

Regular Meeting
South Orange-Maplewood
Board of Education
May 29, 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 May 29, 2025.

Board President Nubia DuVall Wilson called the meeting to order at 6:32 p.m.

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

Absent: Board Member Bennett, Board Member Kapadia

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.

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 6:33 p.m.

Board Members reconvened at 8:08 p.m.

***Board Member Bennett, Board Member Kapadia & 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: April 23, 2025 - Executive Session and April 24, 2025 Executive Session and Regular Board Meeting Minutes. Motion unanimously approved.

BOARD RECOGNITIONS - Oliver Nesin, Student Representative

NAME/SCHOOL	RECOGNITION
Chinese Language Day Video Competition Winners Columbia High School	Congratulations to our students who were recognized in the 2025 International Chinese Language Day Video Competition, organized by the New Jersey Chinese Teachers Association (NJCTA). Eden Philippe, Genevieve Campbell, Stella Williams, and Casper Parvin received the Outstanding Collaboration Award for their video Beijing Opera, and Sydney Anrig, Michelle Chen, Cerys

	<p>Evans, Grayson Freid, and Clover Rosenberg earned the Best Creativity Award for Travel Agency. Each winning group will receive a \$50 Amazon gift card from NJCTA. We're proud of their effort, teamwork, and interest in Chinese language and culture.</p>
<p>CD11 Art Competition Artwork Displayed at US Capitol Columbia High School</p>	<p>Congratulations to CHS senior Jules Mehlman, whose artwork Rooftop Vista earned first place in the 11th District Congressional Art Competition. Guided by art teachers Mr. Cutrona and Mrs. Paholke, Jules's work will be displayed at the U.S. Capitol for the next year.</p>
<p>CHS All-Arts Showcase at Pierro Gallery Columbia High School</p>	<p>We are happy to share that the first-ever CHS All-Arts Showcase is still on display at the Pierro Gallery from May into June. The exhibit features student work from the classes of Mr. Cutrona, Ms. Malhotra, Ms. Murphy, Mrs. Paholke, Mrs. Stewart, and Mrs. Thomas. The show will wrap up on June 6 with a special screening of films and animations from Mr. Marigliano's classes.</p>
<p>AIE Arts Champion Governor's Award Seth Boyden Elementary School</p>	<p>Seth Boyden Elementary School was recently honored with the 2025 Arts Champion Governor's Award by Young Audiences Arts for Learning. This award recognizes the school's strong commitment to arts education through its five-year partnership with the AIE residency program. Over the years, students have worked closely with teaching artists to explore stepping, an African-American dance tradition, and develop original performances.</p> <p>This year's residency wrapped up with Step Show: The Musical Jr., written and directed by teaching artist Maxine Lyle and performed by 4th and 5th graders.</p> <p>The program has brought arts experiences to more than 375 students and helped build a supportive and creative</p>

	<p>environment for both students and staff. Seth Boyden's dedication to the arts has created lasting opportunities for learning, expression, and community connection.</p>
<p>Montclair Filmmaker Competition Awards Columbia High School</p>	<p>Congratulations to CHS students Oliver Vitale Penalber, Reese Wolfinger, Zachary Barron, Neve Koonyevsky, Theodore Rotberg, Sophia Nautrup Jones, and Adam Jacob for their success at the Montclair Emerging Filmmakers Competition. Their film Project Weekday took home the Best Action award – the second award this project has received.</p> <p>Special shoutout to Reese Wolfinger, who also earned a second award in the Best Sci-Fi category for his film Static. Great work by all on showcasing creativity, collaboration, and strong storytelling on screen.</p>
<p>NAMM Foundation Music Education Award South Orange & Maplewood School District</p>	<p>We're proud to share that the South Orange & Maplewood School District has been named one of the Best Communities for Music Education by the NAMM Foundation – for the ninth year in a row.</p> <p>The award celebrates school districts across the country that go above and beyond in providing strong, inclusive music programs. A huge thank you to our dedicated music teachers, students, families, and community partners who help keep music a vibrant part of the SOMSD experience.</p> <p>The district has continued support for music programs and makes music education accessible to all students.</p>

STUDENT REPRESENTATIVE UPDATE

Student Representative Nesin shared the results of the Columbia High School Student Survey aimed at gathering feedback on the school environment and student support.

SUPERINTENDENT'S UPDATE

Student Council Meeting

We had our first Superintendent Student Council meeting. The high school couldn't attend due to a conflict, but we met with middle school councils and will be continuing into next year with monthly meetings to discuss issues.

Ribbon Cutting

The ribbon cutting for the Columbia High School Library Media Center and Commons was successful, with current and past Board Residents attending. Thanks to Principal Sanchez for his remarks and work on the space.

Book Study

Thanks to those at our second *Anxious Generation Book Study* last night, which had over 30 attendees. It fostered a meaningful discussion on young people's challenges in our connected world. This is an opportunity for parents, educators, and community members to engage with the book's themes. We'll continue discussions and review our district's cell phone policy, including upcoming communications about smartphone use.

