

Regular Meeting  
South Orange-Maplewood  
Board of Education  
March 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 March 27, 2025.

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

ROLL CALL: Present: Board Member Bennett (6:40 p.m.), Board Member Brown, Board Member Callahan, Board President DuVall Wilson, Board Eckert, Board Member Kapadia, Board Member Meyer, Board Member Sackett-Gable,

Absent: Bill Gifford

*NINE VOTING MEMBERS PRESENT*

Pledge of Allegiance

*The Columbia High School Excelsior Singers performed.*

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 Sackett-Gable to adjourn to Executive Session. Motion unanimously approved.

***Board Members adjourned to Executive Session at 6:42 p.m.***

***Board Members reconvened at 8:28 p.m.***

***Board Member Gifford & Student Representatives Present***

***9 Voting Members Present***

#### APPROVAL OF MINUTES

Motion made by Board President DuVall Wilson seconded by Board Member Bennett to approve the minutes of the following meetings: February 4, 2025 Board Retreat and February 27, 2025 Executive Session and Regular Public Meetings. Motion unanimously approved.

#### BOARD RECOGNITIONS - Oliver Nesin, Student Representative

NAME/SCHOOL	RECOGNITION
STEAM Tank Team Maplewood Middle School	If you tuned into last month's board meeting, you may have seen a fantastic group of students from Maplewood Middle School present a solution to traffic issues during drop off and dismissals

	<p>to traffic issues during dropoff and dismissals through a project challenge from the New Jersey School Boards Association's STEAM Tank Challenge.</p> <p>Thanks to their innovative thinking, Maplewood Township and Maplewood Police are implementing their proposal for a one-way traffic-calming plan during peak hours to enhance student safety.</p> <p>Well done to the MMS STEAM Tank students and their teacher, Ms. Zavocki!</p>
<p>Maya Kaplan Columbia High School</p>	<p>Congratulations to CHS senior Maya Kaplan for being named Columbia's 2025 Unsung Hero by the Essex County School Boards Association and the New Jersey School Boards Association.</p> <p>Recognized for her dedication to supporting neurodivergent students, Maya has spent much of her free time working with Columbia High School's special education program, particularly with students in the Applied Behavior Analysis program.</p> <p>Earlier this month, Mrs. Bodnar presented the award to Maya and highlighted her empathy, loyalty, and commitment to inclusivity. Maya plans to pursue a career in special education, aiming to make a lasting impact on students with special needs.</p>
<p>Photography Students Columbia High School</p> <p><i>submitted by</i> Mr. James Manno</p>	<p>Congratulations to Columbia High School Maya Berkwitz and sophomore Abby Oettinger for receiving awards for their photography pieces at the Pingry School on February 28th.</p> <p>The twenty-ninth annual Pingry Student Photography Exhibition was on view in the Hostetter Arts Center Gallery through early March. Nearly two hundred digital and traditional film-based photographs showcased the best work of students from seven private and public high schools in the region.</p>

<p>Violet Kessler Mrs. Elizabeth Petroccia</p> <p>Mrs. Nicole Josey Columbia High School</p>	<p>The Unsung "<u>Sheroes</u>" 2025 celebration at the South Orange Performing Arts Center last week honored remarkable women for their dedication to the community, and three individuals from SOMSD were honored.</p> <p>Columbia High School freshman Student Council President Violet Kessler was recognized for her leadership and advocacy for youth.</p> <p>CHS Counseling Secretary Ms. Petroccia was celebrated for her commitment to education and volunteerism.</p> <p>Ms. Nicole Josey, co-president of the SOMSD President's Council, was honored for her tireless work in advancing inclusion and equity in SOMA. Their contributions continue to inspire and uplift the community.</p> <p>Congratulations and thank you for your service.</p>
<p>AP Art Students Columbia High School</p>	<p>Congratulations to the Columbia High School's AP Art students on the return of their annual showcase at the South Orange Performing Arts Center!</p> <p>This exhibition, running until April 26th, highlights their incredible talent across various mediums, from paintings to digital art.</p> <p>Under the guidance of visual arts teacher Ms. Cappucci, these students have worked tirelessly to refine their craft and share their creative voices with the community.</p> <p>Great work!</p>
<p>South Orange Village Baird Community Center Columbia High School</p> <p><i>submitted by</i> Mr. Stanley Valles Director of School &amp; Community Safety</p>	<p>This past winter, South Orange Village and the Baird Community Center helped our South Orange Middle School immensely during a successful evacuation and reunification exercise.</p> <p>We especially thank Chief Morillo and Sergeant Lonero from the South Orange Police Department, as well as community center director Matt Gray for their fast-acting support.</p>

