

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

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

Board President Qawi Telesford called the meeting to order at 6:34 p.m.

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

Absent: Board Member Eckert, Board Member Gifford,
Board Member Wittleder

SIX VOTING MEMBERS PRESENT

Pledge of Allegiance

NOTICE OF THE MEETING

Adequate notice of this meeting has been provided in the following manner:

- A. That written notice was sent from the Office of the Secretary of the Board at 2:30 p.m. on January 5, 2024.
- B. That said notice was sent via email to Maplewood and South Orange Township Clerks and the Editors of the News Record, Star Ledger, TapintoSOMA and the Village Green.

OATH OF OFFICE

Acting Board Secretary Andrea Del Guerico administered the Oath of Office for Oliver Nesin Student Representative to the Board of Education for the 2024-2025 school year [the signed Oath of Office is on file in the Board Secretary's Office].

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 August 29, 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 "(1) Any matter which, by express provision of Federal law, State statute or rule of court shall be rendered confidential or excluded from public discussion." The nature of the matter, described as specifically as possible without undermining the need for confidentiality, is attorney/client privilege, HIB reporting, and Litigation Status Report.

X "(7) Any pending or anticipated litigation or contract negotiation in which the public body is, or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer." The parties to and docket numbers of each item of litigation and/or the parties to each contract discussed are and the nature of the discussion, described as specifically as possible without undermining the need for confidentiality are:

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

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

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

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

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

Board Members reconvened at 7:45 p.m.

Board Member Gifford Present

Seven 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: June 6, 2024 Special Executive Session, July 24, 2024 Special Public Meeting and July 25, 2024 Executive Session and Regular Public Meeting.

SUPERINTENDENT'S UPDATE - *Mr. Jason Bing*

- Thank you, Tom Giglio and all of our school staff, for their great amount of patience in regards renovations at the schools.
- District Administration Team participated in a two-day Symposium last week. There were many great topics and discussions. Thank you to Ann

Bodnar, Stanley Valles, and everyone who took the time to develop presentations and share their knowledge.

- Columbia High School has achieved the College Board's API Annual Gold Medal status. A big shout out to the teachers at Columbia High School for this accomplishment.
- Wishing Jerry Ford, Director of Transportation, a quick recovery. We want to send positive thoughts to him and thank him.
- The district has received a \$240,000 grant for concrete work, which has already begun. You will notice improvements at Seth Boyden School, including the replacement of the horseshoe sidewalk; at Tuscan, new handicap ramps; at Montrose, new steps, sidewalk, and handrails; at South Orange Middle, a section of sidewalk has been replaced in front of the school to eliminate a previous hazard; and at Maplewood Middle School, some sidewalks have been replaced and the retaining wall has been repaired.
- The district will be implementing various strategies to manage cell phone usage in schools. At the high school, we have charging stations and some classrooms use door hangers. In addition to these strategies, the district will be funding a pilot for Yondr, a system that requires users to place their phones in a special bag that is magnetically sealed. We will conduct a small pilot in a school or two and keep everyone updated on the project's progress and results.
- The Mountaineer Classic is happening this weekend, from Friday to Sunday. It will feature a "Football Bonanza" with several teams participating. Columbia High School's game is scheduled for 3:30 p.m. In addition to the games, there will be marching band exhibitions, live music, and other activities. This event is being partially sponsored by the New York Giants.
- Thank you to the Music and Arts Education Project for their donation to our music and art teachers to ensure they have all the necessary resources they need.
- Ann Bodnar has generously allocated approximately \$25,000 from her budget to support our arts department. We are fortunate to have passionate individuals in and outside of the District dedicated to supporting the arts and the great initiatives happening in our district.
- We are setting up five model classrooms at the high school (B107 B114 B118 B318 And B314) with 75-inch LCD screens that teachers can wirelessly connect to from their laptops. Other teachers will have the opportunity to visit these rooms and, if interested, we plan to expand the project. In September, two TVs will be installed in the lobby to display news and communicate with students.
- Jane Bean-Folkes, our ELA Supervisor, was part of the NJDOE Reading Acceleration Professional Integrated Development. In the 23-24 school year, our district participated in the state Rapid Grant program for early literacy in K-3. Dr. Kenneth from Rutgers University provided in-class support for teachers, and our teachers accessed Rapid Grant modules on early literacy through a pilot program. We've made significant changes to our early literacy and reading philosophy, which you'll see this school year.

- I have received a letter from a parent expressing their appreciation for Principal Glander at Seth Boyden. They mentioned that she welcomed them with open arms, kindness, and support, which was especially meaningful because their child had struggled in their education journey. They also mentioned Nicole Osher, a case manager, who was there to introduce herself along with Principal Glander. The parent emphasized the trust that has been formed since that day and wanted to give a big shout out to Principal Glander and Nicole for the everyday work they do, which may not always receive the attention it deserves
- We'll be launching the transportation app in early September. Phase one will feature a digital card for parents to see their child's stop and times. Phase two, coming in two to three weeks, will include a geolocator for real-time bus tracking. We're excited for these release dates!
- High school schedules are out. A big thanks to Columbia High School for their efforts. If there are any issues with your child's schedule, please contact the high school for assistance.
- Due to ongoing construction, there will be no convocation this year. Instead, our staff will report back to the building to prepare their classrooms and complete work.
- Thank you, Board Members Callahan and Sackett-Gable, for joining the building tours. Tom Giglio arranged the tours to showcase the final preparations and ongoing work in addition to the beautiful new building additions. Once we have a final completion date, we plan to organize ribbon-cutting events for the high school's media center/library, and student lounge/commons.
- Many thanks to Andrea Del Guercio, Acting Business Administrator/Board Secretary, for making this place feel like home and for going above and beyond to help me integrate into the district.

BUSINESS ADMINISTRATOR'S UPDATE

Acting Business Administrator Andrea Del Guercio provided an update on construction at Seth Boyden School, Tuscan School, Marshall School, Columbia High School, Maplewood Middle School and South Orange Middle School.

NJGPA PRESENTATION

Ann Bodnar, Asst. Superintendent of Curriculum and Instruction and Zoila Correa, Director of Curriculum and Instruction, presented NJGPA Results: Spring 2024 Administration. The presentation included the following:

- NJGPA Overview
 - The State graduation proficiency test [NJGPA] shall be administered to all 11th grade pupils and to any 11th or 12th grade pupil who has previously failed to demonstrate mastery of State graduation proficiency standards on said test. (N.J.S.A. 18A:7C-6)
 - NJGPA is designed to measure the extent to which students are graduation ready in English Language Arts (ELA) and Mathematics.

