

Regular Meeting
South Orange-Maplewood
Board of Education
January 30, 2025

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 January 30, 2025.

Board President Nubia DuVall Wilson called the meeting to order at 6:30 p.m.

ROLL CALL: Present: Board Member Bennett, Board Member Brown,
Board Member Callahan, Board President DuVall Wilson,
Board Member Gifford, Board Member Kapadia
Board Member Meyer, Board Member Sackett-Gable,

Absent: Board Member Eckert

EIGHT 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 pm on January 2, 2025.
- 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, January 30, 2025 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 seventy five (75) 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 DuVall Wilson, second by Board Member Meyer to adjourn to Executive Session. Motion unanimously approved.

Board Members adjourned to Executive Session at 6:33 p.m.
Board Members reconvened at 7:46 p.m.
Student Representatives Present
Eight Voting Members Present

APPROVAL OF MINUTES

Motion made by Board President DuVall Wilson seconded by Board Member Sackett-Gable to approve the minutes of the following meetings: December 19, 2024 Executive Sessions and Regular Public Meetings. Motion unanimously approved.

BOARD RECOGNITIONS - *Oliver Nesin, Student Representative*

	NAME/SCHOOL	RECOGNITION
	CHS Photography Students Columbia High School <i>submitted by</i> Mr. James Manno Department of Curriculum & Instruction	Congratulations to senior Sam Rosenthal and sophomore Val Long from the Photography Club for being selected to participate in the Drexel University High School Photography Exhibition. This is the second year in a row that Columbia will be represented at this prestigious national event. Congratulations to Olive Witte for being accepted to the Future Image Makers Workshop at NYU Tisch, marking the second year that CHS has had student presence at the workshop.

		<p>The Photography Club is stronger than it's ever been in terms of participation and talent with Mr. Cutrona's help.</p>
	<p>Art Students Delia Bolden Elementary</p> <p><i>submitted by</i> James Manno Department of Curriculum & Instruction</p>	<p>Delia Bolden Art teacher, Ms. McNally, submitted four pieces of artwork to represent Delia Bolden at the Essex County YAM exhibit in Newark, and they were all accepted!</p> <p><i>Congratulations to:</i> Kindergarten student Marigold S., 3rd-grader Maya P., 5th-grader Michael R., and Eliza K. from 1st grade.</p> <p>Eliza's artwork was also selected to represent Essex County in the state exhibition!</p>
	<p>Leo Panagopulos 11th Grade Student Columbia High School</p> <p><i>submitted by</i> James Manno Department of Curriculum & Instruction</p>	<p>We recognize CHS junior Leo Panagopulos for his "ReSTRUNG" nonprofit project where he has been restoring acoustic guitars and donating them to veterans in VA hospitals.</p> <p>Inspired by his passion for music and respect for the military, Leo refurbishes the guitars and provides cases, tuners, and beginner materials to support veterans' recovery through music.</p>
	<p>CHS Music Students Columbia High School</p> <p><i>submitted by</i> Mr. James Manno Department of Curriculum & Instruction</p>	<p>We're happy to announce that two Columbia High School students have been selected for the 2024-2025 All-North Jersey Region Honors ensembles.</p> <p>Senior Ryan Gaykowski will serve as the timpanist for the All-North Jersey Region Orchestra, and junior Emmett Simon has earned a spot in the All-North Jersey Symphonic Band on mallet percussion.</p> <p>Special thanks to their Band Instructor, Mr. Bauer, for his dedication to our students and music program.</p>
	<p>Ms. Leah Van Doornik Teacher Columbia High School</p> <p><i>submitted by</i> Ms. Leah Van Doornik Seth Boyden Elementary School</p>	<p>Ms. Van Doornik graduated from Eastern Illinois University in December with a Master of Arts in Music Education degree.</p>

