

Regular Meeting
South Orange-Maplewood
Board of Education
April 24, 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 April 24, 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 Eckert, Board Member Kapadia,
Board Member Sackett-Gable

Absent: Board Member Gifford, Board Member Meyer

SEVEN 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 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, April 24, 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 Brown to adjourn to Executive Session. Motion unanimously approved.

Board Members adjourned to Executive Session at 6:34 p.m.

Board Members reconvened at 7:43 p.m.

***Board Member Gifford, Board Member Meyer & Student Reps. Present
9 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: March 13, 2025 - Executive Session and Special Budget Meeting Minutes; March 27, 2025 Executive Session and Regular Board Meeting Minutes. Motion unanimously approved.

BOARD RECOGNITIONS - Asa Glassman, Student Representative

NAME/SCHOOL	RECOGNITION
Lola Karp-Foster Columbia High School	Congratulations to junior Lola Karp-Foster for being accepted into the highly competitive Secondary Student Training Program (SSTP) at the University of Iowa. This year, the program had

	<p>an acceptance rate of just 1%, selecting only 35 students from a national and international applicant pool.</p> <p>Lola was matched with the Neuroscience and Pharmacology Lab, where she'll pursue research that aligns with her interest in Neural Engineering. She'll spend the summer engaged in specialized, hands-on research and has also been awarded a 50% scholarship to support her participation.</p>
Achieve Foundation Columbia High School	<p>We're proud to announce that nine educators from five schools in the South Orange & Maplewood School District have been selected as recipients of the 2025 Riecke Teaching Fellowship, generously funded by the Achieve Foundation. These fellowships, totaling nearly \$10,500, will support teachers as they engage in professional development programs this summer across the country. The selected programs focus on advancing teaching practices in literacy, diversity, social-emotional learning, and the arts—areas that are central to our district's commitment to equity and excellence.</p> <p>Congratulations to the following SOMSD teachers: Maggie Tuohy, Elana Ris, Emily Mamrak, Ray Mantes, Diane Leick, Amy Rowe, Talaya Hampton, Monica Johnson, and Nicole Thomas.</p>
Filmmaking Students Columbia High School	<p>Congratulations to Columbia High School's film students for earning the "Best in Cinematography" award from Kent Place School—Columbia's first filmmaking award from the school in 15 years. Junior Oliver Penalber directed the winning film Project Weekday, with standout performances by seniors Zachary Barron, Neve Koonyevsky, Theodore Rotberg, Sophia Nautrup Jones, and Adam Jacob.</p> <p>Special recognition also goes to Reese Wolfinger for earning his second award in two years. Kudos to all, and to their teacher, Mr. Paul Marigliano, for guiding and inspiring our young filmmakers.</p>

STUDENT REPRESENTATIVE UPDATE - Oliver Nesin

Student Representative Nesin shared updates on the following topics:

- Longstanding security concerns
- The New Student Advisory Committee, which includes the middle and high school Student Councils, will hold its first meeting tomorrow. Discussion items will be shared with the Board.
- Students are looking forward to the Columbia High School stage project progressing so they can use it for future events.
- CHS School in Action Night was delayed due to scheduling conflict. Student reps are assisting student councils with rescheduling this event so that younger students can experience the wide range of activities that CHS has to offer.

SUPERINTENDENT'S UPDATE

Superintendent Bing provided updates on the following:

- Columbia High School Shakespeare festival
- Congratulations to Ernesto Morillo South Orange Police Chief on his retirement.
- Meeting with Mr. Seckler of Stonefield Engineering to discuss conducting a study on potential safe routes for our students.
- The Senior Leadership Team is currently reviewing the proposal with a dual focus on enhancing student safety and identifying opportunities for cost savings.
- As part of our Intentional Integration Initiative the district is preparing to share elementary school placements for kindergarten. Families who registered early can expect to receive their school placement notifications by the end of May. Families of students entering grades 1-4 will receive placement information during the summer months.
- Virtual 8th Grade Residency Confirmation Town Hall was held to outline the eighth-grade re-registration process. This initiative is focused on ensuring that all currently enrolled eighth grade students who will be entering Columbia High School reside within the boundaries of South Orange and Maplewood School District.
- The Revised Ritzer Field redevelopment proposal from Spiegle Architects is pending.
- Invitations to the new Children's Cabinet have been sent. The goal of the Children's Cabinet is to connect all members of the SOMA Community who support children, creating and coordinating a cradle-to-career system of services, supports, and opportunities that ensures every child can thrive in SOMA. The inaugural meeting will be held on April 30th. We have invited over 30 individuals and organizations that directly serve children in the South Orange Maplewood School District.
- The Budget Advisory Committee held its final meeting on Tuesday. This committee includes representatives from all district stakeholders. Its goal is to understand the district's budget, convey that information to constituent groups, and offer feedback during the

budget development process. Thank you to everyone involved participated.