Contract Negotiations

We are pleased to announce a new collective bargaining agreement with the South Orange Maplewood Education Association (SOMEA), and progress with the Association of Supervisors, Coordinators, and Administrators (ASCA), pending ratification. Special thanks to the associations and the board for their swift contract agreements.

25-26 Budget

The school budget for 2025-26 was approved on April 24th. Thanks to the community budget advisory committee, the board, and staff. With limited financial resources due to rising operational costs, inflation, and state aid constraints, we must carefully prioritize spending to support core academics, student services, safety, and facilities, ensuring high-quality education.

Staffing

We're reviewing personnel and space to ensure staffing remains stable for 2025-26. We're prioritizing internal hiring and then external hiring, aiming to prevent reductions in force.

ESIP

The board is also beginning work on an energy savings improvement plan discussed at the last FFT Committee meeting. This plan can fund infrastructure upgrades through energy savings, reducing costs, offsetting expenses, and making upgrades affordable through performance contracts. We're excited to pursue this initiative.

Communication

I want to focus on a few things because we've received emails for the past week. As a district founded on relationships, we believe it's our responsibility to teach students civil discourse with empathy, openness,

and integrity. These challenging yet essential conversations foster authentic learning and growth through practice and guided opportunities. Students learn to listen, understand, speak, and contribute meaningfully. Being an educator is rewarding, but as headlines show, burnout is growing, and recruiting new teachers is harder. Our responsibilities of student safety, developing critical thinkers, and cultivating empathy increase daily, becoming overwhelming for staff at all levels. We often get requests to solve adult and community issues within South Orange and Maplewood. I urge our communities to create spaces for regular, reasoned, open evaluation of ideas, where viewpoints are examined without attacking individuals. We must model respectful dialogue, especially on social media, which threatens genuine understanding and promotes division. Adults—educators, parents, caregivers—must model respectful communication, both face-to-face and online. We must set a better example for our students by demonstrating listening with humility, seeking truth without diminishing others, and using social media responsibly. Our children observe how we respond to conflict, speak about others, and respect each other in the face of differences.

PRESENTATIONS

Dr. Kevin Gilbert, Asst. Superintendent presented the Year 4 Alves Report and Intentional Integration Initiative (III) Survey results.

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

BOARD PRESIDENT UPDATE

PRE-K

The board is striving to consistently integrate PreK topics into our committee discussions, recognizing that our PreK program will often be the first point of engagement for families entering our district. The program has exponentially increased over the years, with more than eight locations, including Montrose. Thank you to Board Members Callahan and Bennett for passionately encouraging this effort with the district and the Board. I've asked our committee chairs to include Pre-K as a monthly agenda item to remind us to discuss timely topics and provide ongoing oversight as needed. Thank you, Superintendent Bing, and the Director of Early Childhood Education, Mr. Leroy Johnson, and team for organizing and hosting our first PreK and kindergarten town hall on May 16.

SUPERINTENDENT EVALUATION

As part of our Board duties, we have completed our evaluation of the Superintendent in his first year, which will be formally presented to him during our closed Executive session after the recognition and retirements meeting on Thursday, June 5th.

INTERNAL STUDENT TRANSFERS

We have reviewed the rubric for the internal student transfers process which incorporates protocols for Intentional Integration Initiative (III) transfers. It is important to ensure that the rubric and accompanying worksheet reflects the 5124 policy changes from 2023. The 5124 policy

changes intentionally removed the language and I quote "Hardships do not include child care needs, transportation and work hours" so that they could be considered when reviewing transfer requests on a case-by case basis. It's important to recognize that our Intentional Integration Initiative brings its own challenges for families that zone schools did not. We need to approach these challenges with as much empathy for families as we can. We will be discussing this further in the June Policy and Rutger's Committee meetings including the idea of making the rubric public so that the community understands how transfer decisions are made.

Legal Bill Tracking

We have asked our Business Administrator and FFT committee to revitalize our legal bill tracking efforts from 2023 because our Board has a fiscal responsibility to stay on top of our legal spend and liabilities. This work needs to continue with comparisons from 2024 and 2025 so that we can understand the trends and find ways to reduce costs.

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 Alexander Wood and Jennifer Spiegler 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 4789-4797 discussion and voting.

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

4804A. RETIREMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Kelly, Lynn	T Multiage 1 st /2 nd SB - 1.0 FTE	7/1/25	19
Lucchetta, Joseph	T Math CHS - 1.0 FTE	7/1/25	25
Porter, Julianne	School Nurse SM - 1.0 FTE	7/1/25	17.7

4804B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Bell, Krista	T 4 CLIN - 1.0 FTE	7/1/25	1
Burbano, Pedro	T WL/Spanish SOM - 1.0 FTE	7/1/25	.6
Davis, Mary	T SPED/INC MAR - 1.0 FTE	7/1/25	8
Gaymes, Jennifer	School Nurse MONT - 1.0 FTE	7/1/25	2
Gervasio, Matthew	T SPED/INC Gr. 5 CLIN - 1.0 FTE	7/1/25	2
Giglio, Thomas	Director of Facilities DIST - 1.0 FTE	7/18/25	3.8
Neary, Kelsey	T 3 SM - 1.0 FTE	7/1/25	.8
Robinson, Deborah	T SPED/INC SOM - 1.0 FTE	7/1/25	3.9
Schulster, Steven	T SCI/Biology CHS - 1.0 FTE	7/1/25	.8