<p>Guildscript Columbia High School</p> <p><i>submitted by</i> James Manno Department of Curriculum & Instruction</p>	<p>The Guildscript recently won a first place award for newspaper publications in the category of senior high school with an enrollment of 1701-2500.</p> <p>This club/publication continues to be a wonderful collaborative experience for students while highlighting the abundance of talent at CHS.</p> <p>The art and literary groups edit, design, and market this very special publication that represent students' hard work.</p>
<p>Lucas Mullen 12th Grade Student Columbia High School</p> <p><i>submitted by</i> Stanley Valles Director of School and Community Safety</p>	<p>We recognize Columbia High School senior Lucas Mullen, a licensed drone pilot, for his outstanding collaboration with Mr. Draper and Mr. Valles from the district administrative offices.</p> <p>Lucas has been skillfully capturing stunning drone footage of school buildings in the district, a project that will serve as an invaluable resource for emergency responders in the future. Thank you for sharing your expertise and contributing to the safety and preparedness of our community!</p>

STUDENT REPRESENTATIVE UPDATE - Asa Glassman

Student Representative Asa Glassman shared updates on the following topics:

- The Alumni Commons has quickly become a valuable resource for students, offering a welcoming environment that fosters academic focus and social interaction. It plays a key role in encouraging students to wear their school ID, enhancing security and accountability. The commons will also be a meeting space for student clubs who are still in search of an advisor as it ensures that they have a designated space to collaborate and continue their activities.
- The Columbia High School library will have a soft opening in about a month.
- Student Representatives and the Superintendent met to discuss their continued advocacy for mandatory one-on-one meetings between sixth grade students and their guidance counselors. This initiative aims to provide students with more personalized academic and career guidance ensuring that they feel supported and prepared for the transition into high school and beyond.
- Student representatives are developing a student survey to gather feedback on concerns and areas for improvement. This will help ensure student voices shape the school environment and improve communication with administration.

SUPERINTENDENT'S UPDATE - Mr. Jason Bing

Superintendent Bing shared the following:

- Columbia High School students performed songs and dances at the SOMA Lunar Fest, where CBS News was present. Both the teacher and students were interviewed, and news clips of the performances and interviews were shared with the Board and the community.
- Lucas Mullen, a senior at Columbia High School, was acknowledged for his work on the district website.
- Congratulations to the students who participated in the Model UN Conference at Yale University in New Haven, Connecticut.
- Congratulations to the students from South Orange Middle School who entered the New Jersey School Boards Association STEAM Tank Challenge. Three teams qualified for the competition, and we look forward to hearing more about their adventures.
- We congratulate the Columbia High School newspaper, *The Colombian*, for being awarded first place in the annual review of student publications by the American Scholastic Press Association.
- We thank the staff, teachers, and administration at South Orange Middle School for being well prepared and ensuring the safety and security of students during an unexpected evacuation last week.
- Superintendent Bing read a letter sent to parents regarding support and assurance for international families.
- We thank the 105 individuals who applied for our initial year Budget Advisory Council. We accepted 30 individuals, and notices will go out tomorrow. Meetings will begin in February, where we will work on budget transparency, advice around presentations and budget numbers, the budget process and where the district is going.

SOMSD INTENTIONAL INTEGRATION & STUDENT ENROLLMENT IN ADVANCED COURSES

Dr. Kevin F. Gilbert, Assistant Superintendent, shared a presentation on the SOMSD Intentional Integration and Student Enrollment in Advanced Courses.

The presentation included the following elements:

- Intentional Integration Initiative Enrollment
 - SOMSD Intentional Integration Timeline
 - Modified Berkeley Model Algorithm Variables for Placement (Alves Group)
 - Statistical Reference Point
 - Intentional Integration K Enrollment for the 2021-22, 2022-23, 2023-24 and 2024-25 SY
 - Intentional Integration 1st Grade Enrollment for the 2022-23, 2023-24 and 2024-25 SY
 - Intentional Integration 2nd Grade Enrollment for the 2023-24 and 2024-25 SY
 - Intentional Integration 6th Grade Enrollment for the 2022-23, 2023-24 and 2024-25 SY
 - Intentional Integration 7th Grade Enrollment for the 2023-24 and 2024-25 SY
 - Intentional Integration 8th Grade Enrollment for the 2024-25 SY
- SOMSD K12 Enrollment 2013-14, 2016-2017, 2022-2023 and 2023-2024 SY