- The book study on *The Anxious Generation* was held last night, with about 50 members of the community in attendance. *Written* by Jonathan Haidt, the book discusses the decline of play-based childhood starting in the 1980s, eventually replaced by a phone-based childhood by 2010. Haidt explores various ways this shift has negatively impacted children's social and neurological development, addressing issues like sleep deprivation, attention fragmentation, addiction, loneliness, social contagion, social comparison, and perfectionism. The first session focused on chapters 1 to 5.
- Thank you to Rachel Wainer from Team Unscreen for facilitating this event and providing valuable information and insight. I also want to express my gratitude to Eshaya Draper, Director of Communications, for his efforts in organizing this event, and to Dr. Kevin Gilbert, Assistant Superintendent of School, who participated on the panel.

BUSINESS ADMINISTRATOR'S UPDATE

Business Administrator Mr. Imani Moody presented the 2025-2026 School Year Budget. Mr. Moody characterized the budget process as a conversation among a broad array of stakeholder groups to assess and determine appropriate spending levels and set priorities. This approach captures the depth and breadth of the various groups and incorporates that into a forward-looking plan, akin to a lighthouse and a beacon, as we aim to clearly present our priorities and objectives. Additionally, it directs and signals where funding sources should be allocated toward their intended use, all linked to the priorities set forth by the school district and the Board, who are tasked with establishing that way forward.

The 25-26 Budget Presentation included the following details:

- Budget Development Process
- Budget Priorities
- Budget Development Milestones
- Projected Revenue
- Enrollment
- Appropriations
- Expenditures vs Revenue
- Reserves
- Fiscal Cliff
- Projecting Future Years
- Budget Challenges
- Yield Arbitrage Restriction Liability
- 2025-2026 Bond Payments
- Tax Impact
- Big Budget Actions
- 2025-26 Budget Highlights

- Moving Forward

Q&A with the Board, Mr. Moody and Mr. Bing

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

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 Member Carrie addressed the Board.

COMMITTEE REPORTS

Committee reports from the Rutger's Implementation, 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 4789-4797 discussion and voting.

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

4789A. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
<i>Crigler, Therese</i>	<i>School Nurse CHS - 1.0 FTE</i>	<i>7/1/25</i>	<i>16</i>
Hurley, Pat	T PE/Health CHS - 1.0 FTE	7/1/25	31

4789B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Alfano, Katia	Clerical Aide SM - 1.0 FTE	5/9/25	1.9
Allanson, Aaron	T PE/Health CHS - 1.0 FTE	7/1/25	2.7
Baer, Laura	T SPED/INC CLIN - 1.0 FTE	7/1/25	2
Gluckman, Erica	T KDG SB - 1.0 FTE	7/1/25	10
Lindsey, Aliyaah	S4/12, Secretary CHS - 1.0 FTE	4/4/25	3
Rustomji, Patience	T Art TUS - 1.0 FTE	7/1/25	1

4789C. APPOINTMENTS 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
Brandt, James	T Industrial Arts CHS - 1.0 FTE	8/27/25 6/30/26	\$83,185 *
Conley, Elizabeth	T Math CHS - 1.0 FTE	8/27/25 6/30/26	\$63,385 *
Mostillo, Faith	T Math MM - 1.0 FTE	8/27/25 6/30/26	\$63,385 *

* Salary based on the SOMEA 2023-24 salary guide

4789D. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Neary, Kelsey	LR T 3 SM - 1.0 FTE	3/31/25	6/19/25
Paquette, Destiny	LR T SPED/INC SM - 1.0 FTE	5/9/25	6/3/25

4789E. ADMINISTRATIVE LEAVE

NAME	EFFECTIVE DATE
Employee # 2645	4/3/25-4/18/25 (w/pay)

4789F. TRANSFERS/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Imperato, Samantha	T Academic Intervention TUS - 1.0 FTE	T 3 SB - 1.0 FTE	4/21/25
Layne, Christine	T Academic Intervention DB - 1.0 FTE	T Academic Intervention TUS - 1.0 FTE	4/28/25

