

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

A Regular Meeting of the Board of Education of South Orange-Maplewood was held in the District Meeting Room at the Administration Building, 525 Academy Street, Maplewood, New Jersey as well as utilizing the online video conference platform on November 21, 2024.

Board President Qawi Telesford called the meeting to order at 6:35 p.m.

ROLL CALL: Present: Board Member Callahan, Board Member DuVall Wilson, Board Member Eckert, Board Member Gifford (virtual), Board Member Meyer, Board Member Sackett-Gable, Board President Telesford, Board Member Vadlamani, Board Member Wittleder

Absent: None

*NINE 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.

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, November 21, 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 "(4) Any collective bargaining agreement, or the terms and conditions of which are proposed for inclusion in any collective bargaining agreement, including the negotiation of terms and conditions with employees or representatives of employees of the public body."

WHEREAS, the length of the Executive Session is estimated to be forty five (45) 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, second by Board Member Callahan to adjourn to Executive Session. Motion unanimously approved.

**Board Members adjourned to Executive Session at 6:39 p.m.**  
**Board Members reconvened at 7:48 p.m.**  
**Student Representatives Present**  
**Nine Voting Members Present**

Mr. Curtis Grayson, III Visual Artist and Art Educator at Columbia High School presented a video displaying the work that he was selected to present at the prestigious African Cuban "Bienal de la Habana" in Havana, Cuba. Selection for the Biennial is highly competitive, with curators choosing artists whose work speaks to global themes and cultural dialogue. Mr. Grayson showcased his art that will be exhibited in Havana's Wifredo Lam Contemporary Art Museum. The work will become part of the institution's permanent collection.

BOARD RECOGNITIONS - *Oliver Nesin, Student Representative*

NAME/SCHOOL	RECOGNITION
<p><b>Ms. Abiodun Banner</b>  Admin Intern at Columbia High School</p> <p>Submitted by Lamech Obwoye  Asst. Principal at Columbia High School</p>	<p>Ms. Banner has been a tremendous help to the CHS administrative team during her leadership program internship. She's taken the lead on attendance and discipline and set up key systems that have made high school workloads easier and more efficient. CHS administration is very grateful for her dedication and hard work.</p>

<p><b>Ms. Tashmirah Kelly-Lewis</b> Montrose Early Childhood Center</p> <p>Submitted by Leroy Johnson, III Director of Early Childhood Education</p>	<p>We are eager to recognize Ms. Tashmirah Kelly-Lewis, preschool inclusion teacher at Montrose Early Childhood Center, for her exceptional dedication to preschool education. With her boundless enthusiasm, creativity, and care, she fosters a nurturing and engaging learning environment where children feel safe, valued, and inspired to explore the world around them.</p> <p>Ms. Kelly-Lewis consistently goes above and beyond to support the intellectual, social, and emotional development of every child. Her innovative teaching methods, patience, and ability to adapt to each student's unique needs make learning a joyful and meaningful experience. The positive impact she has on her students and their families is truly immeasurable.</p>
<p><b>Mrs. Marcia Hicks</b> Columbia High School</p> <p>Submitted by Kerri Waibel Director of Access &amp; Equity</p>	<p>We are proud to recognize Marcia Hicks for her outstanding work in developing an AP Core presentation to support students in their Advanced Placement courses, particularly those taking AP classes for the first time. This program was designed to support students of color in their academic endeavors by creating a community and connecting students with resources.</p>
<p><b>Mr. Curtis Grayson</b> Art Teacher Columbia High School</p> <p>Submitted by James Manno Supervisor of Fine &amp; Performing Arts</p>	<p>We recognize the amazing work of Mr. Curtis Grayson, art teacher at Columbia High School, for being selected as a visual artist for the prestigious 15th African Cuban Biennial in Cuba. His artwork will be exhibited and permanently installed at the Central Contemporary Art Museum of Wilfredo Lam in Havana, Cuba. This special exhibition runs from November 15 through February 28.</p> <p>Mr. Grayson and 24 other artists from the United States will also be featured at the Casa de Africa and the Central Contemporary Art Museum of Wilfredo Lam during a reception on November 16, 2024. Mr. Grayson's talent and</p>