- The ELA component is aligned to the grade 10 standards and the Mathematics component is aligned to Algebra I and Geometry standards.
- Comparison of SOMSD's Spring 2023 and Spring 2024 NJGPA Percent of Students Graduation Ready (All Students)
- ELA: In English Language Arts (ELA), our students have demonstrated exceptional skills, achieving a proficiency rate of 92.1%, far surpassing the state average of 81.6%.
- Mathematics: In Mathematics, our students have achieved a proficiency rate of 73.3%. Once again, we've exceeded the state average, which stands at 54.7%. 2024 NJGPA Math scores demonstrate a 3.5 percentage point increase than 2023. However, we realize there is still work to be done.
- Our Math Story of Students Not Proficient...Yet!
- Automatic Measures
 - Students who take but do not meet the minimum required score (725) on each assessment component will have the opportunity to receive additional support.
- Intervention Strategies
- Analyze NJGPA data to identify trends and areas where students are struggling.
 - To further extend our work around our I&RS implementation process, the district will be strengthening our NJ Tiered System of Supports. (In collaboration with Fergus Report Recommendations under Curriculum & Interventions)
 - Use data to provide newly developed automatic targeted interventions and differentiated instruction tailored to student needs.
 - Utilize newly purchased adaptive learning technologies (i.e. IXL) that provide personalized learning experiences and practice opportunities that meet students where they are.
 - "Need-driven" decision-making so resources reach appropriate students.
 - Work with the Department of Special Services & the Office of Access & Equity to support all populations.

BOARD PRESIDENT'S UPDATE - *President Telesford*

WELCOME

Welcome Sjocquelyn Winstead, Director of Athletics, Eshaya Draper, Communications and Kathleen Gesumaria, Assistant Superintendent of Special Services.

STAFFING

The lead counselor position for Columbia High School is on the agenda for approval.

BOARD RETREAT

This month, the Board met for its annual Retreat to discuss District goals for the coming school year, review our Board Self-Evaluation and set Board

goals for the next year. In our last meeting I expressed a desire to change how we operate as a Board because I believe our role should be collaborative and a productive partner with District Administration. To that end, the Board has aligned with the Administration along four key areas that will shape the district's agenda for the coming year. These areas include enhancing academic and career preparation, fostering global citizenship and social interconnectedness, aligning District Operations to create an inclusive environment and engaging our stakeholders to ensure students thrive.

In my discussions with Mr. Bing I emphasized the importance of focusing on improving student outcomes but what does that entail. Improving student outcomes involves a holistic approach preparing our student is not only for academic success and post-graduation Readiness Whether in college or career but also for personal and social development. It means placing a strong emphasis on mental health and well-being and above all ensuring equity and inclusion are at the forefront of everything we do. By focusing on these areas, we empower our students to succeed in school but also prepare them with life skills to thrive in the future.

During our Retreat we also focused on our own goals. For the coming school year, the board has committed to quarterly Retreats with training in are of finance, equity and restorative practices. As a key component to holding ourselves accountable we will publish our own annual agenda which will serve to guide our board as a tool to help us better support District administration in reaching its goals.

Looking ahead to the new school year well be changing our committee structure to better prioritize students' needs. Our policy committee for example will place greater emphasis on governance including how we monitor progress on our goals and ensure that the Administration has necessary regulations in place. Most importantly in light of the recent audit and the challenges we face in special education we are elevating the ADHOC Special Services Committee to a Standing Committee these changes will improve the Board's work in its oversight role and continuing to ensure that the students receive the services they require to thrive.

As we move forward our commitment remains clear to operate as a collaborative and productive Board focusing on improving student outcomes and ensuring that every student in our district has the opportunity to succeed. This retreat has laid the groundwork for a year of progress and I confident that together we can achieve the goals we have set and make a meaningful difference in the lives of our students

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.

HEARING OF INDIVIDUALS AND DELEGATIONS

Community members Laura Wood and Anna Rulnick spoke.

COMMITTEE REPORTS

MUNICIPAL PARTNERS

- Update on the Greenway Project
- Field use audit
- Focus on neighborhood engagement
- Transportation and safety

SPECIAL EDUCATION ADHOC COMMITTEE - *Board Member Callahan*

The committee discussed the following:

- Welcome new Supervisor Ms. Puntunieri w
- New practice of having a member of SEPAC join our committee Meetings. Amanda Harris the VP of family support attended.
- Ongoing hiring and training efforts for key roles in Special Services as well as Paraprofessional training prior to the onset of the school year.
- Paraprofessional ratios and Staffing
- District's plans in terms of additional communication and family engagement
- Ongoing efforts to create more inclusion classrooms
- Dual certification for teachers and Partnerships with universities like Seton Hall and Kean for Special Education Staffing
- Reviewed vacancy data for Special Education roles district wide
- Welcome to our new Asst. Superintendent of Special Services Ms. Gesumaria who will start September 1st.

PERSONNEL COMMITTEE - *Board Member Eckert*

- Personnel Recommendations
 - o Following roles have been filled, with their respective start dates listed in the resolution: Asst Supt of Special Services, CHS Asst. Principal, Athletic Director, Director of Communications, Asst. Business Administrator

- Employee Suspension
- Lead Counselor (stipend position)
- Job openings/vacancies update
 - BA/Interim BA - A candidate has been identified for a possible interim role.
 - Transportation Coordinator - Job was posted mid-July, interview process will start asap.
- Review monthly report (data and charts)
- Pending Investigations/Personnel matters/Litigation, if applicable
 - 5 Year Diversity Workforce Plan
- First Read Policy
 - P1360 Physical Examination (Revised)
 - R3160 Physical Examination (Revised)
 - P4160 Physical Examination (Revised)
 - R4160 Physical Examination (Revised)
 - 9181 Volunteer Athletic Coaches and Co-Curricular Activity Advisors/Assistants (Revised)
- Old Business
 - Committee Goal (still WIP)- "Sense of Belonging" and how it fits into the Diversity in the Workplace Plan.
 - Staff on Admin Leave
 - 23-24 SY Evaluations
- Action Items/Next Steps

FINANCE, FACILITIES AND TECHNOLOGY COMMITTEE - Board President Telesford

- Construction: Scott Downie, Kathy Tartaglia, Todd Waskowitz
 - LRFP Update - will work with principals to setup meetings to move forward.
 - Change Orders:
 - Auditorium Rigging & Lighting
- Underhill Field
- Chromebook Update
- Parent Hardship Appeal
- Student ID's
- Policies & Regulation: 1st Read/2nd Read & Review - No policies will be moved forward for vote.
- Policies for Review/Discussion:
 - 8420 - Emergency and Crisis Situations
 - 8467 - Weapons
 - 6220 - Budget Preparation
- Resolutions: Change Orders, Grants, Capital Reserve Withdrawals, Bid Award
- New Business:
 - Greenway project update
 - \$250k grant for masonry projects

POLICY COMMITTEE - *Board Member Meyer*

POLICIES FOR POSSIBLE SECOND-READ ADOPTION/ABOLISH:

- 0131 Bylaws, Policies, and Regulations
- 2260 Equity in School and Classroom Practices
- 7610 Vandalism

POLICIES FOR POSSIBLE FIRST READ: None

POLICIES DISTRIBUTED TO COMMITTEES FOR REVIEW: DECEMBER 1, 2023

- 5610 Suspension
- 5751 Sexual Harassment of Students

CARRYOVER:

- Policies that were requested for review: 1330 Evaluation of School Business Administrator (M) & 1331 Evaluation of the Board Secretary
- Regulation 5124 Internal Student Transfers/Waitlist
- 6220 Budget Preparation
- 9130 Public Complaints and Grievances
- 9180 School Volunteers

NEW BUSINESS:

- Policies requested for review
 - 5516 Use Of Electronic Communication And Recording Devices (ECRD) (M)
 - Digital Citizenship Policy
 - 9181 Volunteer Athletic Coaches
 - Policy 2431.1 Athletic Department and Coaches
 - Policy 7230 Gifts And Corporate Sponsorship

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

The committee discussed the following:

- Anti-Bullying Bill of Rights Act Resolution
- NJSCI Data
- Fergus Recommendations
- Policy 5516
- Naglieri Data
- NJPGA Data Presentation
- Summer Professional Development
 - Summer Professional Development Offered by Coaches
 - Summer Coaching and Collaboration
 - Grades 5-12 Math Summer PD
- Budget: Monthly tracking
- New Business
 - Literacy Bill
- New Special Dance Curriculum

- C&I Instagram - Follow us! @somsd_ci
- Policies for review
 - 2200 Curriculum Content (revised)
 - 5200 Attendance (revised)
 - 5337 Service Animals (revised)
 - 5350 Suicide Prevention (revised)
- Policies - 1st Read
 - 5610 Suspension
- Policies - 2nd Read
 - 2260 Equity in School and Classroom Practices

ITEMS FOR ACTION

Motion made by Acting Board Secretary Del Guercio, seconded by Board President Telesford to move resolutions 4646-4655 for discussion and voting. Motion unanimously approved.

4646A. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Arthurs, Ariana	School Counselor CHS - 1.0 FTE	10/7/24	1.9
Gutierrez, Genelle	School Social Worker MM - 1.0 FTE	10/11/24	1.1
Ogando, Caroline	T Dance MM - 1.0 FTE	9/27/24	6.11
Rice, Matthew	T SCI/Biology CHS - 1.0 FTE	10/26/24	3.1
Robinson, Jody-Ann	T 3 CLIN - 1.0 FTE	9/26/24	3
Teng, Dr. Deborah	School Psychologist CHS - 1.0 FTE	9/27/24	7.10
Witrock, Michelle	T Spanish SOM - 1.0 FTE	10/11/24	9.1

4646B. 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
Adamczyk, Rachel	T 4 CLIN - 1.0 FTE	9/16/24 or sooner 6/30/25	\$81,385*
Beattie, Melissa	Treasurer of School Monies DIST - 1.0 FTE	8/30/24 6/30/25	\$12,000
Caspe, Howard	Social Worker (Non-CST) CHS - 1.0 FTE	9/1/24 6/30/25	\$64,985*

D'Andrea, Emidio	Interim Business Administrator DIST - 1.0 FTE	9/16/24 6/30/25 (3 days per week)	\$100.00 per hour
DeCeglie, + Mauro	T PreK/INC MONT - 1.0 FTE	TBD 6/30/25	\$57,985*
Dominguez, Leana	School Counselor MM - 1.0 FTE	10/28/24 or sooner 6/30/25	\$70,985*
Dymond,+ Madison	Social Worker (CST) MAR/DB - 1.0 FTE	TBD 6/30/25	\$64,985*
Facto, Kate	Guidance Counselor CHS - 1.0 FTE	11/4/24 or sooner 6/30/25	\$103,880*
Franklin,+ Timothy	Supervisor of SPED DIST - 1.0 FTE	10/1/24 6/30/25	\$125,640
Garcia, Ana	T Music DB - 1.0 FTE	10/29/24 6/30/25	\$68,985*
Gesumaria, Kathleen	Asst. Supt. Special Services DIST - 1.0 FTE	9/1/24 6/30/25	\$175,000
Mincer, Ebony	T SPED/INC MM - 1.0 FTE	9/1/24 6/30/25	\$92,785*
Newman, Jessica	T PreK/ABA MONT - 1.0 FTE	9/1/24 6/30/25	\$74,585*
Obwoge, Lamech	Assistant Principal CHS - 1.0 FTE	8/19/24 6/30/25	\$128,673
Peterson, + Richard	T Math CHS - 1.0 FTE	TBD 6/30/25	\$81,185*
Rodrigues, Sabrina	School Psychologist MM - 1.0 FTE	9/1/24 6/30/25	\$68,785*
Rustomji, Patience	T Art TUS - 1.0 FTE	9/1/24 6/30/25	\$70,985*
Ryan, Janie	T 1 DB - 1.0 FTE	9/1/24 6/30/25	\$68,985*
Wagor, Benjamin	T Social Studies CHS - 1.0 FTE	9/16/24 or sooner 6/30/25	\$91,585*
Winstead, Sjocquelyn	Director of Athletics & Student Activities CHS - 1.0 FTE	9/1/24 6/30/25	\$130,925
Zabiega, Andrew	Assistant School Business Administrator DIST - 1.0 FTE	TBD 6/30/25	\$120,000

* Salary based on the SOMEA 2023-24 salary guide
+ Pending receipt of appropriate NJ Certification

4646C. APPOINTMENT OF LEAVE REPLACEMENT STAFF

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

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Doblovsky, Nicholas	LR T Social Studies MM - 1.0 FTE	9/16/24 or sooner 12/6/24	\$61,585*
Bell, Krista	LR T 4 TUS - 1.0 FTE	9/1/24 11/12/24	\$73,585*
Contaldi, Kyle	LR T 4 SB - 1.0 FTE	9/16/24 2/17/25	\$57,985*
Minaian, Laura	LR T Art SB - 1.0 FTE	9/1/24 5/31/25	\$61,585*
Neary,+ Kelsey	LR T 3 SM - 1.0 FTE	TBD 1/31/25	\$64,985*
Rosario, Bryanna	LR T Lang. Arts SOM - 1.0 FTE	9/1/24 6/19/25	\$57,985*

* Salary based on the SOMEA 2023-24 salary guide
+ Pending receipt of appropriate NJ Certification

4646D. RESCIND APPOINTMENT

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

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
McCullough, William	T Industrial Arts CHS - 1.0 FTE	9/1/24 6/30/25	\$92,785*
Snyder, Caroline	T Art TUS - 1.0 FTE	9/1/24 6/30/25	\$61,585*

4646E. SUSPENSION

NAME	EFFECTIVE DATE
Employee #4599	9/1/24-6/30/25 (Unpaid and without benefits)

