

Regular Meeting
South Orange-Maplewood
Board of Education
February 27, 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 February 27, 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 Eckert, Board Member Gifford, Board Member Kapadia
Board Member Meyer, Board Member Sackett-Gable,

Absent: None

NINE VOTING MEMBERS PRESENT

Pledge of Allegiance

Delia Bolden students William and Eliza were acknowledged for their artwork which was chosen to be displayed at New Jersey Performing Arts Center.

CHS Chamber Wind Ensemble performed, "Children of Sanchez" Jazz Combo

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 3, 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, February 27, 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 Eckert to adjourn to Executive Session. Motion unanimously approved.

Board Members adjourned to Executive Session at 6:50 p.m.
Board Members reconvened at 8:01 p.m.
Student Representative Nesin Present
Nine 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: January 30, 2025 Executive Session and Regular Public Meetings, December 18, 2024 Special Meeting and January 2, 2025 Reorganization Meeting. Motion unanimously approved.

BOARD RECOGNITIONS - *Asa Glassman, Student Representative*

NAME/SCHOOL	RECOGNITION
Students from MMS Maplewood Middle School <i>submitted by</i> Dr. Jane Bean-Folkes	<p>Many talented students entered the Young Writers USA national competition this fall, crafting short, spooky stories just in time for Halloween.</p> <p>We're happy that 92 students were selected for publication—a record for our district!</p> <p>This not only reflects the creativity and hard work of our students but also the dedication of our ELA teachers who guided them through the process.</p> <p>Congratulations to our students and staff on this accomplishment.</p>
The Guildscript Columbia High School <i>submitted by</i> Principal Frank Sanchez	<p>Congratulations to the Guildscript, Columbia High School's student literary and art magazine, for receiving a REALM First Class distinction from the National Council of Teachers of English (NCTE), placing it among 125 top-rated student publications out of over 400 entries from schools in 46 states and five countries. This award recognizes the magazine's excellence in showcasing student poetry, prose, art, and more, and celebrates the creative expression and dedication of Columbia's young authors and artists.</p>
Art Students Columbia High School <i>submitted by</i> Principal Frank Sanchez	<p>Congratulations to CHS senior Kady Mark and junior Saanvi Rohatgi, who have been chosen among several working artists as well as art teacher Mr. Grayson to have their work displayed at the Pierro Gallery in their Black Art Unveiled Exhibition along with art teacher Mr. Grayson. Great work artists!</p>

STUDENT REPRESENTATIVE UPDATE - *Oliver Nesin*

Student Representative Oliver Nesin shared updates on the following topics:

- AP Fair and other counseling center events
- Student frustrations with the removal of courses from the catalog for next school year
- Maintaining safety inside of vulnerable areas in the high school
- Security protocols with new ID scanners have been enforced
- Comprehensive mid-year student survey

SUPERINTENDENT'S UPDATE - Mr. Jason Bing

DISTRICT GOALS UPDATE FOR 24-25

Superintendent of Schools Mr. Jason presented the District Goal Update for the 25-26 school year.

[Presentation on file in the Board Secretary's office and district website]

COLUMBIA COUGAR NEWS

In honor of Black History Month highlights of last week's Futurism Fashion Show was shared with the Board.

Mr. Bing provided an update on the district's state aid amount for 2025-2026 and shared his testimony presented to the Department of Education regarding the state aid formula and the issues affecting the district.

25-26 BUDGET UPDATE

Business Administrator Imani Moody and Superintendent Jason Bing presented the 25-26 Budget Update.

[Presentation on file in the Board Secretary's office and district website]

Board President Duvall Wilson made a motion, seconded by Board Member Callahan to move up the Hearing of Individuals and Delegations to allow students the opportunity to speak. Motion unanimously approved.

HEARING OF INDIVIDUALS AND DELEGATIONS (STUDENTS)

Maplewood Middle School student Teddy Cummings shared his team's presentation as a participant in the STEAM Tank Team Competition. In this competition, groups identify a problem within the community and seek to solve it using Science, Technology, Engineering, Art, and Mathematics. The focus of their presentation was on the hazardous walking conditions near Maplewood Middle School and proposed solutions to address the issue.

Leila Harrison, President of the Maplewood Middle School Student Council, voiced concerns on behalf of the students regarding the building's condition and safety issues, emphasizing how these factors affect student learning.