	<p>Their flexibility and willingness to collaborate on such short notice ensured a smooth transition for students and staff, providing them stability and care during the security procedure.</p> <p>Thank you!</p>
<p>Fencing Team Columbia High School</p> <p><a href="#">CHS Student-Athlete Girls Fencing Team</a></p>	<p>Congratulations to the Columbia High School Girls Fencing Team for securing an impressive second-place finish at the state championships, delivering many hard-fought spars throughout the seasons.</p> <p>Their dedication and perseverance throughout the season have been truly commendable, and we are very proud of their athletic integrity.</p> <p>Athletic Director Sjocquelyn Winstead presented the Fencing Team with certificates to acknowledge their hard work.</p>

#### STUDENT REPRESENTATIVE UPDATE - Asa Glassman

Student Representative Glassman shared updates on the following topics:

I am pleased to share that Columbia High School has maintained a level of consistency that we have not seen in quite some time. This stability is a welcomed change reinforcing the integrity and image of our school in a way that benefits both students and faculty. In a time when schools across the country are facing uncertainty and rapid changes, having a sense of continuity is invaluable for both the academic and personal development of our students. While there is always room for growth and improvement it is important to recognize the progress that has been made in creating a more structured and predictable environment at Columbia High School.

As student representatives, Oliver and I have been dedicated to ensuring that student voices are heard and that concerns of our peers are brought to the attention of the Board of Education. This month, we focused on gathering insights into the current state of Columbia High School through a comprehensive student survey. Our goal is to provide both qualitative and quantitative feedback that will allow the Board to make informed decisions that reflect the needs and concerns of the student body. The survey covers a range of topics including school security, academic programming and overall student preparedness for higher education. So far, we have received 155 responses, however we are actively working to increase participation as a larger sample size will undoubtedly help us present a more complete and representative picture of student sentiment. Even at this stage the results have provided valuable statistics for key issues. Here are some of the most notable findings so far:

- 81.9% of students believe that the removal and consolidation of course options for next year will negatively impact the academic environment at CHS
- 50.3% of students do not feel that the presence of security guards contributes to a safer school environment
- 16.8% of respondents feel that CHS is adequately preparing students for higher education

Beyond the numerical data, the survey also included an open-ended section where students could share their thoughts on additional concerns and areas for improvement; we received 75 qualitative responses covering a wide range of topics such as concerns over budgeting, the role of artificial intelligence in classrooms and a desire for greater transparency from the Board of Education regarding policy changes and the decision making process. These responses provide valuable context for the numerical data, offering a deeper understanding of the challenges students face. As we continue to collect more responses, we will refine our findings and provide a more comprehensive report. In the coming weeks, we hope that this data will serve as a valuable tool for the board in making decisions that directly impact students' experiences. We appreciate your willingness to engage with student concerns and look forward to working together to create a stronger and more supportive learning environment at Columbia High School.

#### BUSINESS ADMINISTRATOR'S UPDATE

Business Administrator Imani Moody read the monthly construction update.

#### BOARD PRESIDENT'S UPDATE

##### Letter to the Community

The Board requested that the District create a fact sheet that reminded our school community of our DEI and Integration policies, which remain unchanged, along with the state laws that mandate diverse curriculum, such as the Amistad Law, LGBTQI+, and the law for persons with disabilities. The letter reaffirmed our commitment to fostering a safe, supportive, and inclusive learning environment for every student we serve. This document was sent to the school community by our Superintendent on March 4<sup>th</sup>.

