	\$78.87 (per day)	\$1,261.92
Benning, Avery	T SPED/INC MM - .2 FTE	4/1-4/30/24 (21 days)	\$81.76 (per day)	\$1,716.96
Blackford, Meghan	T SPED/INC MM - .2 FTE	4/1-4/30/24 (21 days)	\$90.43 (per day)	\$1,899.03
Fein, Suzanne	T SPED/EBR MM - .2 FTE	4/1-4/30/24 (21 days)	\$116.82 (per day)	\$2,453.22
Moran, Colleen	T SPED/INC MM - .2 FTE	4/1-4/30/24 (21 days)	\$75.54 (per day)	\$1,586.34
Reiss, Deborah	T SPED/INC MM - .2 FTE	4/1-4/30/24 (21 days)	\$87.54 (per day)	\$1,838.34
Monero, Bianca	Academic/Math MM - .2 FTE	4/22-4/30/24 (7 days)	\$103.09 (per day)	\$721.63
Nicosia, Nicole	T SPED/INC MM -.1 FTE	4/22-4/30/24 (7 days)	\$92.76 (per day)	\$649.32
Santos, Ryan	T SPED/Math MM - 1.0 FTE	4/22-4/30/24 (7 days)	\$74.43 (per day)	\$521.01
Strauss, Brittany	T SPED/INC MM - 1.0 FTE	4/22-4/30/24 (7 days)	\$78.87 (per day)	\$552.09

Sudol-Sciacca, Lorraine	T Math MM - .2 FTE	4/22-4/30/24 (7 days)	\$123.15 (per day)	\$862.05
Formichella, Michael	T PE/Health SOM - 1.2 FTE	9/1/23 4/22/24	+\$12,317 (pro-rated)	\$73,902
Formichella, Michael	T PE/Health SOM - 1.1 FTE	9/1/23 4/22/24	+6,158.50 (pro-rated)	\$67,744
Frisch, Julia	T PE/Health SOM - 1.2 FTE	9/1/23 6/30/24	+\$11,957	\$71,742
Frisch, Julia	T PE/Health SOM - 1.1 FTE	9/1/23 6/30/24	+\$5,978.50	\$65,764
Noble, Elyssia	T PE/Health SOM - 1.2 FTE	9/1/23 6/30/24	+\$16,237	\$97,422
Noble, Elyssia	T PE/Health SOM - 1.1 FTE	9/1/23 6/30/24	+\$8,118.50	\$89,304
Bethea, Sabrina	Clerical Aide TUS - 1.0 FTE	4/23/24 (7 hours)	\$7.81 (per hour)	\$54.67
Cadorette, Catherine	Clerical Aide SB - 1.0 FTE	3/15-5/13/24 (54.5 hours)	\$7.81 (per hour)	\$425.65
Copeland, Jeanette	Clerical Aide DB - 1.0 FTE	4/18-4/26/24 (6 hours)	\$7.81 (per hour)	\$109.34
Toledo, Maria	Clerical Aide MAR - 1.0 FTE	4/9-4/11/24 (16.50 hours)	\$7.81 (per hour)	\$128.87
Odubayo, Yusef	Athletic Trainer CHS -1.0 FTE	7/1/24 6/19/25	-\$904.00	\$89,524

4611G. JOB DESCRIPTION (see attached)

Revised - Instructional Coach (Elementary / Secondary)

4611H. SUMMER SCHOOL EMPLOYMENT (see attached list)

4611I. SUMMER CURRICULUM WRITERS (see attached list)

4612A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2023-2024 SCHOOL YEAR

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Boudewyns, Christopher	St. Mary's University	05/2000	MS
Geraci, Anthony	Montclair University	08/2004	BA
Valerius, Paul	Central Bible College	05/1997	BA
Vasilic, Stana	William Paterson University	05/2008	BA

NON-DEGREE SUBSTITUTE TEACHER

NAME
Rosa Artilles

4612B. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHER FOR THE 2023-2024 SCHOOL YEAR PAID AT A DAILY RATE OF \$200