James Saporita raised concerns about pest control problems, leaking ceilings, and peeling paint at Maplewood Middle School.

Roxanne Fygetakes presented the results of a student survey conducted at Maplewood Middle School, which focused on how to improve both the learning environment and the building itself.

BUSINESS ADMINISTRATOR'S UPDATE

AUDIT PRESENTATION

Business Administrator Imani introduced Auditors Robert Provost and John Farina of PKF O'Connor Davies who presented an overview of the District Financial Audit for the year ending June 30, 2024.

CONSTRUCTION UPDATE

Business Administrator Imani Moody read the monthly construction update.

BOARD PRESIDENT'S UPDATE

The Board reviewed changes to the elective options in the Columbia High School course catalog and ensured that it followed policy regarding curriculum oversight. Therefore, we are voting on combined and new courses for the 25-26 school year, which will take place tonight and continue through the summer as curricula are finalized. The 13 new or revised courses we are voting on tonight include revised honors physics, a full-year dual enrollment honors environmental science, an expanded full-year honors course in organic medicinal chemistry, and Fibers 2, which builds on Fibers 1 by expanding skills in the fiber arts.

The 2025-26 school year calendar is being voted on tonight. The first day of school will be after Labor Day on Tuesday, September 2, 2025.

Our Rutgers Implementation Committee, chaired by Board Member Brown, started off strong and now consists of four members. I want to thank the Senior Leadership Team for their efforts so far as we reach the two-and-a-half-year mark of our three-year extension to provide oversight of Dr. Fergus's recommendations.

Mr. Bing and the District have made great efforts to host multiple in-person and virtual community town halls and meetups since January, particularly the most recent Budget Advisory Committee and Special Services forums. At least two to three board members have attended each of these ongoing meetings, and I personally want to thank the Board for their attendance, as it requires additional time away from our families and further exemplifies your dedication to Board service.

We appreciate the community's active participation, as it enables the Board to better understand the needs and concerns of caregivers, students, and teachers on a more frequent basis outside of our regular board meetings. We are also grateful for the local leaders who attended our Municipal Partnerships Committee meeting this month, including Community Coalition on Race members Nancy Gagnier and Jocelyn Ryan, Assemblywoman Garnet Hall, and faith leader Rabbi Cohen. It was a productive call to review the latest executive orders, and updates on this issue will be forthcoming to the community.

As mentioned in the budget update tonight, Board Members have been meeting in small groups with our Business Administrator, Assistant Business Administrator, and Mr. Bing to review budget updates and raise questions

as we enter another tricky budget season. While managing a deficit, we appreciate that the district is engaging in ongoing discussions with us to review priorities while evaluating the district's long-term stability year over year.

Lastly a big happy birthday to Board Member Bill Gifford, we hope you've enjoyed your birthday.

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 Jamie Ramsburg, Daniel Caplan, Nadira Najib, Jessica Sharma, Jessica Miller, Beth Consentino and Danielle Thorne addressed the Board.

COMMITTEE REPORTS

Committee reports from the Essex County School Board Association meeting 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 4722-4734 for discussion and voting.

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

4722A. RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Kaplus Deborah	T KDG MAR - 1.0 FTE	7/1/25	30

4722B. RESIGNATION

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Simpson, Marjhani	T SPED/INC GR 5 CLIN - 1.0 FTE	4/24/25	.6

4722C. 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
Juarez, Noellia	S4/12 Secretary (SPED) DIST - 1.0 FTE	4/29/25 or sooner 6/30/25	\$64,320*
Kraft, Todd	T Math CHS - 1.0 FTE	3/3/25 6/30/25	\$68,985*
White, Nicholas	School Counselor MM - 1.0 FTE	3/3/25 or sooner 6/30/25	\$68,985*

* Salary based on the SOMEA 2023-24 salary guide

4722D. 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
Vago, Michael	LT T English CHS - 1.0 FTE	3/6/25 or sooner 6/13/25	\$57,985*

* Salary based on the SOMEA 2023-24 salary guide

4722E. 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
Bensky, Joseph	School Counselor MM - 1.0 FTE	3/24/25 or sooner 6/30/25	\$76,185*

* Salary based on the SOMEA 2023-24 salary guide

4722F. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Banner, Abiodun	Assistant Principal CHS - 1.0 FTE	TBD	3/3/25