4804C. 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
Blanc, Lys	S4/12, Secretary (Athletics) CHS - 1.0 FTE	7/1/25 6/30/26	\$73,197
Hendricks. Carlene	T WL/Spanish CHS - 1.0 FTE	8/27/25 6/30/26	\$88,732
MacArthur, * Caitlin	T Health & Phys. Ed. CHS - 1.0 FTE	8/27/25 6/30/26	\$66,100
Taylor, Damaris	S4/12, Secretary CHS - 1.0 FTE	6/2/25 6/30/25	\$66,666
Whritenour, Jessica	T Health & Phys. Ed. CHS - 1.0 FTE	8/27/25 6/30/26	\$81,932

* Pending receipt of NJ Certification

4804D. APPOINTMENT OF LEAVE REPLACEMENT STAFF 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
Qian,* Yuxin (Jenny)	T Art CHS - 1.0 FTE	8/27/25 12/16/25	\$73,400
Rosario, Bryanna	T Lang. Arts SOM - 1.0 FTE	8/27/25 11/25/25	\$66,100
Sarker, Neelanjana	T Math MM - 1.0 FTE	8/27/25 6/18/26	\$66,100

* Pending receipt of NJ Certification

4804E. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Beatty, Fiona	S4/12, Secretary MM - 1.0 FTE	3/14/25-7/11/25 (Unpaid Personal Leave)
Fleming, Aprell	T SPED/INC CHS - 1.0 FTE	4/25/25 (1/2 day) - 6/2/25 (Unpaid FMLA)
Hellthaler, Megan	AIT MAR 1.0 FTE	3/28/25-6/2/25 (Paid Maternity Leave) 6/3/25-6/30/25 (Unpaid NJFLA) 5/27/25-10/30/25 (Unpaid NJFLA)
Hess, Marianne	T AIT SMA - 1.0 FTE	4/28/25 (1/2 day) - 5/5/25 (Unpaid FMLA)
Lam, Dorothy	T English CHS 1.0 FTE	3/10/25-4/29/25 (Paid Maternity Leave) 4/30/25-6/13/25 (Unpaid NJ FLA)
Manikad, Marites	T Math MM1.0 FTE	5/1/25; 5/13/25; 5/28/25 (1/2 day); 5/29/25 (1/2 day) (Unpaid Personal Leave)
Phelan, Cynthia	T WL/Spanish TUS/SB/CL - 1.0 FTE	4/25/25; 4/29/25- 6/30/25 (Unpaid FMLA)
Silvestri, Colleen	T 4 TUS - 1.0 FTE	8/27/25-6/30/26 (Unpaid Personal Leave)
Stieve, Sharon	T SPED/INC Gr. 4 CLIN - 1.0 FTE	4/28/25-5/26/25 (Unpaid FMLA)
Weber, Raquel	T SPED/INC Gr. 4 TUS - 1.0 FTE	8/27/25-6/30/26 (Unpaid Personal Leave)

4804F. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Hicks, Marcia	National Honor Society CHS - 1.0 FTE	4/1/25 6/30/25	\$3,223

4804G. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Cahill, Allison	T PE/H CHS - .2 FTE	4/1-4/30/25 (17 days)	\$116.82 (per day)	\$1,985.94
Clesmere, Lindsey	T PE/H CHS - .2 FTE	4/1-4/4/25 (4 days)	\$84.65 (per day)	\$338.60
Hamilton, Erik	T PE/H CHS - .2 FTE	4/1-4/4/25 (4 days)	\$68.43 (per day)	\$273.72
Hurley, Pat	T PE/H CHS - .2 FTE	4/7-4/30/25 (13 day)	\$116.82 (per day)	\$1,518.66
Mobley, Gary	T PE/H CHS - .2 FTE	4/1-4/4/25 (4 days)	\$116.82 (per day)	\$467.28
Pilone, Jr. Joseph	T PE/H CHS - .2 FTE	4/1-4/4/25 (4 days)	\$123.15 (per day)	\$492.60
Pruden, Christopher	T PE/H CHS - .2 FTE	4/1-4/4/25 (4 days)	\$66.43 (per day)	\$265.72
Shannon, Robert	T PE/H CHS - .2 FTE	4/1-4/30/25 (17 days)	\$116.82 (per day)	\$1,985.94
Cayo, Danielle	T WL/Spanish CHS - .2 FTE	4/1-4/30/25 (17 days)	\$116.82 (per day)	\$1,985.94
Giovanniello, Paul	T WL/Spanish CHS - .2 FTE	4/1-4/30/25 (17 days)	\$90.43 (per day)	\$1,537.31
Hernandez, Luis	T WL/Spanish CHS - .2 FTE	4/1-4/30/25 (17 days)	\$90.43 (per day)	\$1,537.31
Lemos, Gonzalo	T WL/Spanish CHS - .2 FTE	4/1-4/30/25 (17 days)	\$116.82 (per day)	\$1,985.94
Lopez, Pamela	T WL/Spanish CHS - .2 FTE	4/1-4/30/25 (17 days)	\$64.43 (per day)	\$1,095.31
Lucchetta, Joseph	T Math CHS - .2 FTE	4/1-4/4//25 (4 days)	\$116.82 (per day)	\$467.28
Marrese, Jaclyn	T Math CHS - .2 FTE	4/1-4/4/25 (4 days)	\$64.43 (per day)	\$257.72
Michels, Ray	T Math CHS - .2 FTE	4/1-4/4/25 (4 days)	\$100.65 (per day)	\$402.60
Pociask, Elizabeth	T Math CHS - .2 FTE	4/1-4/4/25 (4 days)	\$87.54 (per day)	\$350.16
Bennett, Telia	T English CHS - .2 FTE	4/1-4/30/25 (17 days)	\$101.76 (per day)	\$1,729.92
Comerchero, Jill	T English CHS - .2 FTE	4/1-4/30/25 (17 days)	\$98.87 (per day)	\$1,680.79
Johnson, Beth	T English CHS - .2 FTE	4/1-4/30/25 (17 days)	\$106.04 (per day)	\$1,802.68