4789G. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Beatty, Fiona	S4/12, Secretary MM - 1.0 FTE	3/14/25-5/13/25 (Unpaid Personal Leave)
Castano, Jennifer	T SPED MM - 1.0 FTE	8/27/25-6/30/26 (Unpaid Childcare Leave)
Cosgrave, Jeffrey	Library Media Specialist SB/SM - 1.0 FTE	4/7/25-6/30/25 (Unpaid NJFLA)
Fleming, Aprell	T SPED/INC CHS 1.0 FTE	4/1/25-4/25/25 (1/2 day) (Paid Sick Days) 4/25/25 (1/2 day)-6/19/25 (Unpaid FMLA)
Lam, Dorothy	T English CHS 1.0 FTE	3/10/25-4/29/25 (Paid Maternity Leave) 4/30/25-6/12/25 (Unpaid NJFLA)
Maeberth, Stacey	S4/10, Secretary MM - 1.0 FTE	2/13/25-5/5/25 (Unpaid FMLA)
Manikad, Marites	T Math MM - 1.0 FTE	4/10/25 (1/2 day); 4/21/25-4/22/25 (Unpaid Personal Leave)
Pryor, Sydney	LR T KDG SB - 1.0 FTE	4/8/25-5/30/25 (Unpaid Medical Leave)
Thomas- Enyeart, Kristie	T SS CHS - 1.0 FTE	8/27/25-6/30/26 (Unpaid Childcare Leave)

4789H. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Cahill, Allison	T PE/H CHS - .2 FTE	3/3-3/31/25 (20 days)	\$116.82 (per day)	\$2,336.40
Clesmere, Lindsey	T PE/H CHS - .2 FTE	3/3-3/31/25 (20 days)	\$84.65 (per day)	\$1,693.00
Hamilton, Erik	T PE/H CHS - .2 FTE	3/3-3/31/25 (20 days)	\$68.43 (per day)	\$1,368.60
Hurley, Pat	T PE/H CHS - .2 FTE	3/3/25 (1 day)	\$116.82 (per day)	\$116.82

Mobley, Gary	T PE/H CHS - .2 FTE	3/3-3/31/25 (20 days)	\$116.82 (per day)	\$2,336.40
Pilone, Jr. Joseph	T PE/H CHS - .2 FTE	3/3-3/31/25 (20 days)	\$123.15 (per day)	\$2,463.00
Pruden, Christopher	T PE/H CHS - .2 FTE	3/3-3/31/25 (20 days)	\$66.43 (per day)	\$1,328.60
Shannon, Robert	T PE/H CHS - .2 FTE	3/3-3/31/25 (20 days)	\$116.82 (per day)	\$2,336.40
Banner, Abiodun	T Math CHS - .2 FTE	3/3-3/7/25 (5 days)	\$101.76 (per day)	\$508.80
Leslie, Joyce	T Math CHS - .2 FTE	3/3-3/7/25 (5 days)	\$123.15 (per day)	\$615.75
Marrese, Jaclyn	T Math CHS - .2 FTE	3/3-3/7/25 (5 days)	\$64.43 (per day)	\$322.15
Pociask, Elizabeth	T Math CHS - .2 FTE	3/3-3/7/25 (5 days)	\$87.54 (per day)	\$437.70
Weiland, Elaine	T Math CHS - .2 FTE	3/3-3/7/25 (5 days)	\$107.09 (per day)	\$535.45
Wilson, David	T Math CHS - .2 FTE	3/3-3/7/25 (5 days)	\$106.42 (per day)	\$532.10
Cayo, Danielle	T WL/Spanish CHS - .2 FTE	3/3-3/31/25 (20 days)	\$116.82 (per day)	\$2,336.40
Giovanniello, Paul	T WL/Spanish CHS - .2 FTE	3/3-3/31/25 (20 days)	\$90.43 (per day)	\$1,808.60
Hernandez, Luis	T WL/Spanish CHS - .2 FTE	3/3-3/31/25 (20 days)	\$90.43 (per day)	\$1,808.60
Lemos, Gonzalo	T WL/Spanish CHS - .2 FTE	3/3-3/31/25 (20 days)	\$116.82 (per day)	\$2,336.40
Lopez, Pamela	T WL/Spanish CHS - .2 FTE	3/3-3/31/25 (20 days)	\$64.43 (per day)	\$1,288.60
Lucchetta, Joseph	T Math CHS - .2 FTE	3/17- 3/31/25 (10 days)	\$116.82 (per day)	\$1,168.20
Marrese, Jaclyn	T Math CHS - .2 FTE	3/17- 3/31/25 (10 days)	\$64.43 (per day)	\$644.30
Michels, Ray	T Math CHS - .2 FTE	3/17- 3/31/25 (10 days)	\$100.65 (per day)	\$1,006.50
Pociask, Elizabeth	T Math CHS - .2 FTE	3/17- 3/31/25 (10 days)	\$87.54 (per day)	\$875.40
Bennett, Telia	T English CHS - .2 FTE	3/3-3/31/25 (20 days)	\$101.76 (per day)	\$2,035.20
Comerchero, Jill	T English CHS - .2 FTE	3/3-3/31/25 (20 days)	\$98.87 (per day)	\$1,977.44
Johnson, Beth	T English CHS - .2 FTE	3/3-3/31/25 (20 days)	\$106.04 (per day)	\$2,120.80
Martling, Lori	T English CHS - .2 FTE	3/3-3/31/25 (20 days)	\$125.37 (per day)	\$2,507.40