Mostillo, Faith	LR T Math MM - 1.0 FTE	TBD	2/10/25
Scheurer, Jessica	T SPED/INC Gr. 3 SB - 1.0 FTE	2/18/25 or sooner	2/19/25

4722G. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Beatty, Fiona	S4/12, Secretary MM 1.0 FTE	3/3/25-3/13/25 (Unpaid FMLA) 3/14/25-4/11/25 (Unpaid Personal Leave)
Berry, Rashida	T Math CHS - 1.0 FTE	2/25/25-3/17/25 (Unpaid NJ FLA)
Castano, Jennifer	T SPED MM 1.0 FTE	1/27/25-3/20/25 (Paid Maternity Leave) 3/21/25-6/19/25 (Unpaid NJ FLA)
Hochrun, Timothy	Maintenance DIST - 1.0 FTE	2/21/25-3/17/25 (unpaid FMLA)
Knystautas, Raysa	T WL/Spanish CHS 1.0 FTE	2/3/25-2/24/25 (Paid Maternity Leave) 2/25/25-4/7/25 (Unpaid Medical Leave) 4/8/25-4/30/25 (Unpaid NJ FLA)
Maebert, Stacey	S4/10, Secretary MM 1.0 FTE	1/21/25-2/12/25 (Paid Sick Days) 2/13/25-3/28/25 (Unpaid FMLA)
Sinnicke, Catherine	T SPED SM 1.0 FTE	12/9/24-3/4/25 (Paid Maternity Leave) 3/5/25-6/3/25 (Unpaid NJ FLA)
Thomas- Enyeart, Kristie	T SS CHS - 1.0 FTE	3/18/25-5/2/25 (Unpaid Childcare Leave)

4722H. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Cahill, Allison	T PE/H CHS - .2 FTE	1/2-1/27/25 (17 days)	\$116.82 (per day)	\$1,985.95
Clesmere, Lindsey	T PE/H CHS - .2 FTE	1/2-1/27/25 (17 days)	\$84.65 (per day)	\$1,439.05
Hamilton, Erik	T PE/H CHS - .2 FTE	1/2-1/27/25 (17 days)	\$68.43 (per day)	\$1,163.31
Hurley, Pat	T PE/H CHS - .2 FTE	1/2-1/27/25 (17 days)	\$116.82 (per day)	\$1985.94

Mobley, Gary	T PE/H CHS - .2 FTE	1/2-1/27/25 (17 days)	\$116.82 (per day)	\$1,985.94
Pilone, Jr. Joseph	T PE/H CHS - .2 FTE	1/2-1/27/25 (17 days)	\$123.15 (per day)	\$2,093.55
Shannon, Robert	T PE/H CHS - .2 FTE	1/2-1/27/25 (17 days)	\$116.82 (per day)	\$1,985.94
Banner, Abiodun	T Math CHS - .2 FTE	1/13-1/31/25 (14 days)	\$101.76 (per day)	\$1,424.66
Leslie, Joyce	T Math CHS - .2 FTE	1/13-1/31/25 (14 days)	\$123.15 (per day)	\$1,724.10
Marrese, Jaclyn	T Math CHS - .2 FTE	1/13-1/31/25 (14 days)	\$64.43 (per day)	\$901.99
Pociask, Elizabeth	T Math CHS - .2 FTE	1/13-1/31/25 (14 days)	\$87.54 (per day)	\$1,225.54
Weiland, Elaine	T Math CHS - .2 FTE	1/13-1/31/25 (14 days)	\$107.09 (per day)	\$1,499.32
Wilson, David	T Math CHS - .2 FTE	1/13-1/31/25 (14 days)	\$106.42 (per day)	\$1,489.83
Camina, Diane	T TV Arts CHS - 1.2 FTE	9/9/24 2/20/25	+\$22,167	\$136,502
Campiglia, Anthony	T TV Arts CHS - 1.2 FTE	9/9/24 2/20/25	+\$21,027	\$129,162
Benning, Avery	T SPED MM - .2 FTE	1/27-1/31/25 (5 days)	\$81.76 (per day)	\$408.80
Klein, Betsy	T SPED MM - .2 FTE	1/27-1/31/25 (5 days)	\$81.76 (per day)	\$408.80
Reiss, Deborah	T SPED MM - .2 FTE	1/27-1/31/25 (5 days)	\$87.54 (per day)	\$437.70
Soto, Nikki-James	T SPED MM - .2 FTE	1/27-1/31/25 (5 days)	\$74.43 (per day)	\$372.15
Strauss, Brittany	T SPED MM -.2 FTE	1/27-1/31/25 (5 days)	\$78.87 (per day)	\$394.35
Battle, April	Guidance Counselor MM - .2 FTE	1/14-1/31/25 (13 days)	\$132.39 (per day)	\$1,721.07
Dominguez, Leana	Guidance Counselor MM - .2 FTE	1/14-1/31/25 (13 days)	\$78.87 (per day)	\$1,025.31
Blackford, Meghan	T SPED MM - .2 FTE	1/13-1/31/25 (14 days)	\$90.43 (per day)	\$1,266.02
Hesse, Melissa	T SPED MM - .2 FTE	1/13-1/31/25 (14 days)	\$81.76 (per day)	\$1,144.64
Mincer, Ebony	T SPED MM - .2 FTE	1/13-1/31/25 (14 days)	\$103.09 (per day)	\$1,443.26
Silva, Debra	Academic Intervention MM - .2 FTE	1/13-1/31/25 (14 days)	\$116.82 (per day)	\$1,635.48
Vorona, Heather	T SPED MM - .2 FTE	1/13-1/31/25 (14 days)	\$81.76 (per day)	\$1,144.64
Bethea, Sabrina	Clerical Aide TUS - 1.0 FTE	2/5/25 (7 hours)	\$7.81 (per hour)	\$54.67