##### Quarterly Retreat

We've held two productive retreats focused on Board governance, curriculum oversight, student achievement, and data-driven decision-making. In July, we will convene again to review our self-evaluation, which we will conduct in a few weeks, and refine our oversight practices in collaboration with the Superintendent to achieve our goal of effective Board oversight.

### Maintaining NJSBA Board Certification

We have secured the necessary points and are awaiting final results from the NJSBA's wellness review of our policy manual. Upon completion, we will officially receive our board certification.

### Board Annual Agenda

We continue to follow the NJSBA Standard Board Calendar. Progress is reviewed regularly at Executive Committee meetings to ensure alignment and accountability.

### Development of Best Practices

Through our policy and governance committee, along with our newly updated board governance manual, we have discussed ways to streamline our Board meetings and workflow.

### Committee Alignment and Reporting

We created a suggested template for committee readouts at Board meetings as well as implemented SOPs for committee structures with respect to the length of committee meetings, ensuring goals are covered in methods of and methods to track members' questions before and after committee meetings.

### Committee Related to Students and Families

Recognizing that the Superintendent has launched a Children's Cabinet with town leaders and stakeholders to address student resource gaps and needs from K-12th grades. The board opted not to duplicate these efforts, as cabinet meetings have already begun, and more information will be forthcoming from the Superintendent.

### April 24 Board Meeting

At the April 24th Board meeting, a budget adoption vote will be held. We are also in the process of scheduling Michael Alves of the Alves Group to return and present the Year 4 Intentional Integration Initiative recap.

### Negotiations

Our Superintendent shared with the school community via letter a few weeks ago that we have agreed upon our salary increases for the three years of our teacher's contract and are continuing to work on the salary guides with SOMEA. However, due to a confidentiality agreement, we are unable to share more details publicly.

### 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 Jocelyn Ryan & Eric Siders Co-chairs of the Schools Committee of the South Orange Maplewood Community Coalition on Race and Columbia High School student Gabriel Taro addressed the Board.

#### COMMITTEE REPORTS

Committee reports from the Curriculum and Instruction, Special Services, Municipal Partners, Finance, Facilities and Technology, Policy and Personnel 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 4736-4746 discussion and voting.

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

#### 4736A. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Bekkedahl, Alison	T Math MM - 1.0 FTE	7/1/25	15
Cayo, Danielle	T WL/Spanish CHS - 1.0 FTE	7/1/25	10
Leslie, Joyce	T Math CHS - 1.0 FTE	7/1/25	19
Sackett, Maura	T 3 TUS - 1.0 FTE	7/1/25	25

#### 4736B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Stokes, Katherine	T SPED/INC SM - 1.0 FTE	7/1/25	8

Zabiega, Andrew	Assistant Business Administrator DIST - 1.0 FTE	5/16/25	.6
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4736C. APPOINTMENT FOR THE 2025-26 SCHOOL YEAR

(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
Swyberius, Laura	Principal MAR - 1.0 FTE	7/1/25 6/30/26	\$151,035*

\* Salary based on the ASCA 2024-25 salary guide

4736D. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Banner, Abiodun	Assistant Principal CHS - 1.0 FTE	TBD	3/17/25
Caspe, Howard	Social Worker (formerly SAC) CHS - 1.0 FTE	TBD	2/7/25
Kraft, Todd	T Math CHS - 1.0 FTE	3/3/25	4/7/25

4736E. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Ford, Brian	T SS - LR CHS - 1.0 FTE	5/2/25	5/12/25
Mostillo, Faith	LR T Math MM - 1.0 FTE	3/14/25	3/17/25
Vago, Michael	LR T English CHS - 1.0 FTE	6/13/25	3/27/25

4736F. TRANSFERS/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Gervasio, Matthew	T SPED/INC DB - 1.0 FTE	T SPED/INC CLIN - 1.0 FTE	3/12/25
Ng, Suzanne	Library Media Specialist SB - 1.0 FTE	Library Media Specialist CHS - 1.0 FTE	3/24/25
Portnoff, Julia	Social Worker (Non-CST) SB/MAR - 1.0 FTE	Social Worker (Non-CST) SB - 1.0 FTE	9/1/24
Quaye, Jr. Wilfred	Social Worker (Non-CST)	Social Worker (Non-CST)	9/1/24