	<p>contributions to contemporary art are amazing recognitions that make Columbia High School and our school district very proud.</p>
<p><b>Dr. Bean-Folkes</b> Curriculum &amp; Instruction</p> <p>Submitted by Dr. Jane Bean-Folkes Supervisor of Fine &amp; Performing Arts</p>	<p>Dr. Bean-Folkes recently made an outstanding contribution to education through her presentation at the New York State Reading Association. Her paper, <b><i>A Gradual Release Model to Teach Comprehension Strategies in Asynchronous Classrooms</i></b>, introduces an innovative approach to building students' metacognition and improving text comprehension in online, asynchronous learning environments.</p>
<p><b>Varsity Field Hockey Team</b> Columbia High School</p> <p>submitted by Stephanie Rivera CHS Field Hockey Head Coach</p>	<p>The 2024 Columbia High School Varsity Field Hockey Team for an exceptional season, earning the first winning record in over two decades (10-9), secured double-digit wins for the first time since 2019, and set a new Blue Division record of 9-3, surpassing the previous best of 6-3.</p> <p>These accomplishments were made possible through the players' dedication, teamwork, and commitment to supporting one another on and off the field.</p> <p>Congratulations to the players, led by their captains and coaches Stephanie Rivera and Marissa Buzar, for making CHS history and inspiring us all with their hard work and success.</p>
<p><b>Janine Guida Poutre</b> South Mountain Elementary</p> <p>Submitted by Janine Guida Poutre South Mountain Elementary</p>	<p>Thank you to Janine Guida Poutre, who was recently appointed to the South Orange Public Library's board as a liaison to our school district. Over the next five years, she will do an excellent job at strengthening our relationship with South Orange's library system.</p>
<p><b>Donna Friedrich &amp; Vanessa LaForest</b> Seth Boyden Elementary School</p>	<p>A large thank you goes to Donna Friedrich and Vanessa LaForest for leading the 5th graders in organizing the annual Ruby Bridges Walk</p>

<p>Submitted by Maureen Davenport &amp; Shannon Glander, Seth Boyden Administrators</p>	<p>to School Day for the second year in a row.</p> <p>This event has explained Ruby Bridges' historic courage and resilience in the fight against injustice, serving as an enduring symbol of hope and progress. Students engaged in thoughtful discussions and explored actionable ways to combat racism and bullying, reflecting on Ruby's legacy and her relevance today. The students even suggested that the elementary school Ruby Bridges attended be renamed in her honor.</p> <p>Thank you, Ms. Friedrich and Ms. LaForest.</p>
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STUDENT REPRESENTATIVE UPDATE -Asa Glassman

Student Representative Asa Glassman shared updates on the following topics:

- Inconsistencies in student ID enforcement by security at Columbia High School
- Board Committee to meet consistently with Student Representatives to address student life issues and improve communication
- Students at Maplewood Middle School students request for a study hall or teacher advisory period, alongside mandatory meetings with the counseling department to foster relationships with counselors, who are essential resources for support students
- Tour of newly renovated student facilities at Columbia High School

Superintendent Bing shared that student representatives Glassman and Nesin contacted him and Principal Sanchez about being better conduits for the middle school student councils. He has since met with the Maplewood Middle School Student Council and is scheduled to meet with the South Orange Middle School Student Council. A Google Form was also created so student councils can enter and track student concerns and provide answers daily.

SUPERINTENDENT'S UPDATE - Mr. Jason Bing

QSAC RESULTS

Superintendent Bing read the New Jersey Quality Single Accountability Continuum (NJQSAC) District Performance Review (DPR) Placement Results. Mr. Bing congratulated the district and thanked all involved for their contributions.