Martling, Lori	T English CHS - .2 FTE	4/1-4/30/25 (17 days)	\$125.37 (per day)	\$2,131.29
Whitaker, Thomas	T English CHS - .2 FTE	4/1-4/30/25 (17 days)	\$123.15 (per day)	\$2,093.55
Benning, Avery	T SPED MM - .2 FTE	4/1-4/30/25 (17 days)	\$81.76 (per day)	\$1,389.92
Klein, Betsy	T SPED MM - .2 FTE	4/1-4/30/25 (17 days)	\$81.76 (per day)	\$1,389.92
Reiss, Deborah	T SPED MM - .2 FTE	4/1-4/30/25 (17 days)	\$87.54 (per day)	\$1,488.18
Soto, Nikki-James	T SPED MM - .2 FTE	4/1-4/30/25 (17 days)	\$74.43 (per day)	\$1,265.31
Strauss, Brittany	T SPED MM - .2 FTE	4/1-4/30/25 (17 days)	\$78.87 (per day)	\$1,340.79
Blackford, Meghan	T SPED MM - .2 FTE	4/1-4/11/25 (9 days)	\$90.43 (per day)	\$813.87
Hesse, Melissa	T SPED MM - .2 FTE	4/1-4/11/25 (9 days)	\$81.76 (per day)	\$735.84
Mincer, Ebony	T SPED MM - .2 FTE	4/1-4/11/25 (9 days)	\$103.09 (per day)	\$927.81
Silva, Debra	Academic Intervention MM - .2 FTE	4/1-4/11/25 (9 days)	\$116.82 (per day)	\$1,051.38
Vorona, Heather	T SPED MM - .2 FTE	4/1-4/11/25 (9 days)	\$81.76 (per day)	\$735.84

4804H. REINSTATE ABOLISHED POSITION

BE IT RESOLVED, that the Board of Education, upon recommendation of the Superintendent, hereby reinstates the position of Director of Guidance, Counseling, Social Work Grades 6-12, which previously abolished on May 9, 2024, due to district reorganization. The position is reinstated effective July 1, 2025.

4804I. APPROVE JOB DESCRIPTIONS (see attached)

New: Assistant Director of Early Childhood
Part-Time Painter
HVAC Energy Management Coordinator
Revised: Director of Guidance, Counseling, and Social
Work 6-12

4804J. APPROVE 2025 SUMMER HIRES (see attached list)

4805A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2024-2025 SCHOOL YEAR

STATE CERTIFIED TEACHER

1. Ford, Brian
2. Paquette, Destiny

STATE SUBSTITUTE CERTIFICATE

1. Germain, Richard
2. Harris, Kiaira

4805B. APPOINTMENT OF SUMMER SUBSTITUTE TEACHERS FOR THE 2025-2026 SCHOOL YEAR PAID AT A DAILY RATE OF \$175

1. Benevento, Christina
2. Bonilla, Karen

4805C. APPOINTMENT OF SUMMER SUBSTITUTE NURSES FOR THE 2025-2026 SCHOOL YEAR PAID AT A DAILY RATE OF \$215

1. Gabeau, Susan
2. Konicov, Judith

4806. 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].

4807A. Receives and accepts the following financial reports:

1. March 2025 Board Secretary's Report
2. March 2025 Treasurer Report
3. April 2025 Transfer Reports
4. April 2025 Expense Account Adjustment Analyses
5. Check Register #200906 in the amount of \$1,708,561.14
6. Check Register #200905 in the amount of \$7,323,106.95 for April 2025 payroll
7. Voided checks 425444-425446 in the amount of \$3,655.20
8. Check Register #425447-425719 in the amount of \$7,434,907.07

4807B.