NAME
Taylor Popola

4612C. APPOINTMENT OF SUMMER SUBSTITUTE TEACHERS FOR THE 2024-2025 SCHOOL YEAR PAID AT A DAILY RATE OF \$175

NAME
Christina Benevento
David Huemer

4612D. APPOINTMENT OF SUMMER SUBSTITUTE NURSES FOR THE 2024-2025 SCHOOL YEAR PAID AT A DAILY RATE OF \$215

Lilyan Cohen	Hilary Conway
Elmer Daniels	Susan Gabeau
Judith Konicov	Nkiruka Mgbemena
Lynn Schwartz	Myrna Scott
Nella Weaver	Nancy Weinstein

4612E. APPOINTMENT OF SUBSTITUTE NURSE FOR THE 2023-2024 SCHOOL YEAR PAID AT A DAILY RATE OF \$215

NAME
Scott Greenstone

4613A. 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]

4613B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2024-2025 school year. [list on file in Board Secretary's Office]

4613C. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2024-2025 school year [list on file in Board Secretary's Office].

4614A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated April 30, 2024
2. Expense Account Adjustment Analysis dated April 30, 2024

3. Revenue Account Adjustment Analysis dated April 30, 2024
4. Check Register #421521-421815 in the amount of \$11,467,418.66
5. Check Register #200860 in the amount of \$1,640,708.03
6. Check Register #200861 for April 2024 payroll in the amount of \$8,045,033.70

4614B. Certify the Board Secretary's Monthly Financial Report.

4614C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

4614D. 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
Ackerson Drapery & Décor	Window Curtains, Repair, Stage Curtains Drapery	CO-OP
KI	Furniture & Equipment	CO-OP
Lincoln Landscaping, Inc.	Landscaping and Irrigation	CO-OP

4614E. Approves the fee schedule for use of district facilities effective July 1, 2024:

	<u>Facility Use</u> Per Hour	<u>Custodial Fees</u> Per Hour
<b><u>Facility:</u></b>		
<b>Columbia High School:</b>		
Auditorium	\$250.00	\$50.00
Black Box Theatre	\$100.00	\$50.00
Gym	\$120.00	\$50.00
Cafeteria	\$90.00	\$50.00
Classrooms per room/Library	\$50.00	\$50.00
Ritzer Field	\$50.00	\$50.00
<b>Project Adventure</b>	\$50 per person	- minimum 10 people *
<b>Underhill Complex:</b>		
Football Field	\$150.00	\$50.00

Baseball Field	\$100.00	\$50.00
Track	\$75.00	\$50.00

**Middle Schools:**

Auditorium	\$150.00	\$50.00
Gym	\$120.00	\$50.00
Cafeteria	\$90.00	\$50.00
Classrooms per room/Library	\$50.00	\$50.00

**Elementary Schools:**

Auditorium	\$100.00	\$50.00
Little Theater	\$75.00	\$50.00
Gym	\$100.00	\$50.00
Cafeteria	\$90.00	\$50.00
Classrooms per room /Library	\$50.00	\$50.00
Playgrounds	\$25.00	\$50.00

- Custodial hours will be charged at the custodial rate of \$50 per hour per custodian (minimum 4 hours).
- Security guard (required for groups with more than 100 people in attendance) \$50 per hour per guard for a minimum of 4 hours.
- Use of kitchen will require a cafeteria worker who must be compensated at their overtime rate (4 hour minimum). Dishes, silverware, and utensils of the cafeteria may not be used.
- Use of stage lighting/sound and stage equipment must be under the supervision of a representative of the Board of Education to be paid by the applicant at a rate of \$55 per hour. The following fees will be charged for all other equipment or services used:

Stage Manager/Staff	\$55 per hour per person
Projector	\$25 per event
VCR/DVD	\$25 per event
Microphone	\$20 per event (each microphone)
Tripod Screen	\$20 per event
Stage Screen	\$20 per event
Overhead	\$25 per event
Audio System	\$30 per event (and requires Stage Manager)

Stage Lighting	\$35 per event (and requires Stage Manager)
Underhill Sound Booth	\$100 per event
Underhill Concession Stand	\$100 per event
CHS Cafeteria Equipment	\$30 per event (and requires Stage Manager)

**\* Use of Project Adventure must be under the supervision of a Project Adventure certified representative of the Board of Education.**

4614F. Approves an application to the North Jersey Educational Insurance Fund (NJEIF) for the NJSIG grant in the amount of \$10,449.00 to be used for plant safety, building security, safety equipment and training.