- Course Enrollment in Classes
- Course Enrollment at Maplewood Middle School (MMS)
- Course Enrollment at South Orange Middle School (SOMS)
- Course Enrollment at Columbia High School (CHS)
- Advanced Placement Course Enrollment
- Math Course Enrollment (MMS, SOMS, CHS)

[PRESENTATION ON FILE IN BOARD SECRETARY'S OFFICE AND DISTRICT WEBSITE]

BUSINESS ADMINISTRATOR'S UPDATE

Business Administrator Imani Moddy read the monthly construction update.

BOARD PRESIDENT'S UPDATE - President DuVall Wilson

I want to acknowledge that this has been a difficult month for many in our nation and here in SOMA. After a month filled with natural disasters displacing our loved ones, drastic changes happening by our new Presidential Administration, DEI being eradicated, LGBTQ rights in peril, ICE raids, and the condemnable actions from the weekend at our local synagogue Oheb Shalom, I feel compelled to share that I personally hope those affected continue to persevere in the face of these challenges. In addition, the Board of Education remains committed to vigilantly tracking federal and state-level policies, reviewing, reaffirming, and strengthening our district policies as needed to protect our students and create safe learning environments and working collaboratively with the district, municipal leaders and our community to uphold our mission and values in support of all parents, students, and staff.

On behalf of the Board, I would like to extend our condolences and acknowledge the passing of a pillar in our community, Carol Barry Austin. Carol was a founding Trustee of the South Orange Maplewood Community Coalition on Race and held numerous leadership roles within the organization for 28 years, including co-chairing the Coalition Schools committee. I personally had the pleasure of collaborating with Carol on initiatives and observed her advocacy for equity in our school district firsthand. She will be greatly missed.

This month, an important milestone was accomplished; we created our Board Governance manual with the support of Superintendent Bing and his office. This is a Board goal that we began implementing last year. Thank you to all of the past and current Board members who contributed to this great effort. It will be reviewed on an annual basis to update as needed.

I'd like to acknowledge the Board Sunshine committee. The Sunshine committee has been in existence since 2024 thanks to Board Member Callahan launching the idea when she and I connected on ways to improve Board culture. She has helped us carry this on in 2025. One of the very important mandates of the committee is keeping a record of members personal preferences on things like their favorite coffee or ways we can show appreciation such as celebrating their birthday. So, a big happy birthday to those celebrating this month, Board members Eckert and Callahan.

I'm pleased to share that, three weeks after our first SOMEA negotiations meeting held on January 7th, we achieved an important next step. Today, we are signing our Memorandum of Agreement with SOMEA and are currently working

on the salary guide. Although we did not reach a tentative agreement with the mediator on the 7th after negotiating until 1:30 a.m., our efforts have continued thereafter to get to where we are today. Once the salary guide is agreed upon, it will be ratified by SOMEA and then voted on by the Board as the final step. Thank you to everyone involved, and we look forward to finalizing the SOMEA contract this school year for our hardworking teachers.

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 Fred Profeta, David Stanford Burn, Leonard Reback, Nancy Gagnier, Jocelyn Ryan and John McTague addressed the Board.

COMMITTEE REPORTS

Committee reports for the 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 Secretary Moody to move resolutions 4711-4721 for discussion and voting.

The Superintendent recommends that the Board of Education approve the following personnel fiscal resolutions.