Cadorette, Catherine	Clerical Aide SB - 1.0 FTE	10/2-1/31/25 (54.25 hours)	\$7.81 (per hour)	\$423.69
Toledo, Maria	Clerical Aide MAR - 1.0 FTE	1/30-1/31/25 (16.50)	\$8.49 (per hour)	\$140.08
McCormick, Philip	Asst. Principal CHS 1.0 FTE	1/21-1/31/25 (6 days) 1/21-1/31/25 (3 days)	\$50.00 (per day) \$75.00 (per day)	\$300.00 \$225.00
Obwoge, Lamech	Asst. Principal CHS 1.0 FTE	1/16-1/31/25 (6 days) 1/16-1/31/25 (3 days)	\$50.00 (per day) \$75.00 (per day)	\$300.00 \$225.00
Sanchez, Frank	Principal CHS 1.0 FTE	1/16-1/31/25 (6 days) 1/16-1/31/25 (4 days)	\$50.00 (per day) \$75.00 (per day)	\$300.00 \$300.00
Bean-Folkes, Dr. Jane	Supervisor ELA CHS - 1.0 FTE	8/12-8/15/24 (15 hours)	\$50.00 (per hour)	\$750.00
Manno, James	Supervisor Fine Arts CHS - 1.0 FTE	7/3-8/19/24 (11 hours)	\$50.00 (per hour)	\$550.00
Monfasani, Nicole	Supervisor H/PE CHS - 1.0 FTE	8/13-8/24 (9 hours)	\$50.00 (per hour)	\$450.00
Preston, Chris	Supervisor SS CHS - 1.0 FTE	7/8-8/16/24 (11 hours)	\$50.00 (per hour)	\$550.00
Robles, Dr. Ramon	Supervisor WL CHS - 1.0 FTE	8/14-8/15/24 (10 hours)	\$50.00 (per hour)	\$500.00

4722I. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Giovanniello, Paul	F.L.E.S CHS - .5 FTE	2/5/25 4/9/25	\$2,257 (pro-rated)
Knystautas, Raysa	F.L.E.S CHS - .5 FTE	2/5/25 4/9/25	-\$2,257 (pro-rated)
Muirhead, Ryan	Varsity Coach, Baseball CHS - 1.0 FTE	3/1/25 6/30/25	\$7,891
Nichols, Max (Thomas)	Asst. Coach/ Varsity, Baseball CHS - 1.0 FTE	3/1/25 6/30/25	\$5,614
Reyes, Nicolas	Asst. Coach/JV, Baseball CHS - 1.0 FTE	3/1/25 6/30/25	\$5,614
Clesmere, Lindsey	Asst. Coach, Softball CHS - 1.0 FTE	3/1/25 6/30/25	\$5,614
Carluccio, Joanna	Asst. Coach/JV, Girls Indoor Track CHS - 1.0 FTE Asst. Coach/JV, Girls Outdoor Track CHS - 1.0 FTE	12/1/24 2/28/25 3/1/25 6/30/25	\$5,531 \$5,531