## PRESENTATIONS

### NJSLA, ACCESS, & DLM ADMINISTRATIVE SUMMARY

Asst. Superintendent of Curriculum & Instruction Ms. Ann Bodnar and Director Dr. Zoila Correa presented the NJSLA, ACCESS, & DLM Administrative Summary. The Presentation detailed the following:

- Our 2023-2024 Action Steps
- NJSLA-ELA (English Language Arts) Results: Spring 2024 Administration
- NJSLA - MAT (Mathematics) Results: Spring 2024 Administration
- NJSLA-SCI (Science)Results: Spring 2024 Administration
- Our 2024-2025 Next Steps
- ACCESS for MLs English Language Proficiency Test Results: Spring 2024 Administration
- What is the Dynamic Learning Map (DLM)
- Dynamic Learning Maps (DLM) Results: Spring 2024 Administration
- DLM & SOMSD
- DLM 2024 - Results

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

### SPECIAL SERVICES DEPARTMENT UPDATE: A PRODUCTIVE PATH FORWARD

As a follow-up to the Special Services Audit Results presented at the October 15, 2024 Board Meeting, Kathleen Gesumaria, Asst. Superintendent of Special Services presented the Special Services Department Update. The presentation included the following:

- Special Services Vision
- Mission and Core Values
- Supervisor Structure
- Collaborative Monitoring Report
- Independent Review
- Action Items: Collaborative Monitoring Report
- District Survey Results
- Department Goals 24-25
- Professional Development
- Paraprofessional Criteria & Fading
- Least Restrictive Environment
- Standard Operating Procedure Review & Development

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

### BUSINESS ADMINISTRATOR'S UPDATE

Interim Business Administrator Emidio D'Andrea read the monthly construction update.

## BOARD PRESIDENT'S UPDATE - *Board President Telesford*

This month, the Board held its first quarterly retreat of the school year, reflecting, planning and strengthening our efforts. We reviewed the Board's role in the budget process with the administration. The district will introduce a new budget calendar and form a budget advisory committee to incorporate valuable community input into our financial planning.

We also reviewed the governance handbook, which clarifies norms and expectations for current and future board members. This step forward establishes a foundation for effective governance that benefits our entire school district.

Congratulations to our teachers, staff, and administrators on our recent NJQSAC scores, reflecting our high performance. Our NJSLA scores review highlights excellent work in enhancing data infrastructure for improved student outcomes. Special services have guided the district effectively to serve all students, particularly in special education.

This month, we discussed policy 8420, with important revisions made for legal compliance and student needs. The policy now explicitly addresses the care of students with IEPs and 504 Plans. Additionally, students will be informed at the start and conclusion of all safety drills that the activity is a drill. To further support students, the policy now includes provisions for age appropriate discussions at the end of each drill to address any questions or concerns. Finally, parents will be notified of drills on the same day so they can have meaningful follow-up conversations with their children if needed.

I would like to acknowledge the South Orange Maplewood Board of Education for recognizing Transgender Day of Remembrance on November 20<sup>th</sup>. This day honors the lives of transgender individuals lost to violence and discrimination. We reaffirm our commitment to inclusivity and respect and stand in solidarity with the LGBTQ Community recognizing the resilience, courage and contributions of transgender individuals within our schools and beyond. Our Board remains dedicated to fostering safe supportive and affirming spaces where all students, staff and families can thrive as their authentic selves. We will continue to champion equity, understanding and dignity of every individual.

In closing, these initiatives, enhanced budgeting processes, stronger governance practices, thoughtful policy update and our continued focus on inclusion and equity reflect our unwavering commitment to transparency, accountability and continuous improvement. With community support, are dedicated to building a school system that prioritizes the success and well-being of every student.

## 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 Yaacov Sheinfeld and Ben Vitale addressed the Board.

COMMITTEE REPORTS

Committee reports from the November 2024 Special Services, Personnel, Finance, Facilities and Technology, Curriculum and Instruction, and Policy Committee meetings were presented by the committee chairs. Minutes for these meetings are available on the district website.

ITEMS FOR ACTION

Motion made by Board President Telesford, seconded by Board Member Vadlamani to Move resolutions 4682-4695 for discussion and voting. Motion unanimously approved.