Whitaker, Thomas	T English CHS - .2 FTE	3/3-3/31/25 (20 days)	\$123.15 (per day)	\$2,463.00
Benning, Avery	T SPED MM - .2 FTE	3/3-3/31/25 (20 days)	\$81.76 (per day)	\$1,635.20
Klein, Betsy	T SPED MM - .2 FTE	3/3-3/31/25 (20 days)	\$81.76 (per day)	\$1,635.20
Reiss, Deborah	T SPED MM - .2 FTE	3/3-3/31/25 (20 days)	\$87.54 (per day)	\$1,750.80
Soto, Nikki-James	T SPED MM - .2 FTE	3/3-3/31/25 (20 days)	\$74.43 (per day)	\$1,488.60
Strauss, Brittany	T SPED MM - .2 FTE	3/3-3/31/25 (20 days)	\$78.87 (per day)	\$1,577.40
Blackford, Meghan	T SPED MM - .2 FTE	3/3-3/31/25 (20 days)	\$90.43 (per day)	\$1,808.60
Hesse, Melissa	T SPED MM - .2 FTE	3/3-3/31/25 (20 days)	\$81.76 (per day)	\$1,635.20
Mincer, Ebony	T SPED MM - .2 FTE	3/3-3/31/25 (20 days)	\$103.09 (per day)	\$2,061.80
Silva, Debra	Academic Intervention MM - .2 FTE	3/3-3/31/25 (20 days)	\$116.82 (per day)	\$2,336.40
Vorona, Heather	T SPED MM - .2 FTE	3/3-3/31/25 (20 days)	\$81.76 (per day)	\$1,635.20
Crane, Anna	T Lang. Arts SOM - 1.0 FTE	3/3-3/17/25 (11 days)	\$81.76 (per day)	\$899.36
McCormick, Philip	Asst. Principal CHS 1.0 FTE	3/3-3/14/25 (9 days) 3/3-3/14/25 (1 day)	\$50.00 (per day) \$75.00 (per day)	\$450.00 \$75.00
Obwoye, Lamech	Asst. Principal CHS 1.0 FTE	3/3-3/14/25 (9 days)	\$50.00 (per day)	\$450.00
Sanchez, Frank	Principal CHS 1.0 FTE	3/3-3/14/25 (9 days) 3/3-3/14/25 (1 days)	\$50.00 (per day) \$75.00 (per day)	\$450.00 \$75.00
Bethea, Sabrina	Clerical Aide TUS - 1.0 FTE	4/1-4/2/25 (14 hours)	\$7.81 (per hour)	\$109.34
Copeland, Jeanette	Clerical Aide DB - 1.0 FTE	2/13-4/1/25 (14 hours)	\$7.81 (per hour)	\$109.34
Toledo, Magda	Clerical Aide MAR - 1.0 FTE	3/25- 4/11/25 (12.5 hours)	\$8.49 (per hour)	\$106.13

4789I. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Bennett, Telia	Senior Class Advisor CHS - 1.0 FTE	2/1/25 6/30/25	\$4,865
Skrivanic, Julie	Senior Class Advisor CHS - 1.0 FTE	9/1/24 1/31/25	\$4,904
Soliman, Monica	Student Council CHS - .5 FTE	12/1/24 3/31/25	\$2,916
	Student Activities CHS - .5 FTE	12/1/24 3/31/25	\$2,483
Handler, Karissa	National Honor Society CHS - .5 FTE	9/1/24 3/31/25	\$1,611.50

4790. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2024-2025 SCHOOL YEAR

STATE SUBSTITUTE CERTIFICATE

1. Callahan, Brian
2. Seales, Bethany
3. Jackson, Sidney
4. Rutherford, Imani

4791. 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].