4711A. 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
Bensky, Joseph	School Counselor MM - 1.0 FTE	3/24/25 or sooner 6/30/25	\$76,185*
Nicholls, Nosimot	S5/12, Secretary (SPED) DIST - 1.0 FTE	3/1/25 6/30/25	\$73,624*

Pane, Cassandra	T SS SOM - 1.0 FTE	3/19/25 6/30/25	\$73,585*
Peacock, Mutahanna	Social Worker (Non-CST) CHS - 1.0 FTE	2/6/25 or sooner 6/30/25	\$76,185*

* Salary based on the SOMEA 2023-24 salary guide

4711B. LEAVE REPLACEMENT 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
Fischer, Katelyn	T SPED/POR SM - 1.0 FTE	1/27/25 6/19/25	\$57,985 *
Mostillo,+ Faith	T Math MM - 1.0 FTE	TBD 3/14/25	\$57,985 *
Paquette, Destiny	T SPED/INC Gr 2 SM - 1.0 FTE	1/23/25 5/9/25	\$57,985 *

* Salary based on the SOMEA 2023-24 salary guide

+ Pending receipt of appropriate NJ Certification

4711C. 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
Mukherjee, Anurupa	Preschool Relief Teacher MONT - 1.0 FTE	1/15/25 6/30/25	\$67,985*

* Salary based on the SOMEA 2023-24 salary guide

4711D. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Paquette, Destiny	LR T 2 SM - 1.0 FTE	2/14/25	1/22/25

4711E. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Caspe, Howard	Social Worker (Non-CST) CHS - 1.0 FTE	Social Worker (formerly SAC) CHS - 1.0 FTE	TBD
DellaFave, Jaime	T SPED/ERI SB - 1.0 FTE	T SPED/ERI MAR - 1.0	1/24/25 6/30/25

4711F. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Burbano, Pedro	T WL/Spanish SOM - 1.0 FTE	TBD	1/9/25

Simmons, Hassan	Preschool Fiscal Specialist MONT - 1.0 FTE	1/20/25	1/21/25
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4711G. ADMINISTRATIVE LEAVE

NAME	EFFECTIVE DATE
Employee# 1157	10/7/21-1/31/25 (w/pay)
Employee# 4916	12/10/24-1/3/25 (w/pay)
Employee# 5200	1/16/25-TBD (w/pay)

4711H. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Hochrun, Timothy	Maintenance DIST 1.0 FTE	11/20/24-1/6/25 (Paid Medical Leave)
		1/7/25-2/20/25 (Unpaid FMLA)
Maeber, Stacey	S4/12, Secretary MM - 1.0 FTE	2/13/25-3/10/25 (Unpaid FMLA)
O'Sullivan, Christine	T SPED/POR Gr. 4&5 SM 1.0 FTE	12/18/24-1/30/25 (Paid Maternity Leave)
		1/31/25-5/1/25 (Unpaid NJFLA)
		5/2/25-6/30/25 (Unpaid Childcare Leave)
Skrivanic, Julie	T Math CHS 1.0 FTE	12/4/24-1/30/25 (Paid Maternity Leave)
		1/31/25-5/1/25 (Unpaid FMLA)
		5/2/25-5/26/25 (Unpaid Childcare Leave)

4711I. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Hicks, Marcia	Lead Counselor CHS - 1.0 FTE	9/1/24	\$8,578
		6/30/25	
Mooney-Chavez, Danielle	Lead Counselor CHS - 1.0 FTE	9/1/24	\$8,578
		6/30/25	

4711J. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Cahill, Allison	T PE/H CHS - .2 FTE	11/13-	\$116.82 (per day)	\$3,037.32
		12/20/24 (26 days)		
Clesmere, Lindsey	T PE/H CHS - .2 FTE	11/13-	\$84.65 (per day)	\$2,200.90
		12/20/24 (26 days)		