4682A. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
DeCotiis, Anna	T SPED/INC Gr. 3 SB - 1.0 FTE	1/2/25	5.4
Goglia, Francesca	T Lang. Arts SOM - 1.0 FTE	12/16/24	5.4
Iuliano-Cabrera, Luisa	Assistant Principal CHS - 1.0 FTE	12/31/24	1.5

4682B. 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
Cuomo, Alicia	T SPED/POR TUS - 1.0 FTE	11/22/24 6/30/25	\$86,385*
DellaFave, Jaime	T SPED/ERI SB - 1.0 FTE	1/24/25 or sooner 6/30/25	\$92,785*
Kalafatis, Pothitos-Nikolaos	School Psychologist MONT - 1.0 FTE	12/1/24 6/30/25	\$83,485*



Moody, Imani	Business Administrator/ Board Secretary DIST - 1.0 FTE	TBD 6/30/25	\$178,000
Rimes, Ashanti	T Lang. Arts SOM - 1.0 FTE	1/21/25 or sooner 6/30/25	\$83,885*

\* Salary based on the SOMEA 2023-24 salary guide

4682C. LEAVE REPLACEMENT 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
Scypinski, Vanessa	School Counselor MM - 1.0 FTE	11/11/24 12/4/24	\$64,985*

\* Salary based on the SOMEA 2023-24 salary guide

4682D. 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
Frankel, Erin	T Spanish SOM - 1.0 FTE	TBD 6/30/25	\$76,185*

4682E. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
DeCeglie, Mauro	T PreK/INC MONT - 1.0 FTE	TBD	11/1/24
Massey-Rodriguez, Kenya	T Dance MM - 1.0 FTE	11/25/24 or sooner	12/2/24
Neary, Kelsey	LR T 3 SM - 1.0 FTE	TBD	10/21/24
Nicosia, Nicole	School Psychologist CHS - 1.0 FTE	TBD	11/4/24
Schulster, Steven	T Biology CHS - 1.0 FTE	10/28/24 or sooner	10/30/24

4682F. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Bhatti, Wajiha	T SPED/POR TUS - 1.0 FTE	12/6/24	11/27/24
Neary, Kelsey	LR T 3 SM - 1.0 FTE	1/31/25	3/31/25
Paquette, Destiny	LR T 2 SM - 1.0 FTE	2/7/25	2/14/25

4682G. ADMINISTRATIVE LEAVE

NAME	EFFECTIVE DATE
Employee # 1456	9/1/24-11/30/24 (w/pay)
Employee # 1265	10/9/24-11/11/24 (w/pay)

4682H. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Point-du-jour, Kandice	T Dance CHS - 1.0 FTE	T Dance MONT - 1.0 FTE	12/1/24

4682I. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Ehrlich, Lindsey	T Art SOM 1.0 FTE	10/7/24-12/5/24 (Paid Maternity Leave)
		12/6/24-3/11/25 (Unpaid FMLA)
Fortunato, Amy	T 5 SM 1.0 FTE	3/12/25-5/31/25 (Unpaid Childcare Leave)
		9/1/24-10/25/24 (Paid Maternity Leave)
Goldstein, Kelli	School Counselor MM - 1.0 FTE	10/26/24-11/11/24 (Unpaid Medical Leave)
		11/12/24-2/13/25 (Unpaid FMLA)
Silvestri, Colleen	T 4 TUS - 1.0 FTE	2/14/25-6/30/25 (Unpaid Childcare Leave)
		11/1/24-12/4/24 (Unpaid Medical Leave)
Thomas- Enyeart, Kristie	T SS CHS 1.0 FTE	9/2/24-11/15/24 (Unpaid NJFLA)
		9/24/24-12/11/24 (Paid Maternity Leave)
Wilson, Veronica	T Business CHS 1.0 FTE	12/12/24-3/17/25 (Unpaid FMLA)
		3/18/25-5/25/25 (Unpaid Childcare Leave)
Winkler, Rebecca	T 2 SM 1.0 FTE	1/2/25-1/7/25 (Unpaid FMLA)
		9/16/24-11/12/24 (1/2 day) (Paid Maternity Leave)
		11/12/24 (1/2 day) - 2/14/25 (Unpaid NJ FLA)