4807C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE(S)	LOCATION	ESTIMATED COSTS
Jane Bean Folkes Columbia HS	IREL Conference	7/6/25- 7/10/25	Washington, DC	\$1,987.40
Melissa Butler Clinton School	ASCA 2025 Annual Conference	7/11/25- 7/15/25	Long Beach, CA	\$3,148.61
Eshaya Drayer Central Office	NJSPRA Spring 2025 National Seminar	7/19/25- 7/23/25	Washington, DC	\$1,799.20
Shannon Glander Seth Boyden	Core Knowledge National Conference	6/26/25- 6/28/25	Orlando, FL	\$2,574.63
Yves Norton Pierre Columbia HS	2025 AP Career Kickstart Summer Institute	6/22/25- 6/27/25	Houston, TX	\$2,280.52
Yves Norton Pierre Columbia HS	AP Computer Science Summer Institute	7/21/25- 7/24/25	Virtual	\$700.00

Ramon Robles Columbia HS	ELL Conference Innovative Schools	7/7/25- 7/11/25	Virtual	\$295.00
Ramon Robles Columbia HS	ASCD Leading Without Limits	6/29/25 7/02/25	Virtual	\$285.00
Donovan Smalls South Orange MS	The National Conference on School Leadership	7/11/25- 7/13/25	Seattle, WA	\$2,824.36
Total				\$12,746.11

4807D. Approves the following provider(s) for the service indicated:

2024-2025 School Year

Provider Name	Service	Rate
Speech and Hearing Associates Westfield, NJ	Central Auditory Processing Eval With Report	\$700.00
	Augmentative and Alternative Communication Evaluation with Report	\$900.00
	In-School Consultation (2hr. Min)	\$175.00/hour
	Virtual Consultation (no min)/per hour	\$160.00/hour
	Unlimited Communication with School Staff	NC

2025-2026 School Year

Provider Name	Service	Rate
123ABA, LLC Chatham, NJ	BCBA	\$125.00/hour
	Behavior Therapy	\$70/hour
Beautiful Mind Psychological Services, LLC Avenel, NJ	CST Initial and re-evaluation	\$425.00/eval
Best of You Therapy, Inc. Wayne, NJ	Speech Therapist	\$105/hour \$130/hour home based) \$425/eval

	Bilingual Therapist (PT, OT, SLP)	\$115/hour \$125/hour group \$130/hour (home based) \$625/eval
	Occupational Therapist	\$100/hour \$130/hour (home based) \$425/eval
	LDTC & Psychologist	\$95/hour \$110/hour (home based) \$425/eval
	ABA Therapist (BCBA)	\$100/hour \$135/hour (home based) \$425/eval
	RBT (Registered Behavior Technician)	\$90/hour \$110/hour (home based) \$300/eval
	Bilingual LDTC, Psych	\$100/hour \$105/hour group \$130/hour (home based) \$625/eval
	Physical Therapist	\$105/hour \$130/hour (home based) \$425/eval
Demonte Therapy Services Millstone Township NJ	Physical Therapy	\$100.00/ session
Grace Medical Group West Orange, NJ	Psychiatric Evaluation Services	\$1500.00/ session
Homecare Therapies, LLC Dba Horizon Healthcare Staffing Manalapan, NJ	RNs - Health Office Coverage/ Field Trips	\$72.00/hour
	RNs - Certified School Nurse	\$85.00/hour
	RNs - 1:1	\$80.00/hour
	Specialty RN - 1:1	\$84.00/ hour

	LPNs - 1:1 Skilled Nursing	\$65.00/hour
	LPNs Nurse Specialty	\$68.00/hour
	Student Transportation ONLY (2-hour minimum each way)	\$90.00/hour
	RN - Overnight School Trips	\$72.00/hour (7:30 am - lights out) \$10.00/hour (lights out - 7:30 a.m.)
	RN Visit (dispense meds)	\$125.00 per visit
	RN In-Service/Consulting	\$156.00/hour
	Nurse Practitioner	\$96.00/hour
	CNAs	\$40.00/hour
	Physical/Speech/Occupational Therapy	\$120.00/hour
	Paraprofessionals/Health Aides/ Instructional Aides	\$36.80/hour
	Paraprofessionals with Sub- Certification	\$40.00/hour
	ABA Paraprofessionals	\$42.00/hour
	Registered Behavioral Technicians	\$42.00/hour
	LMSW	\$59.00/hour
	LCSW	\$75.00/hour
	School Certified LCSW	\$80.00/hour
	LDTC	\$96.00/hour
	ABA	\$126.00/90 min
Creative Speech Solutions, LLC Summit, NJ	CSS Clinic-Based/ABA Centers Speech/Feeding/Occupational Therapy Services	\$97.00/30 min \$136.00/45 min \$190.00/60 min