Hamilton, Erik	T PE/H CHS - .2 FTE	11/13- 12/20/24 (26 days)	\$68.43 (per day)	\$1,779.18
Hurley, Pat	T PE/H CHS - .2 FTE	11/13- 12/20/24 (26 days)	\$116.82 (per day)	\$3,037.32
Mobley, Gary	T PE/H CHS - .2 FTE	11/13- 12/20/24 (26 days)	\$116.82 (per day)	\$3,037.32
Pilone, Jr. Joseph	T PE/H CHS - .2 FTE	11/13- 12/20/24 (26 days)	\$123.15 (per day)	\$3,201.90
Shannon, Robert	T PE/H CHS - .2 FTE	11/13- 12/20/24 (26 days)	\$116.82 (per day)	\$3,037.32
Hesse, Melissa	T SPED MM - .2 FTE	12/2- 12/20/24 (15 days)	\$81.76 (per day)	\$1,226.40
Reiss, Deborah	T SPED MM - .2 FTE	12/2- 12/20/24 (15 days)	\$87.54 (per day)	\$1,313.10
Soto, Nikki-James	T SPED MM - .2 FTE	12/2- 12/20/24 (15 days)	\$74.43 (per day)	\$1,116.45
Strauss, Brittany	T SPED MM -.2 FTE	12/2- 12/20/24 (15 days)	\$78.87 (per day)	\$1,183.05
Post, Randall	T SCI/P CHS - 1.04 FTE	9/9/24 6/30/25	+\$2,811	\$73,096
Bethea, Sabrina	Clerical Aide TUS 1.0 FTE	12/11/24 1/10/25 (28 hours)	\$7.81 (per hour)	\$218.68

4712A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2024-2025 SCHOOL YEAR

STATE CERTIFIED TEACHER

1. Bashir, Tahira
2. Contaldi, Kyle
3. Osayande, Olawunmi

STATE SUBSTITUTE CERTIFICATE

1. Bradley-Cabello, Joshua
2. Francois, Angelique
3. Harrison, Janice
4. Kwao, Dennis
5. Mostillo, Faith Marie
6. Okubanjo, Ebun*
7. Ravin, Jonah
8. SantaCruz, Anamaria
9. Sevengul, Yuliya

10. Victor, Eveline

**Pending certification and background clearance*

4712B. RESCIND APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2024-2025 SCHOOL YEAR

1. Paul, Will
2. Thomas, Toluwase
3. Williams, Jason

4712C. APPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2024-2025 SCHOOL YEAR PAID AT THE RATE OF \$15.13/HR

1. Daniel, Deborah

4712D. APPOINTMENT OF OUT OF DISTRICT COACHES FOR THE 2024-2025 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
*Blanc, Lys	Varsity Football Coach	9/2025 11/2025	\$10,029
Goguen-Compagnoni, Nicholas	Assistant Fencing Coach	12/2024 2/2025	\$5,490

**Pending criminal history clearance*

4712E. APPOINTMENT OF VOLUNTEER COACHES FOR THE 2024-2025 SCHOOL YEAR

NAME	ASSIGNMENT
Carluccio, Joanna	Cross Country Coach

4713. 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].

4714A. Accepts the following financial reports:

1. November 2024 Board Secretary's Report
2. November 2024 Treasurer Report
3. November 2024 Transfer Report
4. December 2024 Expense Account Adjustment Analysis
5. December 2024 Revenue Account Adjustment Analysis
6. Check Register #200888 in the amount of \$1,551,735.23
7. Check Register #424019 in the amount of \$28,687.50
8. Voided checks 424020-424021 in the amount of \$826.68
9. Check Register #424022-424285 in the amount of \$7,783,169.67

4714B. Certify the Board Secretary's Monthly Financial Report.