Reichenstein, Steven	Varsity Coach, Boys Tennis CHS - 1.0 FTE	3/1/25 6/30/25	\$6,566
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4722J. APPROVE JOB DESCRIPTIONS (see attached)

New: Assistant Superintendent of Schools
Director of Data, Planning, Research and Evaluation

TITLE: Resolution to Change Position Titles and Adopt Job Descriptions

WHEREAS, the South Orange-Maplewood Board of Education is committed to ensuring that job titles and descriptions accurately reflect the roles and responsibilities necessary to support the district's mission and operational needs; and

WHEREAS, the Board of Education has reviewed the current administrative positions and has determined that certain title modifications will better align with the strategic goals and priorities of the district; and

WHEREAS, the position currently titled Director of Access & Equity will be retitled as Director of Data/Planning/Research and Evaluation; and

WHEREAS, the position currently titled Assistant Superintendent of Access & Equity will be retitled as Assistant Superintendent of Schools; and

WHEREAS, the Board of Education has reviewed and approved the job descriptions for these positions to align with their titles and responsibilities;

NOW, THEREFORE, BE IT RESOLVED, that the South Orange-Maplewood Board of Education hereby approves the title changes as follows:

1. Director of Access & Equity shall be retitled as Director of Data/Planning/Research and Evaluation; and
2. Assistant Superintendent of Access & Equity shall be retitled as Assistant Superintendent of Schools; and

BE IT FURTHER RESOLVED, that the Board of Education formally adopts the revised job descriptions for these positions, effective February 28, 2025; and

BE IT FURTHER RESOLVED, that the Superintendent and appropriate district personnel are directed to take all necessary steps to implement these changes.

4723A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2024-2025 SCHOOL YEAR

STATE CERTIFIED TEACHER

1. Gehman, Henry

STATE SUBSTITUTE CERTIFICATE

1. Camillo, Al Qadr
2. Green, Antoine*
3. Innocent, Reginald
4. Jackson, Juelle G.
5. Ziobro, Maya R.

**pending criminal history clearance*

4723B. APPOINTMENT OF OUT OF DISTRICT COACHES FOR THE 2024-2025 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Alves-Filho, Jennifer	Softball JV Coach	03/2025 06/2025	\$5,614
Dennis, Donte	Girls Lacrosse Asst. Coach	03/2025 06/2025	\$5,614
Downey, Brian	Boys Lacrosse JV Coach	03/2025 06/2025	\$5,614
Downey, Ryan	Boys Lacrosse Varsity Coach	03/2025 06/2025	\$7,891
Glymph, Belinda	Boys Outdoor Track JV Coach	03/2025 06/2025	\$5,614
Goldstein, Neil	Girls Lacrosse JV Coach	03/2025 06/2025	\$5,614
Hildebrand, Christopher	Boys Lacrosse Asst/JV Coach	03/2025 06/2025	\$5,614
Johnson, Michael	Girls Outdoor Track Varsity Coach	03/2025 06/2025	\$7,891
Pappalardo, Christopher	Boys Lacrosse Freshman Coach	03/2025 06/2025	\$3,811
Ramos, Steven	Girls Lacrosse Varsity Coach	03/2025 06/2025	\$7,891
Rothenberger, Nicole	Softball Freshman Coach	03/2025 06/2025	\$3,811
Simon, Alex	Boys Outdoor Track Varsity Coach	03/2025 06/2025	\$7,891
Smith, Clifford	Softball Varsity Coach	03/2025 06/2025	\$7,891

4723C. APPOINTMENT OF VOLUNTEER COACHES FOR THE 2024-2025 SCHOOL YEAR

NAME	ASSIGNMENT
Crouch, David	Baseball Coach
Glymph, Belinda	Boys JV Indoor Track Coach
Serrano, Bella	Girls Varsity Wrestling Coach

4724. 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].