	CSS Clinic-Based/ABA Centers AAC Therapy Services	\$115.00/30 min \$170.00/45 min \$220.00/60 min
	Independent/Out of District Evaluations and Specialized Assessments	\$1100-\$1450/eval
	AAC System Review	\$850.00
	AAC Training	\$250.00
	Speech-Language Evaluations	\$550-\$850/eval
	Feeding Evaluations	\$500-\$600/eval
	Full Comprehensive Occupational Therapy Evaluation	\$550-\$650/eval
	Occupational or Speech Therapy Diagnostic Consultations	\$300.00
	Occupational or Speech/AAC Therapy Treatment Plan	\$75.00
	Occupational or Speech Progress Reports	\$75.00
	Independent IEP/CST Parent Meetings	Billed at typical Office hours rate OOD cases
	Professional Development Trainings	Priced dependent on time and subject
	Independent/Out of District Evaluations requiring travel	\$50.00-\$100.00 Depending on mileage
NJ Neurology, Inc. Romana Kulikova, MD Garwood, NJ	Neurological/Neurodevelopmental Evaluations	\$650.00
Educational Audiology Resources, LLC Brick, NJ	Audiologic Evaluation with Tympanometry	\$350.00
	Central Auditory Processing w/AE	\$850.00
	Classroom Acoustic Evaluation (per Classroom)	\$1,250.00

	Classroom Observation for Auditory Interventions	\$700.00
	FM/DM Amplification Evaluation w/o A/E/Functional Assessment & Electroacoustic Verification between equipment A/E not included	\$600.00
	Functional Hearing Aid/CI/BAHS Evaluation with Electroacoustic Verification between equipment A/E not included	\$650.00
	Educational Audiologist	\$195.00/hour
	Report/Record Review	\$350.00
	Half Day Workshop (3.5 hours)	\$900.00
	Full Day Workshop (6 hours)	\$2,500.00
	Custom Ear Molds for Hearing Aids	\$350.00/pair \$175.00/each
Pirelli Clinical and Forensic Psychology, LLC (PCFP) Verona, NJ	Psychological Evaluations	Fee is case dependent \$2500/eval Avg.
SMPLY OT, LLC Bloomfield, NJ	Occupational Therapy Evaluation	(10 mile radius from 07003) \$375.00/eval
	Occupational Therapy	\$250.00/60 min \$220.00/45 min \$200.00/30 min
	Occupational Therapy Evaluation	(15 mile radius from 07003) \$400.00/eval
	Occupational Therapy	\$270.00/60 min \$240.00/45 min \$220.00/30 min
Speech and Hearing Associates Westfield, NJ	Central Auditory Processing Eval With Report	\$700.00
	Comprehensive Peripheral Audiological Evaluation with Report	\$350.00
	Hearing Aid Evaluation with Report	\$450.00
	Speech-Language Evaluation with report	\$650.00

	Bilingual Speech-Language Evaluation with Report	\$850.00
	Language Processing Evaluation with Report	\$950.00
	Augmentative and Alternative Communication Evaluation with Report	\$900.00
	Speech Language Therapy/Session	\$90.00 (30 min)
		\$137.50 (45 min)
		\$180.00 (1 hour)
	In-School Consultation (2hr. Min)	\$175.00/hour
	Virtual Consultation (no min)/per hour	\$160.00/hour
	Unlimited Communication with School Staff	NC
Summit Speech School New Providence, NJ	Teacher of the Deaf	\$225.00/session
Therapy Source Plymouth Meeting, PA	Psychology Services	\$91.90/hour
	Speech Language Pathology Services	\$94.90/hour
	LDTC Services	\$91.90/hour
	Occupational Therapy Services	\$91.90/hour
	COTA Services	\$74.90/hour
	Physical Therapy Services	\$97.90/hour
	SSW Services	\$79.90/hour
	Counseling Services	\$79.90/hour
	BCBA Services	\$127.90/hour
	RBT Services	\$57.90/hour
	ABA/Para/1:1 Services	\$47.50/hour

United Therapy Solutions Fanwood, NJ	Occupational Therapy, Physical Therapy, Speech Therapy, LDTC	\$90.00/hour
	Psychology, Social Worker	\$80.00/hour
	BCBA	\$100.00/hour
	Out of District	
	Occupational Therapy, Physical Therapy, Speech Therapy	\$90.00/30 min
	Psychology, Social Worker	\$80.00/30 min
	BCBA	\$100.00/30 min
	Home Care	
	Occupational Therapy, Physical Therapy, Speech Therapy	\$180.00/hour
	BCBA	\$180.00/hour
	Evaluations:	
	OT, PT Evaluations	\$375.00
	Speech Evaluation	\$450.00
	Psychology Evaluation	\$650.00
	Social Work Evaluation	\$750.00
	BCBA Evaluation	\$1,000.00
	Bilingual Evaluations:	
	Speech Evaluation	\$650.00
	LDTC Evaluation	\$750.00
	Psychology Evaluation	\$650.00
	Social Work Evaluation	\$750.00
	BCBA Evaluation	\$1,000.00

4807E. 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
IXL Learning Inc.	Curriculum Licensing	Other

4807F. Approves an application to the North Jersey Educational Insurance Fund (NJEIF) for the NJSIG grant in the amount of \$7,144.00 to be used for building safety improvements.

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.

4807G. THAT the South Orange and Maplewood Board of Education "SFA" approves the renewal of the contract for Food Service Management to The Pomptonian, Inc. "FSMC" for the food service operation for 2025-2026.

1. FSMC Fee:

The FSMC shall receive, in addition to the costs of operation, an administrative/ management fee of \$125,520.00 to compensate the FSMC for administrative and management costs. This fee shall be included as a cost of operation and billed in 10 monthly installments of \$12,552.00 per month. The SFA guarantees the payment of such costs and fee to the FSMC.