4792A. Receives and accepts the following financial reports:

1. February 2025 Board Secretary's Report
2. February 2025 Treasurer Report
3. March 2025 Transfer Reports
4. March 2025 Expense Account Adjustment Analyses
5. March 2025 Revenue Account Adjustment Analyses
6. Check Register #425187-425443 in the amount of \$9,092,852.37
7. Check Register #200902 in the amount of \$ \$7,809,070.80 for March 2025 payroll
8. Check Register #200903-200904 in the amount of \$2,369,512.00

4792B. Certify the Board Secretary's Monthly Financial Report.

4792C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE (S)	LOCATION	ESTIMATED COSTS
Shawana Andrews Central Office	Multi-Tiered Systems of Support	5/16/25	Virtual	\$150.00

Shawana Andrews Central Office	Strengthening Tier 1 Instruction	5/22/25	New Providence, NJ	\$99.00
Shawana Andrews Central Office	Utilizing AI for Educator Well-Being and Efficiency	5/01/25	Virtual	\$150.00
Michael Calissi Tuscan School	Multi-Tiered Systems of Support	5/16/25	Virtual	\$150.00
Anthony Cicenía South Mountain	Multi-Tiered Systems of Support	5/16/25	Virtual	\$150.00
Dorothy Conners Central Office	NJSBA's Virtual Spring Conference 2025	5/30/25	Virtual	\$99.00
Katie Costello Central Office	Multi-Tiered Systems of Support	5/16/25	Virtual	\$150.00
Maureen Davenport Seth Boyden	Multi-Tiered Systems of Support	5/16/25	Virtual	\$150.00
Yves Hart Central Office	Multi-Tiered Systems of Support	5/16/25	Virtual	\$150.00
Marcia Hicks Columbia HS	Multi-Tiered Systems of Support	5/16/25	Virtual	\$150.00
Peter Kassalow Maplewood MS	Multi-Tiered Systems of Support	5/16/25	Virtual	\$150.00
Imani Moody Central Office	NJSBA's Virtual Spring Conference 2025	5/30/25	Virtual	\$99.00
Kyndell Pierce-Tuttle Marshall School	Multi-Tiered Systems of Support	5/16/25	Virtual	\$150.00
Angel Rivera Delia Bolden	Multi-Tiered Systems of Support	5/16/25	Virtual	\$150.00
Donovan Smalls South Orange MS	Multi-Tiered Systems of Support	5/16/25	Virtual	\$150.00
Kandice Stewart Columbia HS	AP Summer Institute	7/28/25- 8/01/25	Bronx, NY	\$2,466.51
Emily Vite Columbia HS	Avid Official Pro Tools 101 & 110 User Specialist Certification Training & Test	5/3/25- 5/18/25	Virtual	\$1,399.00
Lavonne Wallace Clinton School	Multi-Tiered Systems of Support	5/16/25	Virtual	\$150.00
Total				\$6,112.51

4792D. 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
Hanover Research Council	Research & Analytics	Co-op
Lives in the Balance	Professional Development	Co-op
B&G Restoration, Inc.	Asbestos services	Quote
Creative Library Concepts	Furniture	Co-op
Imagine Learning, LLC	Digital Textbooks & Support	Other
LBJ Flooring, LLC	Flooring	Co-op

4792E. WHEREAS, the South Orange Maplewood Board of Education adopted a TENTATIVE budget on March 13, 2025, and submitted it to the Executive County Superintendent of Schools for approval, and

WHEREAS, the TENTATIVE budget was approved by the Executive County Superintendent of Schools on April 21, 2025 and

WHEREAS, the TENTATIVE budget was advertised in the legal section of the News Record on April 17, 2025 and

WHEREAS, the FINAL BUDGET was presented to the public during a public hearing held in the District Meeting Room, 525 Academy Street, Maplewood, NJ on April 24, 2025.

