

Regular Meeting  
South Orange-Maplewood  
Board of Education  
June 26, 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 June 26, 2025.

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

ROLL CALL: Present: Board Member Bennett (6:36 p.m.), Board Member Brown, Board Member Callahan, Board President DuVall Wilson, Board Member Eckert, Board Member Kapadia, Board Member Meyer, Board Member Sackett-Gable

Absent: Board Member Gifford

*EIGHT VOTING MEMBERS PRESENT*

Pledge of Allegiance

*Seth Boyden Elementary Steppers Presentation*

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, June 26, 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 Eckert to adjourn to Executive Session. Motion unanimously approved.

***Board Members adjourned to Executive Session at 6:44 p.m.***

***Board Members reconvened at 8:02 p.m.***

***Board Members Gifford Present***

***9 Voting Members Present***

#### BOARD RECOGNITIONS

NAME/SCHOOL	RECOGNITION
Kean Scholar Academy Students Columbia High School	<p>Congratulations to students Alejandra Agurto, Sharon Chen, Sherry Chen, and Kennedy Gilyard for their academic achievement and participation in the prestigious Kean Scholars Academy! This exceptional program supports high-achieving students through advanced academic opportunities, mentorship, and college-level resources.</p> <p>The Scholars Academy is part of Kean University's commitment to building early college pathways for talented high school students across New Jersey.</p> <p>We applaud your commitment to excellence and celebrate your continued growth as scholars and leaders.</p>

<p><b>Softball Team</b> Columbia High School</p>	<p>We are proud to recognize the Columbia High School softball team for an outstanding season, advancing to the state sectional championship for the third consecutive year and earning an impressive 20-7 record under the leadership of Coach Cliff Smith.</p> <p>Several Cougars were named to the All-Super Essex Conference-American Division team:</p> <p>First Team honorees Claire Shupe, Eva Clevenger, and Abby Coulter;</p> <p>Second Team standouts Jamie Tarrow and Maya Bernstein, and Honorable Mentions Anna Shalom and Charlotte Klepesch.</p> <p>Congratulations to this exceptional group of student-athletes for their talent, teamwork, and continued excellence on and off the field!</p>
<p>Math Competition Participants South Orange Middle School</p>	<p>We're proud to give a big congratulations to our South Orange Middle School students who took part in the American Mathematics Contest 8 and MathCounts this year!</p> <p>These are some of the most challenging math competitions in the country, and 36 SOMS students stepped up to compete, with 18 of them taking on both contests.</p> <p>Several students earned top placements in the AMC 8, including one first-place finisher and a three-way tie for second. One sixth grader also earned a national Certificate of Achievement—an impressive honor given to only the highest-scoring younger participants! In MathCounts, four students made up the SOMS team at the regional Chapter Competition, with others qualifying individually or serving as alternates.</p> <p>We're so proud of all our students who took on these tough challenges—you represented SOMS with focus, courage, and Cougar pride!</p>
<p>Math Competition Participants Maplewood Middle School</p>	<p>Congratulations to the Maplewood Middle School students who participated in this</p>

	<p>year's American Mathematics Contest 8 and MathCounts competitions! These nationally recognized contests are known for their rigor, and over 140 MMS students rose to the challenge, with many competing in both.</p> <p>MMS students earned top scores in the AMC 8, resulting in a School Certificate of Merit for overall excellence. Several students were also recognized individually with national honors.</p> <p>In the MathCounts competition, MMS had nearly 100 participants, with a team advancing to the regional Chapter Competition and finishing 8th out of 22 schools.</p> <p>We're incredibly proud of all the students who represented MMS with hard work, determination, and a love of learning.</p> <p>Bravo to the entire math team and their dedicated teacher for an outstanding year.</p>
<p>Achieve Foundation Tutors Columbia High School</p>	<p>We'd like to give a huge congratulations and heartfelt thank-you to the volunteers of the Achieve Foundation's Tutor Program, who were celebrated at their annual appreciation reception at the new Columbia High School Alumni Commons earlier this month.</p> <p>More than 350 tutors donated their time and talents this year to support over 400 students across all our schools – from assisting with homework and time management to leading AP study groups and providing in-class support.</p> <p>We're especially proud to recognize the recipients of this year's special awards: the Kohl Angelo Award for outstanding middle school tutors, the Dubrow Awards honoring dedication and spirit, and the Stellar Seniors Awards for graduating students who volunteered for three or more years – an incredible accomplishment!</p> <p>A special shout-out to Program Manager Shannon Kirk, Executive Director Eileen Collins Neri, and all the site supervisors</p>

	<p>and all the site supervisors who help run this program with dedication and care.</p> <p>Congratulations and thank you for all that you do!</p>
<p>Matt Glass Community Member</p>	<p>Mr. Bing would like to acknowledge and extend heartfelt appreciation to Mr. Matt Glass for his outstanding efforts in restoring a cherished symbol of Columbia High School—the clock tower.</p> <p>Through his dedication and tireless fundraising efforts across the South Orange and Maplewood community, Mr. Glass successfully raised the necessary funds to bring the clock back to working order.</p> <p>Thanks to his commitment, the CHS clock tower is once again operable, serving as a proud and timely beacon for students, staff, alumni, and the community. We thank Mr. Glass for his vision, perseverance, and service to our district.</p>