4725A. Receives and accepts the following financial reports:

1. December 2024 Board Secretary's Report
2. December 2024 Treasurer Report
3. December 2024 Transfer Report
4. January 2025 Expense Account Adjustment Analysis
5. January 2025 Revenue Account Adjustment Analysis
6. Check Register #200888 in the amount of \$ \$1,551,735.23
7. Check Register #200889 in the amount of \$ \$7,774,575.75 for December 2024 payroll
8. Check Register #424286-424925 in the amount of \$9,369,598.50

4725B. Certify the Board Secretary's Monthly Financial Report.

4725C. 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	Spring 2025 Educator's Exchange	04/10/25	Montclair, NJ	\$26.45
Tunde Adedoyin Central Office	NJASPA 2025 Inaugural Spring Summit	03/06/25	South Orange, NJ	\$0.00
Jane Bean Folkes Columbia HS	Teaching Kindergarten Conference	03/07/25- 03/08/25	New York, NY	\$249.00
Jane Bean Folkes Columbia HS	Education Career Fair	04/08/25	New York, NY	\$173.50
Cassandra Bragg Central Office	2025 Inaugural Spring Summit	03/06/25	South Orange, NJ	\$100.00
Louis Brown Maplewood Middle	Education Opportunities Fair	03/05/25	Ewing, NJ	\$326.70
Melissa Butler Clinton School	Spring 2025 Educator's Exchange	04/10/25	Montclair, NJ	\$26.45
Michael Calissi Tuscan School	I&RS to MTSS	03/26/25	Virtual	\$100.00
Anthony Cicensia South Mountain	I&RS to MTSS	03/26/25	Virtual	\$100.00
Dr. Zoila Correa Central Office	I&RS to MTSS	03/26/25	Virtual	\$100.00
Katie Costello Central Office	Supercharge Your MTSS Implementation	03/13/25	West Orange, NJ	\$0.00
Maureen Davenport Seth Boyden	I&RS to MTSS	03/26/25	Virtual	\$100.00

Maureen Davenport Seth Boyden	2025 Education Interview Day & Mini Career Day	02/28/25	Wayne, NJ	\$108.80
Jennifer De Los Angeles Central Office	NJASPA 2025 Spring Summit	03/06/25	South Orange, NJ	\$100.00
Owen Divers Clinton School	Teaching Kindergarten Conference	03/07/25 03/08/35	New York, NY	\$249.00
Eshaya Draper Central Office	NJSPRA Spring 2025 Workshop	03/13/25	Monroe Township, NJ	\$95.63
Eshaya Draper Central Office	NJSPRA Spring 2025 Professional Development	03/20/25 04/17/25 05/22/25 06/12/25	Virtual	\$1,000.00
Monique Durant Central Office	Spring 2025 Educator's Exchange	04/10/25	Montclair, NJ	\$26.45
Monique Durant Central Office	2025 Inaugural Spring Summit	03/06/25	South Orange, NJ	\$102.35
Susan Ellis Central Office	Spring 2025 Careers in Education Job Fair	04/09/25	Union, NJ	\$114.05
Karissa Handler Columbia High School	High Point University Counselor Open House	03/19/25 03/21/25	High Point, NC	\$0.00
Yves Hart Central Office	Supercharge Your MTSS Implementation	03/13/25	West Orange, NJ	\$0.00
Marcia Hicks Columbia HS	I&RS to MTSS	03/26/25	Virtual	\$100.00
Kim Hutchinson Central Office	2025 Education Interview Day & Mini Career Day	02/28/25	Wayne, NJ	\$33.80
Lynn Irby-Hill South Orange Middle	Education Career Fair	04/08/25	New York, NY	\$73.50
Keysha Knight Columbia HS	The Extraordinary Administrative Professional	03/21/25	Virtual	\$0.00
Melissa Koes Tuscan School	Teaching Kindergarten Conference	03/07/25 03/08/25	New York, NY	\$249.00
Leroy Johnson Central Office	NJPSA/FEA	03/07/25	Monroe Township, NJ	\$92.30
Peter Kassalow Maplewood Middle	I&RS to MTSS	03/26/25	Virtual	\$100.00
Nicole Monfasani	Shape America 2025 National Convention			\$2,707.10