4714C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE (S)	LOCATION	ESTIMATED COSTS
Tunde Adedoyin Central Office	2025 Future Educators Career Fair	2/19/25- 2/21/25	Atlanta, GA	\$1599.76
Tunde Adedoyin Central Office	Career & Graduate School Fair	2/11/25- 2/13/25	Atlanta, GA	\$2,434.76
Diego Diaz Central Office	2025 NJSBGA Expo & Conference	03/23/25- 03/26/25	Atlantic City, NJ	\$1,026.10
Thomas Giglio Central Office	2025 NJSBGA Expo & Conference	03/23/25- 03/26/25	Atlantic City, NJ	\$1,026.10
Kimberly Hutchinson Delia Bolden	Conference for Exceptional Children	03/11/25- 03/14/25	Baltimore, MD	\$1,494.00
Kevin Mason South Mountain	Career & Graduate School Fair	2/11/25- 2/13/25	Atlanta, GA	\$1,264.77
Imani Moody Central Office	Building a Successful Budget	02/11/25	Robbinsville, NJ	\$50.00
Imani Moody Central Office	NJASBO Workshops	12/10/24- 04/10/25	Whippany, NJ	\$986.86
Chelsea Pasquale S. Orange Middle	NJ Music Educators State Conference	02/20/25- 02/22/25	Atlantic City, NJ	\$0.00
Kyndell Pierce Tuttle Marshall School	Black Philadelphia in the 18 th and 19 th Centuries	02/20/25- 02/22/25	Philadelphia, PA	\$0.00
Kendra Wolsky Central Office	Financial Operations	02/13/25- 03/20/25	Online	\$575.00
Stanley Valles Central Office	Security Officer Instructor Certification Training	04/28/25- 05/01/25	Hamilton, NJ	\$288.28
Total				\$10,745.63

4714D. Approves the following attendance and/or workshop related expenses:

BOARD MEMBER	EVENT	DATE	Location	Estimated Costs
Elizabeth Callahan	2 nd Annual Women's Leadership Conference	3/21/25	Princeton Junction, NJ	\$179.76

Shayna Sackett-Gable	2 nd Annual Women's Leadership Conference	3/21/25	Princeton Junction, NJ	\$179.76
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BE IT FURTHER RESOLVED THAT the Board of Education approves the above event to be work related and within the scope of the work responsibilities of the of the attendee and promotes the delivery of instruction or furthering of efficient operation of the school district and is fiscally prudent, and in compliance with N.J.S.A. 18A:12-24 and 24.1 of the School Ethics Act.

4714E. Approves the following provider(s) for the service indicated for the 2024-2025 school year:

Provider Name	Service	Rate
Bergen County Special Services Paramus, NJ	Assistive Technology	
	Student Assessment	\$1,100 \$1,300 Out of County
	AT SUPPORT	\$180/hour
	Teacher Consult *(3 hours)	\$500
	Student Consult *(3 hours)	\$500
	Professional Development Workshop	\$800/half day \$1,300 full day
	AT Class Assessment	\$800
	Augmentative Communication	
	Assessment	\$1,300 \$1,500 Out of County
	AAC SUPPORT	\$200/hour
	Professional Development Workshop	\$800/half day \$1,300 full day
	AAC Student Evaluative Consult	\$600
	Professional Development Coaching for SLP's	\$200/hour
	Group consult (2-3 students)	\$1,500
	Behavior	
	Functional Behavior Assessment	\$950

	BCBA Services/ Behavior Specialist Services	\$150/hour
	Home Programming Implementation	\$80/hour
	Professional Development Workshop	\$800/half day \$1,300 full day
	Related Services	
	OT/PT/Speech Evaluations	\$790 \$390 for 192-193
	Bi-lingual Speech Evaluation	\$850
	OT/PT/Speech Direct Service	\$125/hour
	OT/PT/Speech Consultants	\$125/hour
	Yoga in the Classroom with OT/PT	\$125/hour
	Professional Development Workshop	\$800/half day \$1,300 full day
	Child Study Team	
	Social, Psychological and Educational Evaluations	\$790
	Bilingual CST Evaluations	\$850
	CST Coverage	\$155/hour
	Vocational and Transition Services	
	Functional Assessment	\$850
	Situational Assessment	\$80/\$140/hour
	Comprehensive Vocational Assessment	\$975
	Job Coaching	\$80/hour
	Job Development	\$140/hour
	Site Inspections/Follow-Up Visits	\$140/hour
	Transition/CBI Training and Support	\$140/hour
	Post-Secondary Planning	\$140/hour
	Professional Development Workshop	\$800/half day (2-3hrs.)
	Inclusion	