NOW, THEREFORE, BE IT RESOLVED that in consideration of the above, the Board of Education hereby adopts the following FINAL Budget for SY2025-2026:

	2025-2026 Total Expenditures	Less: Anticipated Revenues	Tax Levy
General Fund	\$170,225,226	\$28,444,696	\$141,780,530
Special Revenues	\$ 11,219,775	\$11,219,775	\$ 0
Debt Service	\$ 13,033,043	\$ 3,956,055	\$ 9,076,988
Total	\$194,478,044	\$43,620,526	\$150,857,518

BE IT RESOLVED that the Board approves and authorizes the application to the Commissioner of Education to increase the General Fund tax levy for the 2025-2026 school year by \$850,325 for an enrollment adjustment and;

BE IT RESOLVED that as per N.J.A.C. 6A:23A-14.2(d) the general fund appropriations include a \$2,500,000 withdrawal from the Maintenance Reserve Account for use on required maintenance activities for a

school facility as reported in the comprehensive maintenance plan pursuant to N.J.A.C. 6A:26-20.5.

Be IT RESOLVED that the general fund appropriations include Budgeted Fund Balance Operating \$11,352,696.

NOW THEREFORE, BE IT RESOLVED THAT the Board of Education hereby adopts the 2025-2026 School District Budget; and
BE IT FURTHER RESOLVED THAT \$141,780,530 should be raised for the General Fund for the ensuing 2025-26 school year; and

BE IT FURTHER RESOLVED THAT \$9,076,988 should be raised for Debt Service Fund, for the ensuing 2025-26 school year.

4792F. WHEREAS, the South Orange and Maplewood Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, N.J.A.C. 6A:23A-7et seq. requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board; and

WHEREAS, a Board of Education may establish, for regular district business travel only, an annual school year threshold of \$1,500 per staff member where prior Board approval shall not be required unless this annual threshold for a staff member is exceeded in a given school year (July 1 through June 30); and

WHEREAS, the South Orange and Maplewood Board of Education established \$200,000 as the maximum travel amount for the current school year and has expended \$ \$135,800 as of this date; and

BE IT FURTHER RESOLVED, the South Orange and Maplewood Board of Education approves travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A-7, to a maximum expenditure of \$200,000 for all staff and Board members; and

BE IT FURTHER RESOLVED, that the School Business Administrator track and record these costs to ensure that the maximum amount is not exceeded.

4792G. Approves the following rates for Summer School 2025:

FREE [for students experiencing economic hardship]

HIGH SCHOOL ADVANCEMENT

High School Math Advancement	\$1,000.00
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21 st Century Class Advancement	\$ 500.00
Personal Finance Advancement Online	\$ 250.00

HIGH SCHOOL CREDIT RECOVERY

5 Credit Course	\$ 425.00
2.5 Credit Course	\$ 300.00
1.25 Credit Course	\$ 150.00

<u>GRADES 5-12 MUSIC PROGRAM</u>	\$ 190.00
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<u>AVIATION PROGRAM</u>	\$ 150.00
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4792H. Approves an agreement with Sussex County Regional Cooperative to provide transportation coordination services for the 2025-2026 school year. The South Orange Maplewood Board of Education shall pay to the Sussex Count Regional Transportation Cooperative a percentage of the actual cost paid for transportation as set forth below.

▪ Special Education Routes:	3%
▪ Public Routes:	2%
▪ Non-Public Routes:	2%
▪ Field Trips/Athletic Trips	4%

4792I. Approves a tuition agreement with Union County Educational Services Commission for each district resident special education student referred to them for the 2025-2026 school year at the following annual tuition rates:

TUITION

Westlake School:

Multiply Disabled Program (Elementary/Middle School)	\$60,244.00
Multiply Disabled Program (High School)	\$60,687.00

Autistic Program (Elementary/Middle School)	\$84,308.00
Autistic Program (High School)	\$84,931.00

Half-Day Shared Program - Ages 16-21

Focus on Vocational and Life Skills Development	\$39,405.00
Half-Day Shared Personal Aide	\$34,787.00

<u>Crossroads School:</u>	\$84,308.00
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Lamberts Mill Academy

Behavioral Disabilities Program	\$64,613.00
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Middle School / High School