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

4614G. The South Orange and Maplewood Board of Education "SFA" awards the contract for Food Service Management to The Pomptonian, Inc. "FSMC" for the food service operation for 2024-2045.

1. FSMC Fee:

The FSMC shall receive, in addition to the costs of operation, an administrative/ management fee of \$122,459.00 to compensate the FSMC for administrative and management costs. This fee shall be included as a cost of operation and billed in 10 monthly installments of \$12,245.90 per month. The SFA guarantees the payment of such costs and fee to the FSMC.

2. There is no guarantee financial performance

3. Total Estimated Cost of Contract:

Total estimated expenses (cost) include food, labor, supplies, other expenses and FSMC management fee.

Total Estimated Cost of Contract \$2,332,871.96.

BE IT ALSO RESOLVED THAT meals will be priced at the following schedule:

<u>School Level</u>	<u>Breakfast</u>	<u>Reduced Breakfast</u>	<u>Lunch</u>	<u>Variable Lunch</u>	<u>Reduced Lunch</u>
Elementary School	\$2.00	\$0.30	\$3.25	N/A	\$0.40
Middle School	\$2.25	\$0.30	\$3.50	\$4.00	\$0.40
High School	\$2.50	\$0.30	\$3.75	\$4.25	\$0.40



4614H. Approves the following change order to the contract with The Bennett Company, Inc. for Renovations to Maplewood Middle School and South Orange Middle School.

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>
The Bennett Company	1	\$80,010.00 (Hazardous Material Contract Allowance)
		\$6,270.00 (General contract allowance)
		\$2,850.00 (Contract Allowance - Piping)

4614I. Approves the following change orders to the contract with Hall Building Corp. for Renovations and Additions to Marshall and Montrose School Projects.

<u>Contractor</u>	<u>Change Order #</u>	<u>Change Order Amount</u>
Hall Building Corp.	7	\$4,410.24 (General Allowance)

4614J. Accepts a donation from the GoFundMe (Henry Cittone) in the amount of \$1,020.00

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

11-120-100-101	Salaries	\$1,020.00
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BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary are authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

4614K. Authorizes the enrollment of Student #8357701460 for the 2024-2025 school year through June 30, 2025, on the basis of tuition, in accordance with the terms and conditions set forth in the tuition contract.

4614L. Establishes 2024-2025 tuition rates as listed below:

Grades 9-12	\$ 16,750.00
Grades 6-8	\$ 16,982.00
Grades 1-5	\$ 16,502.00
Pre-K/Kindergarten	\$ 15,524.00
Autism	\$ 9,324.00
Emotional Regulation Impairment	\$ 9,325.00
Learning and/or Language Disabilities	\$ 48,084.00
Multiple Disabilities	\$ 143,783.00
Preschool Disabilities	\$ 135,002.00

4614M. Authorize the following Clubs, Parent Organizations and PTA's be covered as additionally insured under the District's NJSIG policy for the 2024-2025 school year.