4646F. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Amato, Brielle	LR T Elem (KDG) TUS - 1.0 FTE	8/29/24	9/1/24
Draper, Eshaya	Multi-Media Communications Specialist DIST - 1.0 FTE	8/29/24 or sooner	8/26/24
Erdman, Lauren	LR T Elem (Gr. 2) SM - 1.0 FTE	8/29/24	9/1/24

Goodstone, Seth	T Math MM - 1.0 FTE	8/29/24	9/1/24
Hood, Miranda	LR T Elem (Gr. 5) SM - 1.0 FTE	8/29/24	9/1/24
Paquette, Destiny	LR T Elem (Gr. 2) SM - 1.0 FTE	8/29/24	9/1/24
Pryor, Sydney	LR T Elem (KDG) SB - 1.0 FTE	8/29/24	9/1/24
Wilson, Claire	T Music SOM - 1.0 FTE	8/29/24	9/1/24

4646G. TRANSFERS/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Nicosia, Nicole	T SPED/INC&POR MM - 1.0 FTE	School Psychologist CHS - 1.0 FTE	TBD 6/30/25
Ris, Elana	Academic Intervention (Math) SB - 1.0 FTE	T SPED/INC (KDG) SB - 1.0 FTE	9/1/24 6/30/25
Simpson, Marjhani	T SPED/INC MM - 1.0 FTE	T SPED/LLD MM - 1.0 FTE	9/1/24 6/30/25
Tapia-Vargas, Arelis	Social Worker (Non-CST) CLIN - 1.0 FTE	Social Worker-Reg. Ed./ Field Supv CHS - 1.0 FTE	10/1/24 6/30/25

4646H. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Femenella, Matthew	T SS CHS - 1.0 FTE	9/3/24-11/25/24 (Unpaid NJ FLA)
Formichella, Michael	T PE/H SOM - 1.0 FTE	9/3/2024-9/26/24 (Unpaid FMLA)
Manikad, Marites	T Math MM 1.0 FTE	9/3/24-10/15/24 (Unpaid NJ FLA) 10/16/24-12/31/24 (Unpaid Personal Leave)
Meola, Joseph	T SS MM - 1.0 FTE	9/16/24-12/6/24 (Unpaid NJ FLA)
Simon, Amy	T 3 SM - 1.0 FTE	9/3/24-1/31/25 (Paid Medical Leave)
Stokes, Katherine	T SPED/INC SM 1.0 FTE	9/1/24-9/10/24 (Paid Maternity Leave) 9/11/24-12/3/24 (Unpaid FMLA) 12/4/24-6/30/25 (Unpaid Childcare Leave)

Van Wert, Cynthia	T SPED/EBR TUS 1.0 FTE	9/1/24-9/10/24 (Unpaid NJ FLA) 9/11/24-6/30/25 (Unpaid Childcare Leave)
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4646I. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Pociask, Elizabeth	Asst/JV. Coach, Soccer Girls CHS - 1.0 FTE	9/1/24 11/30/24	\$5,614
Maggiore, Molly	Freshman/Asst. Coach Field Hockey CHS - 1.0 FTE	9/1/24 11/30/24	-\$3,811
Bernard-Awume, Joana	Step Club CHS - 1.0 FTE	9/1/24 6/30/25	\$3,223
Dyer, James	Subject Leader: ELA HS CHS - 1.0 FTE	9/1/24 6/30/25	\$3,335
Johnson, Monica	Subject Leader: ELA MS MM - 1.0 FTE	9/1/24 6/30/25	\$3,335
Rowe, Amy	Subject Leader: ELA MS SOM - 1.0 FTE	9/1/24 6/30/25	\$3,335
Meng, Liping	F.L.E.S Advisor CHS - .5 FTE	9/1/24 6/30/25	\$2,257
Pena Pascual, Raysa	F.L.E.S Advisor CHS - .5 FTE	9/1/24 6/30/25	\$2,257
Abella, Linda	Team Leader, 6A SOM - 1.0 FTE	9/1/24 6/30/25	\$5,944
Squires, Jessica	Team Leader, 6B SOM - 1.0 FTE	9/1/24 6/30/25	\$5,944
Keegan, Laura	Team Leader, 6C SOM - 1.0 FTE	9/1/24 6/30/25	\$5,944
Guastella, Frank	Team Leader, 7A SOM - 1.0 FTE	9/1/24 6/30/25	\$5,944
Chirlo, Nicole	Team Leader, 7B SOM - 1.0 FTE	9/1/24 6/30/25	\$5,944
LiPuma, Elizabeth	Team Leader, 7C SOM - 1.0 FTE	9/1/24 6/30/25	\$5,944
McGlotten, Lynn	Team Leader, 8A SOM - 1.0 FTE	9/1/24 6/30/25	\$5,944
Elson, Anna	Team Leader, 8B SOM - 1.0 FTE	9/1/24 6/30/25	\$5,944
Rowe, Amy	Team Leader, 8C SOM - 1.0 FTE	9/1/24 6/30/25	\$5,944
Pasquale, Chelsea	Orchestra SOM - .5 FTE	9/1/24 6/30/25	\$1,661.50
Wilson, Claire	Orchestra SOM - .5 FTE	9/1/24 6/30/25	\$1,611.50
Ezzo, Jacob	Choral SOM - 1.0 FTE	9/1/24 6/30/25	\$3,323

Cadet, Jason	Model UN SOM - 1.0 FTE	9/1/24 6/30/25	\$2,834
Barnhart, Joanna	Student Council SOM - 1.0 FTE	9/1/24 6/30/25	\$2,834
DeLeon, Christina	Newspaper SOM - .5 FTE	9/1/24 6/30/25	\$1,367
Hillman, Brandon	Newspaper SOM - .5 FTE	9/1/24 6/30/25	\$1,367
Catalano, Giulia	Yearbook SOM - 1.0 FTE	9/1/24 6/30/25	\$2,834
Shoats, SantaMaria	MLKA SOM - .5 FTE	9/1/24 6/30/25	\$1,380
Noble, Elyssa	MLKA SOM - .5 FTE Intramural SOM - 1.0 FTE	9/1/24 6/30/25 9/1/24 6/30/25	\$1,380 \$9,594
Chirlo, Nicole	Science Fair SOM - 1.0 FTE	9/1/24 6/30/25	\$3,323
Wyche, Rhonda	Elementary Subject Leader:ELA MAR - 1.0 FTE	9/1/24 6/30/25	\$3,335
Rotondo, Stephanie	Elementary Subject Leader:Math MAR - 1.0 FTE	9/1/24 6/30/25	\$3,335
Barr, Tanya	Bus Duty MAR - .33 FTE	9/1/24 6/30/25	\$1,269.75
Grosholz, Marci	Bus Duty MAR - .33 FTE	9/1/24 6/30/25	\$1,269.75
Grutta, Ashley	Bus Duty MAR - .33 FTE	9/1/24 6/30/25	\$1,269.75
Intile, April	Bus Duty MAR - .33 FTE	9/1/24 6/30/25	\$1,269.75
Kaplan, Deb	Bus Duty MAR - .33 FTE	9/1/24 6/30/25	\$1,269.75
Martin, Shira	Bus Duty MAR - .33 FTE	9/1/24 6/30/25	\$1,269.75
Martinez, Josue	Bus Duty MAR - .33 FTE	9/1/24 6/30/25	\$1,269.75
Scates, Jennifer	Bus Duty MAR - .33 FTE	9/1/24 6/30/25	\$1,269.75