	Curriculum-Adaptions within Inclusive Classroom	\$140/hour
	Inclusion Specialist (LDTIC)	\$140/hour
	Support Staff Trainer	\$80/hour
	Advocacy Training for students/staff	\$140/hour
	Sound Solutions	
	Audiological Services	\$195/hour
	Audiological Evaluation	\$500 - \$1000
	Central Auditory Processing Evaluations	\$500 - \$2000
	Training by Audiologist (3 hr. max)	\$195/hour
	Teacher of the Deaf and Hard of Hearing Consult	\$170/hour
	Teacher of the Deaf and Hard of Hearing Direct Service	\$170/hour
	TOD/HH In-Service (3 hr. max)	\$170/hour
	Auditory Verbal Based Therapy	\$170/hour
	Interpreter	\$50/hour
	Interpreter Agency Rate	\$130/hour
Early Intervention Rates Set by Dept. of Health		
	Educational Services	
	Consult Services for Curriculum and/or Program Review & Recommendations	\$140/hour
	Home Instruction	\$80/hour
	Reading Specialist	\$95/hour
	Orton Gillingham Practitioner	\$85/hour
	Classroom Environmental Modifications	\$140/hour
	Student Wellness Services	
	Therapeutic Adventures and Confidence Course	\$950/full day \$475/half day

	Yoga in the Classroom with OT/PT - individual classroom lesson	\$125/hour
	Yoga or Mindfulness classroom lessons - 3 lessons	\$300/for 3 lessons
	Wellness Workshops	\$800
	Mindfulness in schools	\$125/hour
	Individual Rates for Professional Development Workshops	
	EE PD SERIES	\$80 pp one session
	AAC PD SERIES	\$80 pp one session
	ETTC Workshops	\$80 pp one session

4714F. 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
Kencor, LLC	Elevator Service, Inspection, Repair	Co-Op
Mackin Library Media	Library Publications	Other
ND Cube	Textbooks	Other
South Orange Village Water Utility	Utilities	Other

4714G. WHEREAS, pursuant to NJSA 18:A:6-61 et seq., the South Orange and Maplewood Board of Education must elect one of its members to represent it on the Representative Assembly of the Essex Regional Educational Services Commission; and

WHEREAS, the South Orange and Maplewood Board of Education has held such an election among its members;

NOW THEREFORE, BE IT RESOLVED THAT the Superintendent of the Essex Regional Educational Services Commission be notified that William Meyer, IV has been duly elected as a member of the Representative Assembly of the Essex Regional Educational Services Commission; and

BE IT FURTHER RESOLVED THAT a copy of the minutes indicating such election be forwarded to the Superintendent/Board Secretary of the Essex Regional Educational Services Commission

4714H. Approve the agreement with the South Mountain YMCA to provide a Before and After School Program for residents of Maplewood and South Orange at the following schools: Clinton, Jefferson, Marshall, Seth Boyden, South Mountain, Tuscan and Montrose Schools from January 1, 2025 through June 30, 2027.

4714I. Accepts a donation to the Parenting Center in the amount of \$8,029.00.

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 \$8,029.00

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.

4714J. Accepts a donation to Clinton Elementary School Library in the amount of \$1,000.00.

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

20-057-200-890-CL-5900 Clinton Elementary School \$1,000.00

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.

4714K. 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	8	\$22,549.52 (contract increase)

4714L. Approves a contract with Mark Kramer of Branchburg, NJ to provide professional services and support for the Business Office at a cost not to exceed \$15,625.

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.

4715. Orders the transfer or removal of the students identified below.

<u>STUDENT #</u>	<u>SCHOOL</u>	<u>GRADE</u>
4621513137	CHS	12 th
8571608352	MMS	6 th

4716. Affirms the HIB investigations reported to the South Orange/ Maplewood School District for the month of December 2024.

4717A. Approves the settlement agreement for Student ID #2189372481 and authorizes the Board President to execute the settlement agreement.

4717B. Approves the settlement agreement for Student ID #4183534976 and

authorizes the Board President to execute the settlement agreement.