## 4682J. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Barnhart, Joanna	Student Council SOM - .5 FTE	10/1/24 6/30/25	\$1,417
Haggerty, Sheila	Model UN SOM - 1.0 FTE	11/1/24 6/30/25	\$2,734
Shoats, SantaMaria	Intramural SOM - .5 FTE	10/1/24 6/30/25	\$4,665
	Student Council SOM - .5 FTE	10/1/24 6/30/25	\$1,380
Noble, Elyssa	Intramural SOM - .5 FTE	10/1/24 6/30/25	\$4,797
Stradford, Lynn	SPED Team Leader: High School CHS - 1.0 FTE	9/1/24 6/30/25	\$5,944
Holloway, Danyelle	Cheerleader Advisor CHS - .5 FTE	12/1/24 2/28/25	\$2,765.50
Lindsey, Aliyaah	Cheerleader Advisor CHS - .5 FTE	12/1/24 2/28/25	\$2,765.50
Whitaker, Thomas	Asst. Coach, Boys Basketball CHS - 1.0 FTE	12/1/24 2/28/25	\$5,614
Sumner, Jacob	Asst. Coach, Girls Basketball CHS - 1.0 FTE	12/1/24 2/28/25	\$5,614
Picillo, Nicholas	Asst. Coach, Wrestling CHS - 1.0 FTE	12/1/24 2/28/25	\$5,614
Guido, Carey	Head Coach, Swimming CHS - 1.0 FTE	12/1/24 2/28/25	\$7,891
Soliman, Monica	Student Council CHS - .5 FTE	9/1/24 6/30/25	\$2,916
	Student Activities CHS - .5 FTE	9/1/24 6/30/25	\$2,483
Brown, Kathleen	Student Council CHS - .5 FTE	9/1/24 6/30/25	\$2,859.50
	Student Activities CHS - .5 FTE	9/1/24 6/30/25	\$2,432.50
Field, Stacey	Bus Duty MONT - 1.0 FTE	11/22/24 6/30/25	\$3,386
Lane-Mega, Lateya	Bus Duty MONT - 1.0 FTE	11/22/24 6/30/25	\$3,386
Barr, Tanya	Bus Duty MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75
Grosholz, Marci	Bus Duty MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75
Grutta, Ashley	Bus Duty MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75
Intile, April	Bus Duty MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75
Kaplus, Deb	Bus Duty MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75

Martin, Shira	Bus Duty MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75
Martinez, Josue	Bus Duty MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75
Scates, Jennifer	Bus Duty MAR - .375 FTE	9/1/24 6/30/25	\$1,269.75

4682K. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Hamilton, Erik	T PE/H CHS - .2 FTE	10/1-10/31/24 (21 days)	\$68.43 (per day)	\$1,437.03
Pruden, Christopher	T PE/H CHS - .2 FTE	10/1-10/31/24 (21 days)	\$66.43 (per day)	\$1,395.03
Shannon, Robert	T PE/H CHS - .2 FTE	10/1-10/31/24 (21 days)	\$116.82 (per day)	\$2,453.22
Carter, Leigh	School Social Worker CHS - .2 FTE	10/1-11/1/24 (22 days)	\$90.43 (per day)	\$1,989.46
Cifuentes, Katherine	LDTC CHS - .2 FTE	10/1-11/1/24 (22 days)	\$101.76 (per day)	\$2,238.72
Palmieri, Samantha	LDTC CHS - .2 FTE	10/1-11/1/24 (22 days)	\$87.54 (per day)	\$1,925.88
Speth, Gregory	School Psychologist CHS - .2 FTE	10/1-11/1/24 (22 days)	\$125.37 (per day)	\$2,758.14
Velder, David	School Psychologist CHS - .2 FTE	10/1-11/1/24 (22 days)	\$125.37 (per day)	\$2,758.14
Thomas, Nicole	T Art CHS - 1.2 FTE	9/1/24 6/30/25	+\$16,117	\$96,702
Bachenheimer, Stacey	T SCI/B CHS - 1.04 FTE	9/9/24 6/30/25	+\$4,433	\$115,268
Biasucci, Amy	T SCI/B CHS - 1.08 FTE	9/9/24 6/30/25	+\$8,411	\$113,546
Battle, April	Guidance Counselor MM - .2 FTE	10/1-10/31 (21 days)	\$132.39 (per day)	\$2,780.19
Dominguez, Leana	Guidance Counselor MM - .2 FTE	10/1- 10/31/24 (21 days)	\$78.87 (per day)	\$1,656.27
Simmons, Adam	T SPED MM - 1.2 FTE	11/4/24 6/30/25	+\$15,237	\$91,422
Hansen, Meredith	T SPED MM - 1.2 FTE	11/4/24 6/30/25	+\$14,717	\$88,302
Moran, Colleen	T SPED MM - 1.2 FTE	11/4/24 6/30/25	+\$13,597	\$81,582