Post Secondary Program for 5th Year Students \$64,613.00

Half Day Shared Program \$32,306.00

New Point Specialty Program (ages 13-21) \$64,613.00

Transition Services Department

Work Readiness Academy - Full Time \$66,241.00

Shared Time Tuition (prorated based on participation)

Project SEARCH at Overlook Medical Center \$55,521.00

Contracted SLE Programs

(Rates vary based on district needs)

Personal Aides - All (3) Three Schools: \$53,300.00

Related Services -Physical Therapy \$86.00/session

(OT & Speech included in tuition)

Hospital Services

Trinitas Hospital - Behavioral Unit

(Bedside Instruction)

\$76.00/hour

Children's Specialized

Home Instruction-General Education

\$414.00/week

-Special Education Classified

\$821.00/week

New Point Specialty Residential Education

Program/New Day

\$64,613.00

Child Study Team Services

Educational Psychological, Social and Speech

\$420.00/eval

Evaluation Rush Fee

\$50.00

Required CST meeting

\$100.00/hour

Administrative Support including due process
hearings, travel record reviews and additional
meetings

\$131.00/hour

½ Day and Full Day Services available

Call for rates

Oral Language/Additional Educational Evaluations

\$75.00/eval

Other additional sub-tests to WJ or Wechsler
batteries

\$75.00/addt'l
sub -test

Addt'l Supplemental Educational/Cognitive Evaluation

Plus Written Reports	\$420.00/eval
Spanish Bilingual Educational or Psychological evaluation with report (standard WJ ACH or Wechsler battery)	\$572.00/eval
Speech/Language Evals (including 2 appropriate Language Assessments and Written Reports	\$420.00/eval
Articulation only Speech Evaluation with written report	\$125.00/eval
Transportation contract & aide	4% surcharge

Extended School Year

Westlake School	\$ 7,105.00
Westlake School - Autistic Program	\$ 9,816.00
Crossroads	\$ 9,816.00
Lamberts Mill Academy	\$10,691.00
New Pointe Specialty Residential Treatment Facility	\$10,691.00
Personal Aides - All (3) Three Schools	\$ 4,809.00
Work Readiness Training Program	
Half-day Program	\$ 5,655.00
Full-day Program	\$10,586.00
Environmental Safety Programs	
Administrative Charge	15%

4792J. Approves the establishment of a partnership with the following private child care providers in the 2025-2026 school year, as required by the Division of Early Childhood Education in the New Jersey State Department of Education. Projected enrollment includes a total of 384 general education students who are eligible to participate in the District's Pre-School Program in 2025-2026.

Applecore Learning
Beth El Pre School
Mickey Fried
Curious Children Childcare Center
Iris Family Center for Early Childhood Education
Le Petit Academy - South Orange
Le Petit Academy - Maplewood
Zadie's of the Oranges
Village Babies Development Center

4792K. Approves the submission of an application for 2025-2026 Preschool Expansion Aid (PEEA) Discretionary Grant funds and accepts these funds in the amount of \$9,588,300.

4792L. 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	12	\$8,285.00 (contract increase)

4792M. Approves the following change order to the contract with Paul Otto Building Company for Renovations to South Orange Middle School.

<u>Contractor</u>	<u>Change Order #</u>	<u>Amount</u>
Paul Otto Building Co.	1	\$20,000 (steel allowance) \$68,000 (general allowance)

4792N. Approves the following change orders to the contract with Hall Building Corp. for Renovations and Additions to Marshall and Montrose School Projects.

<u>Contractor</u>	<u>Change Order #</u>	<u>Change Order Amount</u>
Hall Building Corp.	9	\$ 1,860.00 (allowance)
	10	\$ 5,627.69 (allowance)
	11	\$43,293.11 (contract increase)
	12	\$74,799.27 (contract increase)
	13	\$ 6,649.95 (contract increase)

4792O. Approves the following change order to APS Contracting, Inc. for Renovations and Additions to Seth Boyden and Tuscan Elementary School Projects.

<u>Contractor</u>	<u>Change Order #</u>	<u>Change Order Amount</u>
APS Contracting, Inc.	14	\$135,709.62 (contract decrease)

4792P. Approves contracts with the following consultants for the remainder of the 2024-2025 school year, to provide accounting and other Business Office Services at the following rates:

- School Accounting Services \$130.00/hour
- School Business Innovations, LLC \$150.00/hour

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.

4792Q. Accepts a donation to Columbia High School in the amount of \$527.80

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

11-000-270-512-TP-9208- Transportation \$527.80

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.