4646J. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Pierce, Kyndell	Acting Assistant Principal MAR - 1.0 FTE	7/26/24 TBD	+\$1,606	\$108,679

4646K. CURRICULUM WRITERS (see attached)

4646L. APPROVE JOB DESCRIPTION (see attached)

New: Preschool Fiscal Specialist. Preschool Relief Teacher

Stipend Position - Counselor Leader Grade 6-12

4647A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2024-2025 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DEGREE
Massey, Kenya	Columbia University	BA

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DEGREE
Alexander, Katarina	Queens College	BA
Selim, Mira	Tanta University	BA

4647B. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2024-2025 SCHOOL YEAR

STATE CERTIFIED TEACHER

Certified substitute teacher and substitute teacher with state substitute certificate at \$175 per day.

NAME	DEGREE	CERTIFICATION
Arlene Aguirre	MA	ESL/Elementary
Esther Anderson	BS/MS	CE-T General Business Studies
Erin Blaine	MA	T Art
Susan Boni	BS	T Mathematics
Jon Campbell	MA	T Social Studies
Marcus Cushnie	MA	CEAS - TOSD/Elementary K-6
Carla DeStefano	BS	Teacher of the Handicapped
Lauren Erdman	BS	T Elementary
Melanie Fazio	BA	CEAS -T Elementary
Willie Freeman	BA	T Social Studies
Peter Henderson	BS	CEAS - T Music
Susan Hirsh	BA	T Elementary
David Huemer	BA	T Social Studies
Philomenia Jenkins	BA/MA	Supervisor
Kathleen Lamkin	BA	T Elementary
Alexis Lashinsky	BA/MA	Supervisor
Elizabeth Nolet	BA/MS	School Social Worker
Martha O'Connor	MS	T Elementary
Destiny Paquette	BA	CE - Elementary K-6
Taylor Popola	BA	CEAS - TOSD/Elementary K-6
Jeffrey Porter	BA	CEAS Elementary K-6
Robert Radliff	MA	CE - T Music
Leslie Rugbeer	MA	TSD/Elementary
Audrey Schaefer	MA	CE - TOSD/CEAS - Elem K-6
Carmen Sierra	MA	School Social Worker

Kevin Smith	MA	T Elementary
Michael Steiner	BA	T Science and T Math
Dawn Tighe	BA	T Science and T Math
Robert Toussaint	BA	CE - T ESL
Gina Zimmerman	MA	CEAS - Elementary K-6

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	DEGREE
Nehal Abdelmoneim	BA
Adikat Adenihun	BA
N'Adom Appiah-Pipim	BA
Jennifer Arrington	BA
Sergio Artilles	BS
Decereste Auguste	BS
Adebukola Balogun	BS
Elizabeth Berwind	BA
Selica Blagrove	Ed.M
Christopher Boudewyns	MA
Halifa Bradford	MA
Desiree Brooks	MS
Socia Brown	BA
Nancy Burbano	BS
Michelle Butz	BFA
Jennifer Christensen	BA/MS
Molly Desir	BA
Ryan Downey	BA
Robert Ellis	BA
Hany Eltarazy	BS
Kayla Fleming	BS
Jacob Forbes	BS
Anthony Geraci	BA
Uriah Golding	BS
Douglas Greenfeld	MA
Scott Greenstone	BA
Jill Hammarberg	BFA
Emily Harvey-Lee	BA
Cynthia Herbert	BA
Conrad Howell	BS
Dwayne Jackson	BA
Erica Janetta	MA
Rachel Jean	BA
Olivia Kalin	MA
Melody Larkins	BS/MBA
Shamara Larkins	BA
India Lebby	BA
Patricia Lewis-Johnson	MBA
Dennis Loesch	BA
Vernon Miller	BA

Shara Morrow	BS
Sherry Munford	BS
Alhassan Musah	MA
Benjamin Olinsky	BA
Christopher Pappalardo	BA
Patricia Payne	BA
Sabrina Riley	BS/MPA
Alex Simon	BA
Maxim Soloman	BA
Christina Tarazy	BS
Ninon Thomson	BA
Paul Valerius	BA
Stana Vasilic	BA
John Vogt	BA
Debra West	BA
Jack Wilde	BS
Eillaen Wright	BS
Lydia York	PHD

NON-DEGREE AND STATE SUBSTITUTE CERTIFICATE

NAME	
Rosa Artiles	Simon Dieunel
Christina Benevento	Rashel Gonzalez
Ericka Blythe	Mateo Green
Karen Beno	Trixie Guy
Karen Bonilla	Erin Harper
Joshshena Bonds	Idrissa Matthews
Austin Caceres	Marcell McNeil
Aidan Cooper	Rachael Metka
Alexander David	Jasmine Quraishi
Tagouia Davis	Diana Shaw
Dejah Maja De Jesus	Andre Weinberger
Matthew Derilus	

4647C. REAPPOINTMENT OF SUBSTITUTE SCHOOL NURSE FOR THE 2024-2025 SCHOOL YEAR PAID AT A DAILY RATE OF \$215

NAME	
Lilyan Cohen	Nkiruka Mgbemena
Hilary Conway	Victoria Pinilis
Elmer Daniels	Lynn Schwartz
Susan Gabeau	Myrna Scott
Scott Greenstone	Nella Weaver
Jenace Hyman	Nancy Weinstein
Judith Konicov	

4647D. REAPPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2024-2025 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$15.63

NAME		
Catherine Cadorette	Sabrina Bethea	Fay Clark
Lisa Fallone	Stacey Maebert	Sandra Richwood
Maria Toledo	Michaia Brown	Nicole Burns
Jeanette Copeland	Christine Williams	Anna Provenzano
Elizabeth Simmons	Tiara Holt	Elyssa Pierre-LeBris

4647E. REAPPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2024-2025 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$15.13

NAME	
Erica Blythe	Melissa Manson
Dejah Maia De Jesus	Cory DuValier
Karen Beno	Patricia Lewis-Johnson

4647F. REAPPOINTMENT OF HOME INSTRUCTORS FOR THE 2024-2025 SCHOOL YEAR PAID AT AN HOURLY RATE OF \$35

- I. All district certificated teachers are permitted to work as home instructors.
- II. The following are out-of-district home instructors.