	SB - 1.0 FTE	SB/MAR	
Wilken, Alexa	Academic Intervention SB - 1.0 FTE	T SPED/INC Gr. 1 SB - 1.0 FTE	3/24/25

4736G. ADMINISTRATIVE LEAVES

NAME	EFFECTIVE DATE
Employee # 5063	10/11/24-3/12/25 (w/pay)
Employee # 0627	9/26/24-3/21/25 (w/pay)

4736H. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Berry, Rashida	T Math CHS - 1.0 FTE	2/25/25-3/7/25 (Unpaid NJFLA)
Bruno, Heather	T SPED/INC DB - 1.0 FTE	3/24/25-4/7/25 (Unpaid FMLA)
Guariglia, Lisa	Speech/Language Specialist CHS -1.0 FTE	3/4/25; 3/6/25-3/7/25 (Unpaid NJ FLA)
Hochrun, Timothy	Maintenance DIST - 1.0 FTE	3/18/25-3/31/25 (Unpaid FMLA)
Maeber, Stacey	S3/10, Secretary MM - 1.0 FTE	2/13/25-4/18/25 (Unpaid FMLA)
Rodriguez, Gina	T 4 TUS - 1.0 FTE	8/27/25-6/30/26 (Unpaid Childcare Leave)
Simpson, Marjhani	T SPED/INC CLIN - 1.0 FTE	3/13/25 (1/2 day) - 3/21/25 (Unpaid Leave)
Thomas-Enyeart, Kristie	T SS CHS - 1.0 FTE	3/18/25-5/9/25 (Unpaid Childcare Leave)

4736I. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Cahill, Allison	T PE/H CHS - .2 FTE	2/3-2/28/25 (18 days)	\$116.82 (per day)	\$2,102.70
Clesmere, Lindsey	T PE/H CHS - .2 FTE	2/3-2/28/25 (18 days)	\$84.65 (per day)	\$1,523.70
Hamilton, Erik	T PE/H CHS - .2 FTE	2/3-2/28/25 (18 days)	\$68.43 (per day)	\$1,231.74
Hurley, Pat	T PE/H CHS - .2 FTE	2/3-2/28/25 (18 days)	\$116.82 (per day)	\$2,102.70
Mobley, Gary	T PE/H CHS - .2 FTE	2/3-2/28/25 (18 days)	\$116.82 (per day)	\$2,102.70
Pilone, Jr. Joseph	T PE/H CHS - .2 FTE	2/3-2/28/25 (18 days)	\$123.15 (per day)	\$2,216.70