Columbia HS		03/31/25-04/05/25	Baltimore, MD	
Imani Moody Central Office	NJASBO Annual Conference	06/04/25-06/06/25	Atlantic City, NJ	\$1,218.52
Tracie Morrison Columbia HS	Spring 2025 Careers in Education Job Fair	04/09/25	Union, NJ	\$14.05
Tracie Morrison Columbia HS	Women's Leadership Conference	04/07/25-04/08/25	Somerset Park, NJ	\$491.29
Tracie Morrison Columbia HS	Driving Student Empowerment Through Arts Education	02/28/25	New Providence, NJ	\$162.60
Tracie Morrison Columbia HS	The Power of Relationships PSEL, 3, 5, 10	03/27/25	Monroe, NJ	\$40.61
Kyndell Pierce-Tuttle Marshall School	I&RS to MTSS	03/26/25	Virtual	\$100.00
Jesse Pierre Tuscan School	Managing Sudden Traumatic Loss	03/04/25-03/05/25	Bloomfield, NJ	\$0.00
Angela Rivera Delia Bolden	I&RS to MTSS	03/26/25	Virtual	\$100.00
Dr. Donovan Smalls South Orange MS	Education Opportunities Fair	03/05/25	Ewing, NJ	\$76.70
Dr. Donovan Smalls South Orange MS	I&RS to MTSS	03/26/25	Virtual	\$100.00
Maggie Tuohy Seth Boyden	Teaching Kindergarten Conference	03/07/25-03/08/25	New York, NY	\$249.00
Lavonne Wallace Clinton School	I&RS to MTSS	03/26/25	Virtual	\$100.00
Sjocquelyn Winstead Columbia HS	DAANJ	03/10/25-03/14/25	Virtual	\$1,827.84
Kendra Wolsky Central Office	Rutgers Emergency Management	04/01/25-04/29/25	Virtual	\$390.00
Andrew Zabiega Central Office	NJASBO Annual Conference	06/04/25-06/06/25	Atlantic City, NJ	\$1,155.92
Total				\$12,480.61

4725D. Approves the following provider(s) for the service indicated for the 2024-2025 school year:

Provider Name	Service	Rate
Best of You Therapy, Inc. Wayne, NJ	Speech Therapist	\$100/hr (in school) \$125/hr (home based) \$425/eval
	Bilingual Therapist (PT, OT, SLP)	\$110/hr (in school) \$135/hr (home based) \$625/eval
	Occupational Therapist	\$100/hr (in school) \$125/hr (home based) \$425/eval
	LDTTC	\$90/hr \$425/eval
	Psychologist	\$90/hr \$425/eval
	Physical Therapist	\$100/hr (in school) \$125/hr (home based) \$425/eval
	Special Education Teacher	\$70/hr (in school) \$95/hr (home based)
	ABA Therapy Services	\$95/hr (in school) \$125/hr (home based)

4725E. 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
Creative Library Concepts	Furniture	Co-Op
KI	Furniture	Co-op

4725F. Authorize the Business Administrator to enter into an agreement with Camp Riverbend of Warren, New Jersey to park buses in the Columbia High School parking lot June 23, 2025 - August 15, 2025 at a rate of \$100 per bus per week.

4725G. Accepts a donation to South Orange Middle School in the amount of \$1,112.80.

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

20-006-200-890-SO-5900 South Orange Middle \$1,112.80

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.

4725H. Accepts a donation from the Achieve Foundation in the amount of \$1008.00

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

20-006-200-890	Education Foundation	\$1,008.00
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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.

4725I. Accepts the donation of art and music supplies and equipment from Music and Arts Education Project, Inc (MAEP) to support 6-8 Art and Music programs. The donated value of the supplies is \$4,538.78.

4725J. Approves an agreement with Atlantic Tomorrow's Office of Bloomfield, New Jersey for a 60-month lease for the following Digital Imaging System copy machines:

- (1) Ricoh IM3500
- (2) Ricoh IM4000
- (1) Ricoh IM8000
- (1) Ricoh IM550

The total combined monthly lease cost of \$2,211.00 for an annual combined cost of \$26,532.00 plus the cost of \$.0053 per page for maintenance and supplies (excludes paper and staples).

4725K. WHEREAS, the South Orange Maplewood Board of Education has received the audit; reviewed the recommendations contained in the Management Report on Administrative Findings, Financial, Compliance and Performance Reporting Audit Report for the period July 1, 2023 through June 30, 2024 as prepared by PKF O'Connor Davies, LLP; and

WHEREAS, the South Orange Maplewood Board of Education upon the recommendation of the Superintendent, does hereby,

1. Authorize the Board Secretary to enter said discussion in the minutes of this meeting;
2. Accept the audit and approve and authorize the implementation of the Corrective Action

Plan that addresses the Audit Findings and Recommendations in the Management Report on Administrative Findings, Financial, Compliance and Performance for the Fiscal Year ending June 2024, presented by PKF O'Connor Davies, LLP.