CHS Clubs

AASU (Asian American Student Alliance)	Jewish Student Union
Acapella Club	Jazz Ensemble
African Caribbean Student Organization	Kitchen Creations Club
All School Musical	Ladies of Leadership
Architecture and Building Club	Latinos Unidos
Art Club	Le Club Francais
Aspiring Leaders of Tomorrow	Lend A Paw
Astronomy	MAC Allies
Big Sister Little Sister	MAC Men
Black Student Union	MAC (Minority Achievement Committee) Scholars
Brass Ensemble	Marching Band
Chinese Language Culture Club	Martin Luther King Assn.
Chinese Honor Society	Math Team
CHS International Club	Medical Club
CHS Outdoors Club	Men with Purpose
Climbing Club	Mental Health Club
Color Guard	Microfinance Club
Columbian	Middle Eastern Cultural Club
Comics Club	Mock Trial
Community Service Club	Model U.N.
Cornhole Club	Music Industry Club
Cougar Nation	Music Technology Club
Current Events Club	National Honor Society
Cyper Patriot Club	Ninth Grade Academy
Debate Club	Parnassian
Democrats Club	Pen & Page
Do Something Club	Pen Pal Club
Double Rainbow	Philosophy
Dungeons and Dragons Club	Power
Environmental Club	Pre-Med Club
Esports	Quiz Bowl
Eyes on the Fries	Red Cross Club
Fibers Club	Robotics Club
Film Club	Running Club

Finance Club	Science League
First Generation Affinity Group	Sewing Club
Fishing Club	Shakespeare Festival Club
Future Business Leaders of America	Social Justice Club
German Language Club	Spectrum
GHGP (Girls Helping Girls Period)	Sports Broadcasting Club
Girls Who Code	Stage Crew
Guildscript	Student Council
Guitar Club	Ubuntu Club
Hands for Hearts	The Umbrella Lunch Club
Improv Club	Wellness Wednesdays
International Exchange Club (AFS)	Women in Sports Club
Italian Club	Yearbook Club

#### Service Clubs

ACHIEVE Volunteer Tutors	FLES
Amnesty International	GAIA
Elementors	Key Club

#### Parent Organizations

CHS Football Parents	CHS Wrestling Boosters
CHS Boys Soccer Parents	CHS Track and Field Parent Association
CHS Volleyball Parent Association	CHS Fencing Parents
CHS Track and Field Parent Association	Baseball Parents Organization
CHS Basketball Parents	CHS Track and Field Parent Association
CHS Basketball Parents	CHS Boys/Girls LAX Boosters
CHS Alumni Association	CHS Boys/Girls LAX Boosters
CHS Music Parents Association	CHS Cougar Boosters
CHS Scholarship Fund	Special Education Parent Advisory Committee

#### PTA'S

Clinton PTA	South Mountain PTA
Delia Bolden PTA	Tuscan PTA
Marshall PTA	Maplewood Middle HSA

Montrose PTA

South Orange Middle School  
HSA

Seth Boyden PTA

Columbia HSA

This list must be approved annually and may be amended throughout the school year.

4614N. Accepts Additional Compensatory Special Education and Related Services School Aid for Students with Disabilities who were 21 as of July 1, 2023 in the amount of \$531,141.

4614O. 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.	6	\$25,393.00

4614P. Renews the contract with ESS Support Services, LLC for Paraprofessional Services for the 2024-2025 school year at the following hourly rates:

- Hourly Permanent Paraprofessional I \$30.74
- Hourly Permanent Paraprofessional II \$32.30
- Diapering Stipend (per diem) \$ 8.37

4614Q. Awards the bid for Custodial Services for the 2024-2025 school year to ACB Services Inc., of Cream Ridge, NJ for the lowest responsible bid of \$5,514,287.48 with the following hourly rates for additional services:

- Boiler Operator \$43.00/hour
- Snow Removal (before or after shift) \$43.00/hour
- Holidays and weekends \$41.00/hour
- Community Functions/Extracurricular Activities \$41.00/hour

4615. Asked to adopt the following revised curricula:

Resolution Number	New/Revised	Department	Subject
4615-1	Revised	Fine Arts K-12	Elementary Orchestra Units

4615-2	New	Fine Arts K-12	Music Tech 2 Units
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4616. Approves the addition of the following class field trip destinations:

DESTINATION	CITY	STATE
Urban Air Trampoline & Adventure Park	Avenel	NJ

4617. Approves the assignment of the student(s) listed below as tuition-free students for the remainder of the 2023/2024 school year, pursuant to Board Policy 5111 (Eligibility of Resident/Nonresident Students). Transportation shall be provided by the student's family to and from assigned District school. Students will be withdrawn from the school district effective June 30, 2024.