Pruden, Christopher	T PE/H CHS - .2 FTE	2/3-2/28/25 (18 days)	\$66.43 (per day)	\$1,195.70
Shannon, Robert	T PE/H CHS - .2 FTE	2/3-2/28/25 (18 days)	\$116.82 (per day)	\$2,102.70
Banner, Abiodun	T Math CHS - .2 FTE	2/3-2/28/25 (18 days)	\$101.76 (per day)	\$1,831.68
Leslie, Joyce	T Math CHS - .2 FTE	2/3-2/28/25 (18 days)	\$123.15 (per day)	\$2,216.70
Marrese, Jaclyn	T Math CHS - .2 FTE	2/3-2/28/25 (18 days)	\$64.43 (per day)	\$1,159.74
Pociask, Elizabeth	T Math CHS - .2 FTE	2/3-2/28/25 (18 days)	\$87.54 (per day)	\$1,575.72
Weiland, Elaine	T Math CHS - .2 FTE	2/3-2/28/25 (18 days)	\$107.09 (per day)	\$1,927.62
Wilson, David	T Math CHS - .2 FTE	2/3-2/28/25 (18 days)	\$106.42 (per day)	\$1,915.56
Cayo, Danielle	T WL/Spanish CHS - .2 FTE	2/3-2/28/25 (18 days)	\$116.82 (per day)	\$2,102.70
Giovanniello, Paul	T WL/Spanish CHS - .2 FTE	2/3-2/28/25 (18 days)	\$90.43 (per day)	\$1,627.70
Hernandez, Luis	T WL/Spanish CHS - .2 FTE	2/3-2/28/25 (18 days)	\$90.43 (per day)	\$1,627.70
Lemos, Gonzalo	T WL/Spanish CHS - .2 FTE	2/3-2/28/25 (18 days)	\$116.82 (per day)	\$2,102.70
Lopez, Pamela	T WL/Spanish CHS - .2 FTE	2/3-2/28/25 (18 days)	\$64.43 (per day)	\$1,159.70
Biasucci, Amy	T SCI/B CHS - 1.2 FTE	9/9/24 6/30/25	+\$21,027	\$126,162
Silver, Dr. Bianca	T SCI/B CHS - 1.2 FTE	9/9/24 6/30/25	+\$15,937	\$95,622
Bennett, Telia	T English CHS - .2 FTE	2/24-2/28/25 (5 days)	\$101.76 (per day)	\$508.80
Johnson, Beth	T English CHS - .2 FTE	2/24-2/28/25 (5 days)	\$106.04 (per day)	\$530.20
Martling, Lori	T English CHS - .2 FTE	2/24-2/28/25 (5 days)	\$125.37 (per day)	\$626.85
Pollioni, Eugene	T English CHS - .2 FTE	2/24-2/28/25 (5 days)	\$123.15 (per day)	\$615.75
Whitaker, Thomas	T English CHS - .2 FTE	2/24-2/28/25 (5 days)	\$123.15 (per day)	\$615.75
Benning, Avery	T SPED MM - .2 FTE	2/3-2/28/25 (18 days)	\$81.76 (per day)	\$1,471.68
Klein, Betsy	T SPED MM - .2 FTE	2/3-2/28/25 (18 days)	\$81.76 (per day)	\$1,471.68
Reiss, Deborah	T SPED MM - .2 FTE	2/3-2/28/25 (18 days)	\$87.54 (per day)	\$1,575.72
Soto, Nikki-James	T SPED MM - .2 FTE	2/3-2/28/25 (18 days)	\$74.43 (per day)	\$1,339.74
Strauss, Brittany	T SPED MM - .2 FTE	2/3-2/28/25 (18 days)	\$78.87 (per day)	\$1,419.66

Battle, April	Guidance Counselor MM - .2 FTE	2/3-2/28/25 (18 days)	\$132.39 (per day)	\$2,383.02
Dominguez, Leana	Guidance Counselor MM - .2 FTE	2/3-2/28/25 (18 days)	\$78.87 (per day)	\$1,419.66
Blackford, Meghan	T SPED MM - .2 FTE	2/3-2/28/25 (18 days)	\$90.43 (per day)	\$1,627.74
Hesse, Melissa	T SPED MM - .2 FTE	2/3-2/28/25 (18 days)	\$81.76 (per day)	\$1,471.68
Mincer, Ebony	T SPED MM - .2 FTE	2/3-2/28/25 (18 days)	\$103.09 (per day)	\$1,855.62
Silva, Debra	Academic Intervention MM - .2 FTE	2/3-2/28/25 (18 days)	\$116.82 (per day)	\$2,102.70
Vorona, Heather	T SPED MM - .2 FTE	2/3-2/28/25 (18 days)	\$81.76 (per day)	\$1,471.68
Crane, Anna	T Lang. Arts SOM - 1.0 FTE	2/10-2/28/25 (14 days)	\$81.76 (per day)	\$1,144.66
McCormick, Philip	Asst. Principal CHS 1.0 FTE	2/3-2/28/25 (13 days) 2/3-2/28/25 (3 days)	\$50.00 (per day) \$75.00 (per day)	\$650.00 \$225.00
Obwoye, Lamech	Asst. Principal CHS 1.0 FTE	2/3-2/28/25 (13 days) 2/3-2/28/25 (4 days)	\$50.00 (per day) \$75.00 (per day)	\$650.00 \$300.00
Sanchez, Frank	Principal CHS 1.0 FTE	2/3-2/28/25 (13 days) 2/3-2/28/25 (3 days)	\$50.00 (per day) \$75.00 (per day)	\$650.00 \$225.00
Bethea, Sabrina	Clerical Aide TUS - 1.0 FTE	3/10-3/18/25 (44.5 hours)	\$7.81 (per hour)	\$347.55