NAME	
Christopher Aguero	Dolly Cobb
Marian Ezell	Jameelah Mack
Nikkia Moore	

4647G. APPOINTMENT OF OUT OF DISTRICT COACHES FOR THE 2024-2025 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Freer, Sarah	Varsity Asst. Girls Soccer Coach	7/2024 11/2024	\$5,490
Gueye, Ousseynou	JV Assistant Football Coach	7/2024 11/2024	\$6,470

4647H. RESCIND APPOINTMENT OF OUT OF DISTRICT COACHES FOR THE 2024-2025 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Widener, William	Assistant Varsity Football Coach	7/2024 11/2024	\$6,566

4648A. 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].

4648B. 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].

4649A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated July 31, 2024
2. Expense Account Adjustment Analysis dated July 31, 2024
3. Revenue Account Adjustment Analysis dated July 31, 2024
4. Check Register #422762-422981 in the amount of \$17,141,507.83
5. Check Register #200867-200870 in the amount of \$2,233,187.63
6. Check Register #200871 for July 2024 payroll in the amount of \$ 2,355,915.17
7. Treasurer's Reports of June and July 2024

4649B. Certify the Board Secretary's Monthly Financial Report.

4649C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE (S)	LOCATION	ESTIMATED COSTS
Beth Barry Central Office	NJASBO Workshop Green Purchasing & Purchasing	11/13/24- 03/27/25	Whippany, NJ	\$408.80
Ann Bodnar Central Office	Innovative School Summit Price increase	07/07/24- 07/12/24	Las Vegas, NV	\$3,293.99
Zoila Correa Central Office	Innovative School Summit Price increase	07/07/24- 07/12/24	Las Vegas, NV	\$3,293.99
Lynn Irby South Orange Middle	Empowering Black Excellence	11/20/24- 11/24/24	Atlanta, GA	\$2,540.83
Dr. Donovan Smalls South Orange Middle	Empowering Black Excellence	11/20/24- 11/24/24	Atlanta, GA	\$2,331.08
Shannon Glander Seth Boyden	NJPSA/FEA/NJASCD Fall Conference	10/17/24- 10/18-24	Atlantic City, NJ	\$477.74
Corrina Parsio Columbia High School	NJPSA/FEA/NJASCD Fall Conference	10/15/24- 10/18/24	Atlantic City, NJ	\$1,221.30
Stanley Valles Central Office	SRO/Liaison Training	12/9/24- 12/13/24	Morristown, NJ	\$535.07
Lavonne Wallace Clinton School	NJPSA/FEA/NJASCD Fall Conference	10/15/24- 10/17/24	Atlantic City, NJ	\$832.94
Kendra Wolsky Central Office	Transporting Students with Disabilities (date change)	09/10/24- 10/22/24	Virtual	\$668.00
TOTAL				\$15,603.74

4649D. Approves the following provider(s) for the service indicated for the 2024-2025 school year:

Provider Name	Service	Rate
Jeannine Contreras Maplewood, NJ	Behavior Therapy	\$50.00/hour
Derrick T. Mckie East Orange, NJ	Behavior Therapy	\$50.00/hour

4649E. Approves the use of the following vendors in excess of the \$44,000 for the 2024-2025 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
Alliance Commercial Pest Control	Extermination / Pest Control Services	CO-OP
Atra Janitorial Supply Company, LLC	Custodial Supplies	CO-OP
BSN Sports, LLC	Athletic Equipment	CO-OP
CDWG	Technology	CO-OP
Curriculum Associates, LLC	Textbooks	Other
Direct Energy Business	Utilities	Other
Dyntek Services, Inc.	Technology	State Contract
Great Minds PBC	Curriculum Textbooks	Other
Keyboard Consultants, Inc	Technology	CO-OP
Lakeshore Learning Materials	Classroom & Library Supplies	State Contract
Metropolitan Telecommunication	Telephone Services	Other
Newsela, Inc.	Digital Educational Materials, Textbooks	Other
Powerschool Group, LLC	K-12 Software	Other
Public Service Electric & Gas	Utilities	Other
School Specialty, LLC	Classroom & Library Supplies	State Contract
Smith System Mfg. Co	Furniture	CO-OP

Spruce Industries	Custodial Supplies & Equipment	CO-OP
Verizon Wireless	Telephone Services	Other
Vista Higher Learning, Inc.	Textbooks	Other
Liberty Transportation & Storage Co. Inc	Moving and Storage	CO-OP

4649F. Accepts State Nonpublic Auxiliary Services (Chapter 192) and Handicapped Services (Chapter 193) Aid Entitlement Funds for 2024-2025 for a total amount of \$117,636.00 allocated as follows:

<u>NP Auxiliary Services</u>	<u>Rate/Pupil</u>	<u>Pupils</u>	<u>State Aid</u>	<u>Allocation</u>
*Compensatory Education	\$1,070.33	43	\$37,280.00	
*E.S.L.	\$1,090.00	0	\$0.00	
*Transportation	\$0	0	\$0.00	
Total Auxiliary Services				\$37,280.00

* Prorated at 81.00%

<u>NP Handicapped Services</u>	<u>Rate/Pupil</u>	<u>Pupils</u>	<u>State Aid</u>	<u>Allocation</u>
*Initial Exam & Class.	\$1,326.17	22	\$29,176.00	
*Annual Exam & Class.	\$380.00	17	\$ 6,460.00	
*Corrective Speech	\$930.00	17	\$15,810.00	
*Supplemental Instruction	\$826.00	35	\$28,910.00	

Total Handicapped Services **\$80,356.00**

TOTAL 192/193 Allocation **\$117,636.00**

*Prorated at 100.00%

4649G. BE IT RESOLVED THAT this memorandum of understanding (MOU) is made and entered into between the South Orange-Maplewood School District and South Orange Village. This agreement would establish the Baird Community Center as an off-site shelter location for South Orange Middle School and terms of use, in the event of an evacuation of the students and staff of the South Orange Middle School. Facilities would be used for such situations where it is not safe that the population of the school remain in that building. Some examples of the need to relocate might be a bomb threat, loss of utilities (Power, Water, Gas), or a suspicious package; and

Whereas, the South Orange-Maplewood School District will make every effort to notify the Baird Community Center of evacuation possibilities with as much notice as possible. Contact information

between the two parties shall be maintained in an appendix of the District Safety Plan and is considered confidential information and is not subject to public disclosure; and

Whereas, South Orange Village agrees to open their building located at Baird Community Center, 5 Mead St South Orange, NJ 07079, to provide shelter and assistance to students and staff evacuated during emergency situations, when the students and staff have a need to be sheltered. The Baird Community Center has a capacity to accommodate approximately [750] people; and