BE IT FURTHER RESOLVED, that the South Orange Maplewood Board of Education authorizes the Superintendent of Schools and the School Business Administrator to produce two (2) certified copies of said Corrective Action Plan to be filed with the County Superintendent of Schools and the State Department of Education.

4725L. 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	9	\$46,554.00 (contract increase)
	10	\$45,745.00 (contract increase)

4725M. 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.	18	\$ 85,430.00 (contract increase)
	19	\$111,649.00 (contract increase)

4725N. Authorizes tuition reimbursement to Kerri Waibel, Director of Access and Equity in the amount of \$1,988.00 for Spring 2025 courses required to obtain her Doctorate in Educational Leadership. Ms. Waibel will be required to continue employment with the District for two years after receipt of this reimbursement, or the District will request repayment by the employee.

4726. Adopt the following revised curricula:

Resolution Number	New/ Revised	Department	Subject
4726-1	Revised	Fine Arts K-12	Music Technology 1
4726-2	Revised	Fine Arts K-12	Traditional Photography

4727. Adopt the following new courses:

<u>New Course Name</u>	<u>Department</u>
AP Seminar	ELA K-12

4728. Affirms the HIB investigations reported to the South Orange/ Maplewood School District for the month of January 2025.

4729. Adopt Board Policy 4217 Use of Corporal Punishment.

- 4730-1. Upon the recommendation of the Superintendent, the Board approves the first reading of Policy 2431.1 Athletic Department and Coaches.
- 4730-2. Upon the recommendation of the Superintendent, the Board approves the first reading of Policy 3216.1 Identification Badges.
- 4730-3. Upon the recommendation of the Superintendent, the Board approves the first reading of Policy 4216.1 Identification Badges.
- 4730-4. Upon the recommendation of the Superintendent, the Board approves the first reading of Policy 9180 School Volunteers.
- 4730-5. Upon the recommendation of the Superintendent, the Board approves the first reading of Policy 9181 Volunteer Athletic Coaches.
4731. Approves the Sidebar agreement with SOMEA concerning Saturday Academy at Maplewood Middle and South Orange Middle Schools and authorizes the Board President to execute the agreement.
4732. Approves the submission of the New Jersey Department of Education Language Instruction Educational Program (LIEP) Three Year Plan.
4733. WHEREAS, consistent student attendance is critical for academic success and overall school performance; and

WHEREAS, Marshall Elementary School, and Montrose Early Learning Center have identified attendance challenges that require targeted intervention; and

WHEREAS, the South Orange-Maplewood School District is committed to improving student attendance through proactive measures and structured support;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education approves the implementation of an Attendance Corrective Action Plan for Columbia High School, Marshall Elementary School, and Montrose Early Learning Center, which shall include:

- Enhanced Monitoring and Reporting: Strengthening attendance tracking systems to identify and address patterns of chronic absenteeism.
- Intervention Strategies: Implementing targeted interventions such as family outreach, counseling support for students with excessive absences.
- Stakeholder Collaboration: Engaging parents, teachers, and community partners in promoting a culture of attendance and addressing barriers to regular school attendance.
- Ongoing Evaluation: Regularly reviewing attendance data to assess progress and adjust strategies as needed.

4734. Approves the school calendar for the 2025-2026 school year as presented.

ROLL CALL: Motion 4722A-J, 4723A-B, 4724, 4725A-N, 4726, 4727, 4728, 4729, 4730, 4731, 4732, 4733, 4734 PASSED YES: Bennett, Brown, Callahan, DuVall Wilson, Eckert, Gifford, Kapadia, Meyer, Sackett-Gable, NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

None.

NEW BUSINESS

Board Member Bennett shared comments about state aid.

Future Meetings

The Board of Education will meet in Public Session on Thursday, March 13, 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.

The Board of Education will meet in Public Session on Thursday, March 27, 2025 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 Board Member President Duvall Wilson, seconded by Board Member Callahan to adjourn. Motion to adjourn was unanimously approved at 10:44 p.m.

Imani Moody, Board Secretary