4736J. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Soliman, Monica	Student Council CHS - .5 FTE	12/1/24 6/30/25	\$2,916
	Student Activities CHS - .5 FTE	12/1/24 6/30/25	\$2,483
Brown, Kathleen	Student Council CHS - .5 FTE	12/1/24 6/30/25	\$2,859.50
	Student Activities CHS - .5 FTE	12/1/24 6/30/25	\$2,432.50
	Varsity Coach, Golf CHS - 1.0 FTE	3/1/25 6/30/25	\$4,539
Whitaker, Thomas	Varsity Coach, Boys Basketball CHS - 1.0 FTE	12/1/25 2/28/26	\$7,891

4737A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2024-2025 SCHOOL YEAR

STATE CERTIFIED TEACHER

1. Castaneda, Julie

STATE SUBSTITUTE CERTIFICATE

1. Abbaticola, Juliana
2. Berrios, Shayla
3. Brandt, James R.
4. Brown, Tammi
5. Chin, Marlene
6. Goode, Epiphany
7. Hallquist, Emilia
8. Kerr, Darriel
9. Koch, Nicole
10. Lawal, Zeenat
11. Mazzaferro, Stephen
12. Menk, Susan
13. Mostafa, Dina
14. Ransom, Darren
15. Sviben, Cameron
16. Vincent, Sarah

4737B. APPOINTMENT OF OUT OF DISTRICT COACHES FOR THE 2024-2025 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Royal, Eriq	Freshman Outdoor Track & Field	03/2025 06/2025	\$3,710

4737C. APPOINTMENT OF VOLUNTEER COACHES FOR THE 2024-2025 SCHOOL YEAR

NAME	ASSIGNMENT
Greenstone, Scott	Outdoor Track & Field (Boys)

4738A. Receives and accepts the following financial reports:

1. January 2025 Board Secretary's Report
2. January 2025 Treasurer Report
3. January & February 2025 Transfer Reports
4. January & February 2025 Expense Account Adjustment Analyses
5. January & February 2025 Revenue Account Adjustment Analyses
6. Check Register #200893-200898 in the amount of \$5,652,844.38
7. Check Register #200899 in the amount of \$7,857,009.89 for February 2025 payroll
8. Check Register #200900-200901 in the amount of \$2,163,354.34
9. Check Register #424929-424815 check register in the amount of \$8,261,179.56

4738B. Certify the Board Secretary's Monthly Financial Report.

4738C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE(S)	LOCATION	ESTIMATED COSTS
Jill Comerchero Columbia HS	AP Capstone Virtual Training 2025	7/21/25- 7/24/25	Virtual	\$1075.00
Leana Dominguez Maplewood MS	NJSCA Spring Conference	4/11/25	Union, NJ	\$0.00
Denisha King South Orange MS	Attachment Based Family Therapy	4/7/25 4/29/25 4/30/25	Virtual	\$0.00
Imani Moody Central Office	S3K New BA Training	4/15/25	Eatontown, NJ	\$0.00
Edward Mok Maplewood Middle	AOTA Annual OT Conference	4/3/25- 4/5/25	Philadelphia, PA	\$0.00
Carolyn Murray Maplewood MS	The Interaction Between Mental Health and Social Media	4/9/25	Kenilworth, NJ	\$0.00
Sabrina Rodrigues Maplewood MS	The Interaction Between Mental Health and Social Media	4/9/25	Kenilworth, NJ	\$0.00
Ramon Robles Columbia HS	AP workshop and Reading	6/10/25- 6/17/25	Tampa, FL	\$0.00
Maria Serpico Maplewood Middle	The Interaction Between Mental Health and Social Media	4/9/25	Kenilworth, NJ	\$0.00
Arelis Tapia Vargas Clinton School	Elliot Wesley Carten Memorial Lectureship	3/12/25	New York, NY	\$0.00
<b>Total</b>				<b>\$1,075.00</b>