Whereas, South Orange Village understands that their organization will be responsible for opening the building (The receiver acknowledges that, in the unlikely event that their facility is closed and locked, the police or fire department would be permitted to enter in order to prepare for the arrival of the relocating school). The receiver understands that the relocation is an emergency and will take precedence over all scheduled activities, and that they would be required to maintain personnel or staff at the location. Accessibility to restrooms, refrigerators (if available), kitchens (if available), HVAC and an area with phone and internet connection (if available) for South Orange Middle School administrative personnel to use, is critical. The South Orange Middle School will provide supervision for all students, by its faculty and staff, during the time that the facility is used as an emergency shelter site; and

Whereas, The South Orange-Maplewood School District agrees that it shall exercise reasonable care in the conduct of its activities in said facilities and further agrees to replace or reimburse South Orange Village for any items, materials, equipment or supplies that may be used by the district in the conduct of its sheltering activities in said facilities; and

Whereas, The South Orange-Maplewood School District will be responsible for replacing, restoring or repairing damage occasioned by the use of any building, facilities or equipment belonging to South Orange Village; and

Whereas, The South Orange-Maplewood School District will reimburse South Orange Village for any bona fide expenditure of personnel required to maintain the facility, including overtime costs, upon production of receipts or time sheets. South Orange-Maplewood School District will not pay any operational or administrative fees to South Orange Village; and

Whereas, The South Orange-Maplewood School District shall provide any and all releases of information to the media through the Superintendent. Requests for interviews or information submitted to South Orange Village shall be directed to the South Orange-Maplewood School District Superintendent of Schools; and Nothing in this MOU is intended to conflict with current laws or regulations of the United States of America, State of New Jersey or local

government. If a term of this agreement is inconsistent with such authority, then that term shall be invalid, but the remaining terms and conditions of this MOU shall remain in full force and effect.

NOW THEREFORE, in consideration of this agreement shall become effective on August 29, 2024 and may be modified upon the mutual, written consent of the parties.

The terms of this agreement, as modified with the consent of both parties, shall be self-renewable for a period of three (3) years from the end date of the agreement unless written termination is given by either party. Either party, upon sixty (60) days written notice to the other party, may terminate this agreement.

4649H. Accepts the donation of two adjustable treatment tables (approximate value \$979.00 each) from Seton Hall University to the Columbia High School Athletic Department.

4649I. Accepts a donation to Columbia High School in the amount of \$8,995.00.

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

20-068-200-890-CH-5900-	Columbia High School	\$8,995.00
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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.

4649J. Accepts a donation to the Parenting Center in the amount of \$125.00.

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

20-019-200-890	Parenting Center	\$125.00
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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.

4649K. Accepts donations to Marshall Elementary School in the amount of \$1,726.00.

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

20-046-200-890-MR-5900	Marshall School	\$1,726.00
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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.

- 4649L. Accepts the donation of art and music supplies and equipment from the Music and Arts Education Project, Inc. for K-5 Art and Music programs district-wide. The donated value of the supplies is \$4,928.77.
- 4649M. Approves the emergency repair of the gym ceiling at Columbia High School.
- 4649N. Approves the emergency repair of the Columbia High School B-Wing roof.
- 4649O. Approves the emergency repair of the Columbia High School Elevator.
- 4649P. Approves the emergency installation of water pumps at South Mountain Elementary School to increase the water pressure in the building.
- 4649Q. WHEREAS, that the Board of Education of the South Orange and Maplewood School District, accepts and approves the withdrawal of capital reserve for other capital projects in the 2024-2025 budget and;

The projects include the Columbia High School Auxiliary Gyms A113 & A117 (\$687,515), replacement of the Columbia High School Stage Rigging (\$2,000,000) and renovation/repairs to the Columbia High School elevator (\$355,621). The total cost of these projects is \$ 3,043,136.00 which represents expenditures for construction elements or projects that are in addition to the facilities efficiency standards determined by the Commissioner as necessary to achieve the core curriculum content standards.

- 4649R. WHEREAS, that the Board of Education of the South Orange and Maplewood School District, accepts and approves the withdrawal of capital reserve for other capital projects in the 2024-2025 budget and;

The project includes site improvements related to water intrusion at Seth Boyden Elementary School. The total cost of this project is \$500,000.00 which represents expenditures for construction elements or projects that are in addition to the facilities efficiency standards determined by the Commissioner as necessary to achieve the core curriculum content standards.

- 4649S. Approves the following change orders 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.	12	\$405,510 (contract increase)
	13	\$492,804 (contract decrease)
	14	\$355,621 (contract decrease)

4649T. 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	4	\$ 20,000 (Steel Allowance) \$104,175 (Contract Increase) \$117,616 (General Allowance) \$ 42,890 (Piping Allowance)

4649U. Awards the contract for Lunch Monitor Services for the 2024-2025 school year to Precision Human Resource Solutions, Inc. of Bryn Mawr, PA at the following hourly rates:

- Lunch Monitor \$26.10/hour
- Lead Monitor \$28.28/hour
- Supervisor \$42.00/hour

4649V. Renews the contract with Fire Security Technologies of Lebanon, New Jersey for Fire Alarm Services for the 2024-2025 School Year in the amount of \$7,560.00 and for services outside of the scope at the following rates:

\$165.00 per hour weekdays
\$247.00 per hour weekend/night

4649W. Accepts FY 2025 Individuals with Disabilities Education Improvement Act entitlement funds as follows:

- Part B Allocation \$1,649,376.00
- Preschool Allocation \$ 48,196.00

4649X. Authorize the following Club(s), Parent Organization(s) and PTA(s) be covered as additionally insured under the District's NJSIG policy for the 2024-2025 school year.

Parent Organization

Columbia High School Softball Boosters

4649Y. Approves the following Organizational Appointments for the 2024-2025 School Year:

1. Approve Kathleen Gesumaria as District Liaison for the Education of Homeless Children (per N.J.A.C. 6A:17-2.5).
2. Approve Kathleen Gesumaria as the Liaison to the Department of Children and Families Division of [Child Protection and Permanency](#).
3. Approve Kathleen Gesumaria as the District ADA/504 Compliance Committee Coordinator for students.
4. Approve Melissa Beattie as the Treasurer for the school district.