2. There is no guarantee financial performance

3. Total Estimated Cost of Contract:

Total estimated expenses (cost) include food, labor, supplies, other expenses and FSMC management fee.

Total Estimated Cost of Contract \$2,322,221.30.

BE IT ALSO RESOLVED THAT meals will be priced at the following schedule:

School Level	Breakfast	Reduced Breakfast	Lunch	Variable Lunch	Reduced Lunch
Elementary School	\$2.00	\$0.30	\$3.25	N/A	\$0.40
Middle School	\$2.25	\$0.30	\$3.50	\$4.00	\$0.40
High School	\$2.50	\$0.30	\$3.75	\$4.25	\$0.40

4807H. Renews the contract with Fire Security Technologies of Lebanon, New Jersey for Fire Alarm Services for the 2025-2026 School Year in the amount of \$8428.00 and for services outside of the scope at the following rates:

\$165.00 Hourly Rate
\$247.00 Overtime Rate

4807I. Renews the contract with Simaren Corp. dba Wisdom Protective Services of Westbury, New York for Security Services for the 2025-2026 school year at the following rates:

- Security Guard Hourly Rate \$23.99/hour
- Lead Guard Hourly Rate \$31.66/hour

4807J. Renews the contract with United Welding of Caldwell, New Jersey for Plumbing Repair Services for the 2025-2026 school year at a rate of \$107.95 per hour for Mechanic and \$37.74 per hour for Mechanic's Helper, plus the cost of parts and materials.

4807K. Renews the contract with Kelin Heating and Air Conditioning of Colonia, NJ for HVAC and refrigeration Repair services for the 2025-2026 at following rates plus the cost of materials:

4807L. Renews the contract with ESS Support Services, LLC for Paraprofessional Services for the 2025-2026 school year at the following hourly rates:

- Hourly Permanent Paraprofessional I \$30.99
- Hourly Permanent Paraprofessional II \$32.57

4807M. Renews the contract with Ahera Consultants, of Oceanville, NJ for environmental testing during the 2025-2026 school at the rate of \$95.00 per hour plus the cost of parts and materials.

4807N. Enters into an agreement with Essex Regional Educational Services Commission for the period of July 1, 2025 to June 30, 2026 to provide eligible students in South Orange and Maplewood nonpublic schools with the following services: Compensatory Education, English as a Second Language, Home Instruction, Supplementary Instruction, Speech-Language, and Evaluation and Determination of Eligibility at a per student rate established by the New Jersey Department of Education.

4807O. Agrees to enter into a contract with the Essex Regional Services Commission for the 2025-2026 school year to provide nursing services to non-public schools located in South Orange and Maplewood at an amount not to exceed the amount of state funding received for these services.

4807P. Enters into an agreement with Essex Regional Educational Services Commission for IDEA-B Services for the period of July 1, 2025 to June 30, 2026 for the proportionate share of non-public IDEA-B funds.

4807Q. Enters into an agreement with Essex Regional Educational Services Commission to provide Child Study Team Services to students in the South Orange Maplewood School District for the period of July 1, 2025 to June 30, 2026 at the following rates:

Social Assessment	\$486.20
Educational Evaluation	\$486.20
Psychological Evaluation	\$486.20

Speech Evaluations	\$486.20
Bilingual Evaluations	\$607.75
Physical Therapy Evaluation	\$546.98
Occupational Therapy Evaluation	\$546.98

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LDTC	\$151.94
Social Worker	\$151.94
School Psychologist	\$151.94

4807R. Enters into an agreement with Essex Regional Educational Services Commission to provide Public Home Instruction Services for the period of July 1, 2025 to June 30, 2026 at the rate of \$66.87 per hour.

4807S. Approves an affiliation agreement with Seton Hall University, College of College of Human Development, Culture, And Media Department of Educational Studies for the purposes of providing clinical experience or clinical practice for University Students in related degree programs for the period August 25, 2024 through August 24, 2027.

4807T. Approves an Academic Services agreement with Montclair State University, to permit the University to assign faculty to teach MSU Course Curriculum to district staff enrolled in the MSU Educational Leadership Programs to obtain Administrative Certification for the 2025-2026 and 2026-2027 school years.

4807U. Accepts donations to Marshall Elementary School in the amount of \$831.00.

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

20-046-200-890-MR-5900	Marshall School	\$831.00
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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.

4807V. Authorizes the enrollment of Student #8357701460 for the 2025-2026 school year through June 30, 2026, on the basis of tuition, in accordance with the terms and conditions set forth in the tuition contract.