Student ID#	School	Grade
6863584089	CHS	12th
4784397212	CHS	10th
4794472718	SOMS	6th

4618. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of April 2024.

4619A. Approves the settlement agreement for Student ID #6570497987 and authorizes the Board President to execute the settlement agreement.

4619B. Approves the settlement agreement for Student ID #9291349262 and authorizes the Board President to execute the settlement agreement.

4620A. Adopt Board Policy 1530 Equal Employment Opportunities.

4620B. Adopt Board Policy 1550 Equal Employment/Anti-Discrimination Practices.

4620C. Adopt Board Policy 3211 Code of Ethics.

4621-1. Approves the first reading of Policy 1140: Affirmative Action Program.

4621-2. Approves the first reading of Policy 1523: Comprehensive Equity Plan.

4621-3. Approves the first reading of Policy 2411 Guidance Counseling.

4621-4. Approves the first reading of Policy 3324 Right of Privacy - Teaching Staff Members.

4621-5. Approves the first reading of Policy 5755 Equity in Educational

Programs and Services.

4621-6. Approves the first reading of Policy 5842 Equal Access of Student Organization.

ROLL CALL: Motion 4610, 4611A-D, 4611F-I, 4612A-C, 4613A-C, 4614A-B, 4614D-Q, 4615, 4616, 4617A-C, 4618, 4619A-B, 4620, 4621  
PASSED YES: Callahan, Duvall Wilson, Eckert, Gifford, Meyer, Sackett-Gable, Telesford, Vadlamani, Wittleder NO: None

Motion made by Asst. Board Secretary Del Guercio, to move resolution 4614C for discussion and voting.

Motion made by Board Member Wittleder, second by Board Member Gifford to table resolution 4614C. Motion FAILED YES: DuVall Wilson, Eckert, Gifford, Wittleder, NO: Callahan, Meyer, Sackett-Gable, Telesford, Vadlamani

ROLL CALL: Motion 4614C PASSED YES: Callahan, Meyer, Sackett-Gable, Telesford, Vadlamani NO: Duvall Wilson, Eckert, Gifford, Wittleder

Motion made by Asst. Board Secretary Del Guercio, seconded by Board Member Telesford to move resolution 4611E for discussion and voting.

ROLL CALL: Motion 4611E PASSED YES: Callahan, Duvall Wilson, Eckert, Gifford, Meyer, Sackett-Gable, Telesford, Vadlamani NO: Wittleder

Motion made by Board President Telesford, seconded by Board Member Vadlamani to move resolution 4622 for discussion and voting.

4622A. Denies the Level IV grievance filed on behalf SOMEA members regarding "morning prep" at Seth Boyden.

4622B. Denies the Level IV grievance filed on behalf of a SOMEA member discipline without just cause subject to redaction of the non-disciplinary counseling language.

ROLL CALL: Motion 4622A-B PASSED YES: Callahan, Duvall Wilson, Eckert, Gifford, Meyer, Sackett-Gable, Telesford, Vadlamani, Wittleder NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

SOMEA President Rocio Lopez spoke about teacher transfers, comments surrounding raises for administration and in support of Board Member Wittleder.

NEW BUSINESS

None.

Future Meetings

Board President Telesford made the following motions:

The Board of Education will meet in a Public Session on Tuesday, June 4, 2024, at 6:00 pm in person at 525 Academy Street, Maplewood, NJ, and using the online video conference platform to announce the newly appointed Superintendent. Action will be taken. The community can view the meeting by following the steps which will be listed on the agenda.

The Board of Education will meet in Public Session on Thursday, June 6, 2024, at 6:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ in person and utilizing an online video conference platform to honor retirees and celebrate staff accomplishments. Action will not be taken.

The Board of Education will meet in Public Session on Thursday, June 27, 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 Callahan to adjourn. Motion to adjourn was unanimously approved at 12:37 a.m. on May 31, 2024.

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Andrea Del Guercio, Asst. Board Secretary