5. Approve Stanley Valles, Director of School and Community Safety and Kerri Waibel, Director of Access and Equity as School Safety Specialists for the District.
6. Appoint Superintendent Jason Bing as Board Secretary and authorize him to sign checks, notes, drafts, bills of exchange, acceptance, undertakings or other orders for payment of money, September 1-September 15, 2024.
7. Appoint Superintendent Jason Bing as the Qualified Purchasing Agent and authorize him to negotiate and award contracts pursuant to NJSA 18A:18A-3, September 1- September 15, 2024.
8. Appoint Superintendent Jason Bing as the Custodian of Records for the school district, September 1 - September 15, 2024.
9. Appoint Superintendent Jason Bing as the Public Agency Compliance Officer for the school district, September 1 - September 15, 2024.
10. Appoint Interim Business Administrator Emidio D' Andrea as Board Secretary and authorize him to sign checks, notes, drafts, bills of exchange, acceptance, undertakings or other orders for payment of money, September 16, 2024-June 30, 2025.
11. Appoint Interim Business Administrator Emidio D' Andrea as the Qualified Purchasing Agent and authorize him to negotiate and award contracts pursuant to NJSA 18A:18A-3, September 16, 2024-June 30, 2025.
12. Appoint Interim Business Administrator Emidio D' Andrea as the Custodian of Records for the school district, September 16, 2024-June 30, 2025.
13. Appoint Interim Business Administrator Emidio D' Andrea as the Public Agency Compliance Officer for the school district, September 16, 2024-June 30, 2025.

4650A. Approves the settlement agreement for Student ID #4388212646 and authorizes the Board President to execute the settlement agreement.

4650B. Approves the settlement agreement for Student ID #2599243683 and authorizes the Board President to execute the settlement agreement.

4651A. Adopt Board Policy 0131 Bylaws, Policies, and Regulations.

4651B. Adopt Board Policy 2260 Equity in School and Classroom Practices.

4651C. Adopt Board Policy 7610 Vandalism.

4652. 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>
6397190573	CHS	9 th
1902814865	SB	5 th
8487885854	TUSC	3 rd

4653. Approves the revised Board of Education Committee Liaisons for the 2024 calendar year as presented.

4654. Approves the settlement agreement with employee 4749 and authorizes the Board President to execute the settlement agreement.

4655. WHEREAS, The New Jersey Anti-Bullying Bill of Rights Act (ABR), also known as P.L. 2010, Chapter 122, was established by the New Jersey legislature in 2011 to combat bullying in public schools throughout the state. The updated legislation significantly enhanced the anti-bullying framework by refining the definition of bullying, which had been broadly defined in 2002 as any action that caused harm to a student. The revised law expanded the definition of bullying, as any action that creates a hostile school environment or infringes on a student's rights at school. Additionally, the ABR was amended on March 26, 2012, in part, to include provisions for funding of certain activities required under the bill. Compliance with the ABR is required by state law.

Most recently, the 2023 New Jersey Anti-Bullying Task Force (ABTF) report confirmed incidents of HIBs and bias, including cyberbullying and hate speech, are at the highest levels the state has seen since it started collecting data in 2018.

The South Orange-Maplewood Board of Education supports anti-bullying and has updated its policies to comply with the ABR Act. Schools require ongoing modern strategies to establish anti-bullying and climate and culture efforts that will create positive outcomes for students; and WHEREAS, it is the right of every child, to access a free public K-12 education and the District welcomes and supports all students;

WHEREAS, the South Orange-Maplewood Board of Education supports anti-bullying, has updated its policies to comply with the ABR, and supports the district's commitment to creating a welcoming, inclusive and safe school environment for our students, staff, families, and caregivers;

WHEREAS, The New Jersey ABR Act (P.L. 2010 Chapter 122) was established to combat bullying, bias and hate-speech, and was amended to provide funding of certain activities required under the bill, and state law N.J.S.A 18A:37-13 that requires compliance;

WHEREAS, ABR Funding has not been provided by the state of New Jersey to the South Orange-Maplewood School District since the 2013-2014 school year.

WHEREAS, the South Orange-Maplewood Board of Education is committed to creating a welcoming, inclusive and safe school environment for our students, staff, families, and caregivers.

WHEREAS, it recognizes data shows students are struggling with their mental health now more than ever and the rise of social media usage has contributed to this issue. Adolescents who experience cyberbullying are four times more likely to report suicidal thoughts and attempts than those who do not (Arnon et al., 2022). Per the ABTF report, school staff, as well as parents and caregivers, would benefit from professional learning, resources, and guidance to assist in navigating this topic.

WHEREAS, receiving ABR funds from the state of New Jersey would enable the District to offset the costs of mandated anti-bullying curriculum, enhance staff and teacher training in suicide prevention and in-school safety teams/measures, support anti-bullying specialists, expand youth mental health support measures and address the shortage of ABS staff, thereby improving our universal supports for all students, as well as responsiveness to students who require a higher level of support.

THEREFORE, BE IT RESOLVED, that the South Orange Maplewood Board of Education School District reaffirms its support for the Anti-Bullying Bill of Rights Act; and

BE IT FURTHER RESOLVED, that the South Orange Maplewood Board of Education School District supports the Anti-Bullying Task Force's request for the state of New Jersey to provide \$5 million in funding for the Anti-Bullying Bill of Rights Act to support all schools' anti-bullying efforts statewide. Our District's goal is to secure a grant of \$100,000 to provide comprehensive anti-bullying programs and resources, ensuring every student has access to the support they need to feel safe, valued, and empowered in our schools.

ROLL CALL: Motion 4646A-L, 4647A-H, 4648A-B, 4649A-Y, 4650A-B, 4651A-C, 4652, 4653, 4654, 4655 PASSED YES: Callahan, DuVall Wilson, Gifford, Meyer, Sackett-Gable, Telesford, Vadlamani NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

None.

NEW BUSINESS

At her last Board Meeting for the South Orange Maplewood Board of Education, the Acting Business Administrator/Board Secretary made the following statement ahead of her retirement:

This district has the ability to be great and do great things. However, when some members of the Board allow themselves to be influenced by outside forces, it undermines the Administration's ability to accomplish these things. The role of the Board is to govern and set policy; it is not their role to manage

the day-to-day operations of the district. When some members of the Board overstep this boundary, the ability of administration to do their job is compromised, and the district is feeling the negative impact of this.

There are a few people I would like to acknowledge: Board President Telesford, First Vice President Vadlamani, and Board Member Meyer. I appreciate your support of the Business Office, and I thank you for that. To the Senior Leadership Team, I wish you all the luck in the world going forward. Mr. Bing, thank you for allowing me to barge into your office and bother you. I hope I wasn't too much of a nuisance. I appreciate your support and I wish you luck as well. I would be remiss if I didn't mention Mr. Jerry Ford, Mr. Tom Giglio, and Mr. Stanley Valles for their knowledge and support, as well as the support of their staff. It is greatly appreciated.

Finally, to the staff of the Business Office, their knowledge and commitment to doing the right thing is something I appreciate and want to acknowledge. I want to thank them for their support not only for the last two months but for the last nine years that I have been here. I could not have done this job without them but most importantly I want to thank them for their friendship because really without that I am not sure I could have done this job at all.

Future Meetings

Board President Telesford made the following motions:

The Board of Education will meet in Public Session on Thursday, September 26, 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 9:34 p.m.

Andrea Del Guercio, Asst. Board Secretary