Santos, Ryan	T SPED MM - 1.04 FTE	11/4/24 6/30/25	+\$13,397	\$80,382
Bethea, Sabrina	Clerical Aide TUS - 1.0 FTE	10/16/24 (6.5 hours)	\$7.81 (per hour)	\$50.77
Williams, Christine	Clerical Aide CLIN - 1.0 FTE	9/30-10/17/24 (19.5 hours)	\$8.49 (per hour)	\$165.56
Horn, Raquel	Principal MAR - 1.0 FTE	4/1-4/30/24 (4)	\$85.00 (per observation)	\$340.00

4682L. APPROVE JOB DESCRIPTION

Revised: Board Certified Behavior Analyst

4683A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2024-2025 SCHOOL YEAR

STATE CERTIFIED TEACHER

1. Faison, Theodore

STATE SUBSTITUTE CERTIFICATE

1. Ababneh, Mariam
2. Hector, Kyla
3. Little, Maia
4. Lloret, Esperanza
5. Mattaliano, Katharine
6. Nikolic, Ivana

4683B. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2024-2025 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Bacchus- Joseph, Janine	Asst. Fencing Coach (Girls)	12/2024 2/2025	\$5,490
Leger, Marie	Head Fencing Coach (Girls)	12/2024 2/2025	\$7,780
Royal, Eriq	Assistant Football Coach	9/2024 11/2024	\$6,470
Vitalo, Isabella	Head Coach Field Hockey 9 (Girls)	9/2024 11/2024	\$3,710
Williams, D'Sherrick	Color Guard	9/2024 11/2024	\$3,710

4683C. APPOINTMENT OF VOLUNTEER COACH FOR THE 2024-2025 SCHOOL YEAR

NAME	ASSIGNMENT
Cimring, Jordan	Volunteer Boys Soccer Coach

4684. Be it resolved that the following N.J. Commissioner of Education approved educator evaluation rubrics that include teaching, educational services, and administrator practice evaluation instruments be adopted:

- Charlotte Danielson’s Framework for Teaching (2022 Edition)
- Mid-Continent Research for Education and Learning (McREL) Balanced Leadership: Principal Evaluation System

4685. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2024-2025 school year.

4686A. Receives and accepts the following financial reports:

1. October 2024 Expense Account Adjustment Analysis
2. October 2024 Revenue Account Adjustment Analysis
3. July, August and September 2024 Transfer Reports
4. Check Register #200883-200884 in the amount of \$3,742,761.97
5. Check Register #200885 for October 2024 payroll in the amount of \$7,870,036.96
6. Check Register#423439 in the amount of \$1,289,603.66
7. Check Register #423440-423669 in the amount of \$7,484,304.34
8. Check Register #423670-423764 in the amount of \$3,898,401.11
9. August and September 2024 Treasurer Reports

4686B. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE (S)	LOCATION	ESTIMATED COSTS
Jason Bing Central Office	STEM Connections: Building Bridges to our Workforce	1/16/25	Newark, NJ	\$30.64
Ann Bodnar Central Office	Regional Women’s Educational Leadership Forum	12/4/24	Union, NJ	\$55.00
Michael Calissi Tuscan School	NJPSA/ASCA	1/8/25- 2/25/25	Virtual	\$450.00
Zoila Correa Central Office	Regional Women’s Educational Leadership Forum	12/4/24	Union, NJ	\$55.00
Maureen Davenport Seth Boyden	NJ Coalition for Inclusive Education	1/10/25	Galloway, NJ	\$223.70
Sue Ellis Central Office	Regional Women’s Educational Leadership Forum	12/4/24	Union, NJ	\$55.00
Carey Guido Maplewood MS	NJAHPERD Annual Conference	2/24/25	Princeton, NJ	\$0.00

Christina Punturieri Central Office	Regional Women's Educational Leadership Forum	12/4/24	Union, NJ	\$55.00
Kerri Waibel Central Office	Regional Women's Educational Leadership Forum	12/4/24	Union, NJ	\$55.00
<b>Total</b>				<b>\$979.34</b>

4686C. Approves the following provider(s) for the service indicated for the 2024-2025 school year:

Provider Name	Service	Rate
Educational Audiology Resources, LLC Brick, NJ	Audiologic Evaluation with Tympanometry	\$300.00
	Central Auditory Processing w/AE	\$800.00
	Classroom Acoustic Evaluation (per Classroom)	\$1,050.00
	Classroom Observation for Auditory Interventions	\$600.00
	FM/DM Amplification Evaluation w/o A/E/Functional Assessment & Electroacoustic Verification between equipment A/E not included	\$550.00
	Functional Hearing Aid/CI/BAHS Evaluation with Electroacoustic Verification between equipment A/E not included	\$650.00
	Educational Audiologist	\$185.00/hour
	Report/Record Review	\$350.00
	Half Day Workshop (3.5 hours)	\$700.00
	Full Day Workshop (6 hours)	\$1,300.00
	Custom Ear Molds for Hearing Aids	\$250.00/pair
Prism Behavioral Consulting Lincoln Park, NJ	Behavior Therapy BCBA	\$135.00/hour
	ABA Program Coordination	\$135.00/hour

4686D. 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
Fire and Security Technologies	Fire & Security Alarms	Co-op
Municipal Capital Corporation	Copiers	State Contract
NJ American Water Co.	Water Service	Other
NRG Business Marketing LLC	Utilities	Other
NJ Principals & Supervisors Assoc.	Professional Organization	Other
Shi International Corp.	Technology Licenses	Co-op
Troller Electric, LLC	Electrical Services	Co-op

4686E. Approves the following organizational appointments:

1. Appoints Andrew Zabiega as Assistant Board Secretary and authorize him 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.
2. Approve the Business Office Purchasing Manual as recommended by the Superintendent of Schools.

4686F. Approves the submission of the District’s Comprehensive Maintenance Plan for the for the 2024-2025 school year and the Annual Maintenance Worksheet (M1).

BE IT FURTHER RESOLVED THAT the Board of Education states that the district’s required maintenance activities are reasonable to keep the schools’ facilities open and safe for use or in its original condition and maintain the validity of their warranties.

4686G. Accepts a grant from New Jersey School Insurance Group in the amount of \$10,449.00 to be used for risk management projects and safety related improvements.

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

20-035-200-890                      NJSBAIG                      \$10,449.00

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

4686H. Accepts a donation to the Parenting Center in the amount of 500.00.



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 \$500.00

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

4686I. Approves the refund of \$25,918.00 special revenue funds to the Treasurer of the State of New Jersey as listed below:

Nonpublic State Aid

2023-24 Nonpublic Compensatory Aid	\$ 2,161.00
2023-24 Nonpublic Exam & Classification Aid	\$ 7,407.00
2023-24 Nonpublic Supplementary Instruction Aid	\$ 8,921.00
2023-24 Nonpublic Corrective Speech Aid	\$ 4,464.00
2023-24 Nonpublic Textbook Aid	\$ 1,214.00
2023-24 Nonpublic Nursing	\$ 0.00
2023-24 Nonpublic Technology	\$ 211.00
2023-24 Nonpublic Security	\$ 1,540.00
<b>Total Refund Due</b>	<b>\$25,918.00</b>

4686J. Approves an affiliation agreement with Caldwell University for the purposes of providing Clinical Experience and/or Clinical Practice for nurses seeking certification as a school nurse effective October 9, 2024.

4686K. WHEREAS, N.J.S.A. 40A:11-11(5) authorizes contracting units to establish a Cooperative Pricing System and to enter into Cooperative Pricing Agreements for its administration; and

WHEREAS, the Camden County Educational Services Commission, hereinafter referred to as the "Lead Agency " has offered voluntary participation in a Cooperative Pricing System for the purchase of goods and services;

WHEREAS, on November 21, 2024 the governing body of the South Orange Maplewood School District, County of Essex, State of New Jersey duly considered participation in a Cooperative Pricing System for the provision and performance of goods and services;

NOW, THEREFORE BE IT RESOLVED as follows:

TITLE

This RESOLUTION shall be known and may be cited as the Cooperative Pricing Resolution of the South Orange Maplewood School District.