4738D. Approves the following provider(s) for the service indicated for the 2024-2025 school year:

Provider Name	Service	Rate
Four Winds Hospital Katonah, NY	Tutorial Services	\$66.00/hour

Children's Specialized Hospital (ESCNJ) New Brunswick, NJ	Bedside Instruction	\$90.00/hour
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4738E. 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
Accuscan	Disposal of Records	Co-op
Lowe's	Facilities Supplies & Materials	State Contract
UGI	Gas Utility	Co-op/Other

4738F. Accepts a donation from the Achieve Foundation in the amount of \$3,000.00.

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	\$3,000.00
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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.

4738G. Accepts the donation of Instruments to the Fine Arts Department. The approximate value of the instruments is \$2,800.

- Jupiter Trumpet \$150-200
- (2) Geminhardt M2 Flute \$500-600
- 1950s Anton Schroetter Violin \$2000

4738H. Approves the following change order to the contract with The Bennett Company, Inc. for Renovations to Maplewood Middle School and South Orange Middle School.

Contractor	Change Order #	Amount
The Bennett Company	11	\$25,383.00 (contract increase)

4738I. Approves the following change orders to the contract with G&P Parlamas, Inc. for Renovations and Additions to Columbia High School Project.

Contractor	Change Order #	Amount
G&P Parlamas, Inc.	20	\$37,426.00 (contract increase)

4738J. WHEREAS, that the Board of Education of the South Orange and

Maplewood School District, accepts and approves the withdrawal of funds in the amount of \$472,679.01 from the Enterprise Fund within the Beyond the Bell (Latchkey) After-School Program account line for use in the General Fund of the 2024-2025 budget and;

The Beyond the Bell (Latchkey) Program ceased to exist at the conclusion of the 2022-2023 school year, and the after-school program administration thereafter has been provided by an external contract with the YMCA, the balance of funds in the enterprise fund will be assigned to the general fund for use in subsequent budget years.

4738K. Authorizes the enrollment of Student # 2124567149 for the 2024-2025 school year through June 30, 2024, on the basis of tuition, in accordance with the terms and conditions set forth in the tuition contract.

4739. Approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance."

DESTINATION	CITY	STATE
Consulate General of the People's Republic of China in New York	New York	NY
New Jade Lake Asian Cuisine	Millburn	NJ

4740. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of February 2025.

4741A. Approves the settlement agreement for Student ID #4794816490 and authorizes the Board President to execute the settlement agreement.

4741B. Approves the settlement agreement for Student ID #7633664186 and authorizes the Board President to execute the settlement agreement.

4741C. Approves the settlement agreement for Student ID #9407818823 and authorizes the Board President to execute the settlement agreement.

4742A. Adopt Board Policy 2431.1 Athletic Department and Coaches.

4742B. Adopt Board Policy 3216.1 Identification Badges (Teaching Staff).

4742C. Adopt Board Policy 4216.1 Identification Badges (Support Staff).

4742D. Adopt Board Policy 9180 School Volunteers.

4742E. Adopt Board Policy 9181 Volunteer Athletic Coaches.

4743-1. Approves the first reading of Regulation 2460.1 Special Education -Location, Identification, And Referral.

4743-2. Approves the first reading of Regulation 2460.8 Special Education

-Free and Appropriate Public Education.

- 4743-3. Approves the first reading of Regulation 2460.9 Special Education  
-Transition from Early Intervention Programs to Preschool Programs.
- 4743-4. Approves the first reading of Regulation 2460.15 Special Education  
-In-Service Training Needs for Professional and Paraprofessional  
Staff.
4744. Approves the revised Board of Education Committee Liaisons for the  
2025 calendar year as presented.
4745. Approves the attached list of students who are scheduled to attend  
Out-of-District tuition supported programs for the 2024-2025 school  
year.
4746. WHEREAS, consistent student attendance is critical for academic  
success and overall school performance; and

WHEREAS, Columbia High School has 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 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.