4792R. Authorize the following Club(s), Parent Organization(s) and PTA(s) be covered as additionally insured under the District's NJSIG policy for the 2024-2025 school year.

Columbia High School Clubs

Girls Flag Football

Boys Volley Ball

4793. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of March 2025.

4794. Approves the settlement agreement for Student ID #4636579136 and authorizes the Board President to execute the settlement agreement.

4795A. Approves the settlement agreement for Student ID #4636579136 and authorizes the Board President to execute the settlement agreement.

4795B. Adopt Regulation 2460.8 Special Education - Free and Appropriate Public Education.

4795C. Adopt Regulation 2460.9 Special Education - Transition from Early Intervention Programs to Preschool Programs.

4795D. Adopt Regulation 2460.15 Special Education - In-Service Training Needs for Professional and Paraprofessional Staff.

4796. Approves the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials for the 2024-2025 SY pursuant to N.J.A.C. 6A: 16-6.2 and be it

FURTHER RESOLVED, THAT the live streaming video referenced in P.L. 2017, c.119 will not be accessed except in emergent situations, without a request from a District administrator.

4797A. WHEREAS, the South Orange-Maplewood Education Association (SOMEA) submitted a Level IV grievance on behalf of a teacher concerning a meeting held on January 31, 2025, with a Principal and Assistant Principal to discuss student concerns; and

WHEREAS, SOMEA alleges that the principal's refusal to disclose the identities of the student complainants prior to and during the meeting constituted a violation of the collective bargaining agreement, specifically Article XIX.A and B, as well as other applicable statutes and regulations; and

WHEREAS, the remedies sought by SOMEA included requiring the principal to comply with the terms of the collective bargaining agreement, to provide the name(s) of the complainant(s) and the complaint(s) to the teacher, and to implement any and all necessary remedies to make the affected member whole; and

WHEREAS, the Board of Education has reviewed the grievance and supporting documentation, and has determined that the actions taken by the principal were within the bounds of their administrative responsibilities and in alignment with both District policy and federal student privacy protections under FERPA; and

WHEREAS, the Board finds no contractual violation but agrees that the letter placed in the teacher's personnel file should be removed henceforth.

NOW, THEREFORE, BE IT RESOLVED that the South Orange-Maplewood Board of Education hereby votes to deny the Level IV grievance filed by SOMEA on behalf of the teacher.

- 4797B. WHEREAS, the South Orange-Maplewood Education Association (SOMEA) submitted a Level IV grievance on behalf of Columbia High School (CHS) guidance counselors regarding an alleged increase of 20% in caseload assignments by the principal during the 2024-2025 school year; and

WHEREAS, the grievance alleges that this increase constitutes a violation of the collective bargaining agreement (CBA), including but not limited to Article XXI.A.13, past practices, and all relevant statutes and regulations; and

WHEREAS, the remedies sought by SOMEA include additional compensation for each of the affected counselors at a rate of 20% retroactive to the start of the school year, as well as any other remedy deemed just to make the grievants whole; and

WHEREAS, the District has reviewed staffing, scheduling, and student enrollment data and maintains that the caseload assignments were made in accordance with the operational needs of the high school and within the administrative discretion permitted by the CBA; and

WHEREAS, the Board finds no contractual provision that guarantees a fixed caseload limit or obligates the District to provide

additional compensation solely due to fluctuations in assignment volumes, connected to a reduction in force.

WHEREAS, the Board affirms its position that no violation of the collective bargaining agreement or past practice has occurred;

NOW, THEREFORE, BE IT RESOLVED that the South Orange-Maplewood Board of Education hereby votes to deny the Level IV grievance filed by SOMEA on behalf of the CHS guidance counselors.

ROLL CALL: Motion 4789A-H, 4790, 4791, 4792A-R, 4793, 4794, 4795, 4796, 4797A-B PASSED YES: Bennett, Brown, Callahan, DuVall Wilson, Eckert, Gifford, Kapadia, Meyer, Sackett-Gable, NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

None.

NEW BUSINESS

None.

Future Meetings

The Board of Education will meet in Public Session on Thursday, May 8, 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 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 at 7:30 pm for an Organizational/Staff Renewal Meeting in the District Meeting Room, 525 Academy Street, Maplewood, NJ in person and 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, May 29, 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 10:26 p.m.

Imani Moody, Board Secretary