AUTHORITY

Pursuant to the provisions of N.J.S.A. 40A:11-11(5), the Business Administrator is hereby authorized to enter into a Cooperative Pricing Agreement with the Lead Agency.

CONTRACTING UNIT

The Lead Agency shall be responsible for complying with the provisions of the *Local Public Contracts Law (N.J.S.A. 40A:11-1 et seq.)* and all other provisions of the revised statutes of the State of New Jersey.

EFFECTIVE DATE

This resolution shall take effect immediately upon passage.

4686L. 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	6	\$32,058.00 (contract increase)

4687. Adopt the following revised curricula:

<u>Resolution Number</u>	<u>New/Revised</u>	<u>Department</u>	<u>Subject</u>
4687	Revised	Fine Arts K-12	Special Dance Company-SDC Units

4688. 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>
1726948523	CHS	9 <sup>th</sup>
7049482203	CHS	9 <sup>th</sup>
7210067410	CHS	9 <sup>th</sup>
2414736248	SOMS	8 <sup>th</sup>
2060212076	CLIN	3 <sup>rd</sup>

4689. Affirms the HIB investigations reported to the South Orange/ Maplewood School District for the month of October 2024.

4690A. Approves the settlement agreement for Student ID #7786904142 and authorizes the Board President to execute the settlement agreement.

- 4690B. Approves the settlement agreement for Student ID #7832795743 and authorizes the Board President to execute the settlement agreement.
- 4691A. Adopt Board Policy 2200 Curriculum Content.
- 4691B. Adopt Board Policy 3160 Physical Examination.
- 4691C. Adopt Board Policy 4610 Physical Examination.
- 4691D. Adopt Board Policy 5751 Sexual Harassment of Student.
- 4691E. Adopt Board Policy 8467 Firearms and Weapons.
4692. Upon the recommendation of the Superintendent, the Board approves the first reading of Policy 8420 Emergency and Crisis Situations.
4693. Approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance."

DESTINATION	CITY	STATE
Branch Brook Park Roller Skating Center	Newark	NJ
New Jersey State House	Trenton	NJ
Courtyard Alexandria Old Town/Southwest	Alexandria	VA
Washington DC	Washington DC	DC
Spirit of Washington Cruise	Washington DC	DC

4694. WHEREAS, the Board of Education (the "Board") is committed to fostering an inclusive and supportive educational environment that meets the academic, social, and emotional needs of all students; and

WHEREAS, the Board recognizes that students experiencing Emotional Regulation Impairment (ERI) benefit from specialized interventions and supports designed to help them develop self-regulation skills and address emotional and behavioral challenges; and

WHEREAS, Seth Boyden Elementary School has identified a need to implement a targeted ERI Program to support its students in accessing the curriculum, improving school engagement, and achieving academic and personal success; and

WHEREAS, the proposed ERI Program at Seth Boyden Elementary School will include individualized support plans, counseling services, professional development for staff, collaboration with families, and regular progress monitoring to ensure its effectiveness; and  
NE

WHEREAS, the Board has reviewed the implementation plan and resource allocation for the ERI Program and deems it an essential step toward enhancing the well-being and educational outcomes of students at Seth Boyden Elementary School;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby approves the establishment and implementation of the Emotional

Regulation Impairment (ERI) Program at Seth Boyden Elementary School, to address the needs of students with ERI.

4695. Approves the settlement agreement for Student ID #7608935748 and authorizes the Board President to execute the settlement agreement.

ROLL CALL: Motion 4682A-L, 4683A-C, 4684, 4685, 4686A-L, 4687, 4688, 4689, 4690A-B, 4691A-E, 4692 PASSED YES: Callahan, DuVall Wilson, Eckert, Meyer, Sackett-Gable, Telesford, Vadlamani, Wittleder  
NO: None

#### HEARING OF INDIVIDUALS AND DELEGATIONS

NONE.

#### NEW BUSINESS

NONE.

#### Future Meetings

Board President Telesford made the following motions:

The Board of Education will meet in Public Session on Thursday, December 19, 2024, at 6:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Immediately following the opening of the 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 Board President Telesford, seconded by Board Member Callahan to adjourn. Motion to adjourn was unanimously approved at 10:44 p.m.

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Imani Moody for Emidio D'Andrea, Interim Business  
Administrator/Board Secretary