4807W. Establishes 2025-2026 tuition rates as listed below:

Grades 9-12	\$ 18,018.00
Grades 6-8	\$ 18,545.00
Grades 1-5	\$ 17,221.00
Pre-K/Kindergarten	\$ 16,602.00

Autism	\$ 10,209.00
Emotional Regulation Impairment	\$ 10,209.00
Learning and/or Language Disabilities	\$ 55,077.00
Multiple Disabilities	\$120,390.00
Preschool Disabilities	\$ 60,883.00
Emotional Regulation Impairment	\$ 10,209.00

4807X. 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	13	\$15,749.00 (contract increase)

4807Y. WHEREAS, the South Orange Maplewood Board of Education recognizes the need for collaboration with the Essex Regional Educational Services Commission (ERESC) to enhance educational opportunities and operational efficiencies within the district; and

WHEREAS, pursuant to N.J.S.A. 40A:65-1 et seq., the South Orange Maplewood Board of Education wishes to enter into a shared services agreement with ERESO to facilitate the sharing of various services that will benefit students and staff, including, but not limited to, educational services, staffing, operational services, and extracurricular activities; and

WHEREAS, the Board agrees that all specific arrangements regarding shared services must be approved by the Superintendent of the district and aligned with the policies of the Board of Education; and

WHEREAS, the Board seeks to establish a framework for the sharing of these services to maximize resources, improve educational outcomes, and reduce costs associated with the provision of services; and

WHEREAS, the Board desires to formalize this collaborative effort through a shared services agreement as well as a cooperative purchasing agreement with ERESO; and

WHEREAS, the cooperative purchasing agreement will allow the South Orange Maplewood Board of Education to pool its buying power with other member districts, obtaining better prices and terms on goods and services, thus enhancing the efficiency of procurement processes and reducing expenditures; and

WHEREAS, shared services agreements will outline the specific services to be shared, performance expectations, costs, and other terms, aiming to improve efficiency, reduce costs, and enhance service quality across a variety of functions, including IT, HR, finance, and operations; and

WHEREAS, the benefits of establishing shared services agreements and cooperative purchasing arrangements include:

- Cost Savings: By sharing resources and leveraging collective buying power, the district can achieve significant savings on operational costs.
- Efficiency Improvements: Streamlining services can reduce duplication of efforts and foster more efficient use of resources, allowing the district to focus on its core educational mission.
- Enhanced Service Quality: Collaboration can lead to the development of best practices and improved service delivery, ultimately benefiting students and staff.
- Increased Access to Resources: Sharing services can provide the district access to specialized staff and services that may not be feasible individually due to budget constraints.
- Strengthened Community Ties: Collaboration with ERESC fosters a sense of community and shared commitment to improving educational outcomes for all students in the region.

NOW, THEREFORE, BE IT RESOLVED, that the South Orange Maplewood Board of Education approves the utilization of the Essex Regional Educational Services Commission to explore and implement shared services agreements and cooperative purchasing agreements as outlined above.

BE IT FURTHER RESOLVED, that the South Orange Maplewood Board of Education will engage in discussions with ERESC to outline the specific terms of the shared services agreement and cooperative purchasing agreement, with the intent to present a formal proposal for approval to the Board.

BE IT FURTHER RESOLVED, that the South Orange Maplewood Board of Education will ensure that all arrangements comply with applicable laws and regulations and are subject to the approval of the Superintendent.

BE IT FINALLY RESOLVED, that this resolution shall take effect immediately upon its adoption.

4807Z. Authorizes payment to Gemz Solutions, of Leonardo, NJ in the amount of \$28,275.00, which represents 65% of the original invoice amount.

4807AA. Approves the submission of an amendment application for FY2025 ESEA grant funds in the amount of \$3,490.00.

4808. Approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance."

DESTINATION	CITY	STATE
Hyatt Place South Bend/Mishawaka	Mishawaka	IN
Century Center Convention Center	South Bend	IN

4809. Approves the following:

WHEREAS, in accordance with law, hearings were afforded with regard to the children identified by student number below; and

WHEREAS, the Board has determined that, as to the students identified below, the parents or guardians are not domiciled within the District or the children are not kept in the home of another person domiciled within the school district pursuant to the affidavit pupil's statute; now, therefore

BE IT RESOLVED, that the Board hereby orders the transfer or removal of the students identified below.

<u>STUDENT #</u>	<u>SCHOOL</u>	<u>GRADE</u>
9363243539	MMS	8 th
1562836322	MMS	7 th
8583854084	CLIN	5 th

4810. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of April 2025.

4811A. Approves the settlement agreement for Student ID #8718353933 and authorizes the Board President to execute the settlement agreement.

4811B. Approves the settlement agreement for Student ID #6086352800 and authorizes the Board President to execute the settlement agreement.

4812-1. Upon the recommendation of the Superintendent, the Board approves the first reading of Regulation 2418 Section 504 of the Rehabilitation Act of 1973- Students.

4812-2. Upon the recommendation of the Superintendent, the Board approves the first reading of Policy 1331 Evaluation of the Board Secretary.

4812-3. Upon the recommendation of the Superintendent, the Board approves the first reading of Policy 3217 Use of Corporal Punishment.

4812-4. Upon the recommendation of the Superintendent, the Board approves the first reading of Policy 4217 Use of Corporal Punishment.

ROLL CALL: Motion 4804A-I, 4805A-C, 4806, 4807A-AA, 4808, 4809, 4810, 4811, 4812 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, June 5, 2025, at 6:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ in person and utilizing an online video conference platform to honor retirees and celebrate staff accomplishments. 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, June 26, 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 10:37 p.m.

Imani Moody, Board Secretary