ROLL CALL: Motion 4736A-J, 4737A-C, 4738A-K, 4739, 4740, 4741A-C, 4742,  
4743, 4744, 4745, 4746 PASSED YES: Bennett, Brown, Callahan,  
DuVall Wilson, Eckert, Gifford, Kapadia, Meyer, Sackett-Gable,  
NO: None

4747. WHEREAS, on March 12, 2025 an HIB appeal hearing was held by a  
Committee of the Board in closed session involving a Harassment/  
Intimidation/Bullying matter HIB Report #272882\_SME\_11192024;

WHEREAS, at the hearing, the Board heard from the Anti-Bullying Specialist, the Principal and the parent who filed the appeal on behalf of their child; and

WHEREAS, the Committee carefully considered the relevant information; and

WHEREAS, the Committee has made a recommendation to the full Board during the executive portion of its March 27, 2025 Board meeting and the Board has carefully considered the matter and the recommendation of the Committee;

NOW, THEREFORE BE IT RESOLVED, THAT the Board hereby affirms the determination that the incident DID NOT constitute HIB within the meaning of New Jersey's statute and the Board's policy on Harassment/ Intimidation/Bullying as to Student #2525302303; and

BE IT FURTHER RESOLVED, THAT the Administration take appropriate supportive, restorative, remedial action; and

BE IT FURTHER RESOLVED, that the Board Secretary is further directed to notify all individuals affected by this decision of the Board's determination.

ROLL CALL: Motion 4747 PASSED YES: Bennett, Brown, Callahan, DuVall  
Wilson, Eckert, Gifford, Kapadia, Meyer, Sackett-Gable,  
NO: None

4748. WHEREAS, on March 27, 2025, a long-term suspension hearing was held by a Committee of the Board regarding Student ID #6195578807; and

WHEREAS, the South Orange-Maplewood School District is committed to maintaining a safe and orderly educational environment for all students and staff; and

WHEREAS, the South Orange-Maplewood School District Code of Conduct establishes guidelines for student behavior and outlines disciplinary responses to violations; and

WHEREAS, the student in question has been found to have committed a Tier 4 offense as defined by the District's Code of Conduct, which includes the most serious violations that compromise the safety and well-being of the school community; and

WHEREAS, in accordance with the disciplinary procedures set forth in the District's policies and regulations, the administration has conducted a thorough review of the incident, provided the student with due process, and has recommended a suspension of forty-five (45) school days as a consequence for the offense; and

WHEREAS, the Board of Education has reviewed the evidence, findings, and recommendations presented by the administration and

finds the recommended suspension to be appropriate and consistent with the established policies and disciplinary procedures;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the South Orange-Maplewood School District hereby affirms and approves a twenty-four (24) day suspension of the student for the Tier 4 Code of Conduct violation, which coincides with a return following the Spring Break; and

BE IT FURTHER RESOLVED, that the student and their parent(s)/guardian(s) shall be provided with written notification of this decision, along with any applicable rights to appeal in accordance with District policies and New Jersey state law; and

BE IT FURTHER RESOLVED, that appropriate educational services shall be provided to the student during the period of suspension, as required by law; and

BE IT FURTHER RESOLVED, that the administration shall continue to implement measures to reinforce a positive and safe school climate and take all necessary steps to prevent future occurrences of similar incidents.

ROLL CALL: Motion 4748 PASSED YES: Bennett, Brown, Callahan, DuVall  
Wilson, Eckert, Gifford, Kapadia, Meyer, Sackett-Gable,  
NO: None

#### HEARING OF INDIVIDUALS AND DELEGATIONS

None.

#### NEW BUSINESS

Board President DuVall Wilson clarified the purpose of the New Business segment and the topics suitable for discussion during this part of the meeting.

#### Future Meetings

The Board of Education will meet in Public Session on Thursday, April 24, 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 Brown to adjourn. Motion to adjourn was unanimously approved at 9:35 p.m.

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Imani Moody, Board Secretary