4717C. Approves the settlement agreement for Student ID #9580113653 and authorizes the Board President to execute the settlement agreement.

4718. Upon the recommendation of the Superintendent, the Board approves the first reading of Policy 4217 Use of Corporal Punishment.

4719. Approves the revised school calendar for the 2024-2025 school year as presented.

4720. Adopt the Code of Governance Best practices as shown below:

BEFORE a meeting:

- Be prepared by reading packets prior to board meetings (and holding administration responsible for delivering draft agendas and packet information in accordance with bylaws)
- Arrive and begin on time for meetings
- Board members shall notify the board officers and the Superintendent of in-person or virtual attendance, absence, or late arrival in advance of the meeting
- Board members should disclose any potential conflicts of interest that may arise in matters under consideration by the board
- Board members shall provide advance notice of new resolutions within at least three business days of the Board meeting
- Board members should submit questions in advance of meetings to allow administration time to research and provide comprehensive responses
- Inquiries or data requests directed towards the administration shall go through the Executive Committee
- Respond to requests for availability or information from board members and/or administration within 72 hours
- Maintain confidentiality of information shared in advance of meeting
- Board members with inquiries related to committee work should direct them to the relevant committee chair
- Committee chairs shall collaborate with administrative liaisons to ensure committee work focuses on topics aligned with the district's strategic objectives, including district goals and long-term priorities
- All materials intended for presentation at board meetings, including those prepared by administration and board members, should undergo a review process to ensure accuracy and compliance with legal and ethical guidelines

DURING a meeting:

- Always engage in respectful communication, both in public and in private settings
- Before speaking, consider previous contributions to the discussion and offer further insights, new information, or additional perspective
- Listen with an open mind to the opinions of others and work to find consensus

- Board members should not vote on any matter in which they have a personal conflict
- Respect the majority decision of the board
- Adhere to Robert's Rules of Order during meetings
- Maintain the focus on student achievement and student growth
- Protect confidentiality of discussions during the preceding executive session

AFTER a meeting:

- Uphold all decisions of the board
- Systematically follow through on topics and discussions from board meetings
- Understand and respect the separate roles and responsibilities of the board and the administration. Confine activities within the boundaries of the respective roles and ensure that both the administration and the board can fulfill their respective roles
- Continually develop trust among board members and with the administration
- Board members should participate in ongoing governance, ethics, and legal training to effectively fulfill their roles

If any board member feels that another board member has violated any provision of this agreement, that board member shall personally talk with the offending board member in an attempt to resolve the issue. If the attempt fails, the board member who feels that another board member has violated this agreement shall bring the matter to the attention of the entire board. Any concerns that arise should be dealt with at the earliest practical opportunity.

We the undersigned members of the board of education and superintendent agree to abide by these objectives as a commitment to valuing education, showing good character, and strong leadership to our students, staff, and community.

4721. Adopt the following revised curricula:

Resolution Number	New/Revised	Department	Subject
4721	Revised	Fine Arts K-12	Computer Graphics

ROLL CALL: Motion 4711A-J, 4712A-E, 4713, 4714A-L, 4715, 4716, 4717A-C, 4718, 4719, 4720, 4721 PASSED YES: Bennett, Brown, Callahan, DuVall Wilson, Gifford, Kapadia, Meyer, Sackett-Gable, NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

None.

NEW BUSINESS

None.

Future Meetings

The Board of Education will hold a public Board Retreat on Tuesday, February 4, 2025, at 6:30 pm in the District Meeting Room at 525 Academy Street, Maplewood, NJ, and immediately adjourn to go into a Board Retreat in person and utilizing an online video conference platform to discuss the Board's Role in Curriculum and Student Achievement and Data Decision Making. Action will not be taken.

The Board of Education will meet in Public Session on Thursday, February 27, 2025, 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 Member President Duvall Wilson, seconded by Board Member Brown to adjourn. Motion to adjourn was unanimously approved at 9:41 p.m.

Imani Moody, Board Secretary