## PRESENTATIONS

### HIB Self-Assessment Grades and Annual Report of Student Safety Data System

HIB Self-Assessment Grades and Annual Report of Student Safety Data System (SSDS) Period 1: September 2024– December 2024 were presented by Dr. Kevin Gilbert, Asst. Superintendent and Ms. Kerri Waibel, Director of Data, Research, Planning, and Evaluations. Key takeaways include the following:

#### Harassment, Intimidation, and Bullying (HIB) Self-Assessment:

- The goal of this assessment is to provide information to guide schools and districts in supporting school climate and culture by setting climate goals each year and identify any areas in need of improvement.
- Performance: The district's self-assessment grades for anti-bullying programs have shown drastic improvement over several years. The focus is now on moving from meets (2 points) to exceeds (3 points) requirements, aiming for the maximum score of 78.
- Commendations:
  - Curriculum: A district-wide, grade-appropriate anti-bullying curriculum from the NJ Bar Foundation was implemented.
  - Elementary and Middle Schools had Professional learning experiences for restorative justice increasing relationship building in the classroom.
  - Middle Schools integrated antibullying lessons targeted at some of vulnerable populations.
- Areas to Grow:

- Investigation timelines
- Teacher/staff professional learning: special populations and continue to standardize professional learning across the district on HIB
- Identify areas in need of improvement for student learning opportunities and add resources to address need.
- 2024-25 HIB Goals 1-4 update

#### Student Safety and Discipline System (SSDS) Report (Period 1: Sept-Dec 2023):

- Incident Data: Violence and confirmed HIB incidents are the two largest categories of infractions. The high school accounts for the highest number of incidents.
- Areas to Monitor:
  - Slight increase in removals due to violence at the middle and high schools.
  - Slight increase in confirmed HIB cases at the high school.
  - Cell phones are identified as a source for a "large number" of both alleged and confirmed HIB incidents, with concerning behavior observed in students as young as fourth and fifth grade.
  - Notable decrease in substance abuse incidents.
- Areas of possible success:
  - Overall decrease in Confirmed HIB's
  - Decrease in incidents with weapons
- Areas of Success this Year:
  - Restorative Justice professional learning K-8
  - 6-8 use Wayfinder Curriculum regularly to explicitly teach emotional learning
  - Additional Professional Development was provided in the area data analysis for HIB's
  - Collaborative & Proactive Solutions (CPS) Training and Implementation
- Continued Planning
  - Continued support in digital literacy
  - Expansion of Restorative Justice Professional Learning
  - Increased use of SEL Curriculum at the high school level
  - Additional support and resources provided to prek-5 for social emotional learning
  - Freshman Academy: increased student knowledge of supports, SEL supports and curriculum, increased community and relationship building and increased lessons in school expectations

#### End of Year District Goals

End of Year District Goals was presented by Mr. Jason Bing, Superintendent of Schools. The purpose of this presentation is to reflect on the progress and achievements made throughout the 2024 - 2025 school year as we worked towards our District goals. These goals, formally approved by the board in October 2024, aim to prepare our students for college, career, and leadership by expanding equitable access to learning opportunities and fostering social-emotional growth and global citizenship. As a district we still have

much work to do, but the focus must be on student achievement through the utilization of student performance data to inform teaching practices and improve learning outcomes. Key takeaways are summarized below:

### District Operations & Departmental Achievements

A review of 2023-24 district goals highlighted numerous accomplishments across departments:

- Curriculum & Instruction:
  - Launched Enhanced Assessment & Data Tools
    - LinkIt data analytics platform for Administrators
    - Digital learning platforms: IXL, iReady, Naglieri General Abilities Test
  - Advancing Mathematics Education: Successfully supported year 2 implementation of Eureka Math K-5 with ongoing professional development. Initiated a Comprehensive revamp of the 6-8 grade math curriculum underway for 2025-26 implementation.
  - Foundation Literacy: Rolled out the new K-2 phonics program, Magnetic Reading, district-wide, with ongoing professional development for teachers and data driven instruction
  - Demonstrable Student Growth in Mathematics. Achieved significant growth in math proficiency:
    - Black students: 62% (up from 43% last year).
    - 9th-grade special education students: 65% (up from 33% last year).
- Business Office
  - 2024-25 budget passed unanimously (9-0).
  - Received a clean audit opinion for 2023-24.
  - Engaged all stakeholder groups (BAC, Town Halls) for more transparent communication
  - Successfully settled contract with SOMEA.
  - New electronic requisition and purchase order system to be implemented in 2025-26 to increase fiscal oversight.
- Facilities & Grounds
  - Completed extensive repairs across multiple schools
  - Plaster Wall repairs at Seth Boyden School
  - Rebuilt gym lights at South Orange Middle
  - Power washed and repainted Columbia HS picnic tables
  - Completed concrete replacement and repair throughout district
  - Completing capital project at South Orange Middle this summer
- Office of Communication
  - Launched an overhaul of district website
  - Class Intercom activated in three schools
  - Launched media repository Flickr
  - Google Search Utility achieved 18,800 website clicks
  - Strengthened internal communication, elevated district narrative, enhanced digital presence
  - Facilitated Town Halls around budget, Book Study etc.

- Human Resources & Student Services:
  - Conducted engaging staff wellness education sessions
  - Upbeat Staff Survey identified opportunities for growth and engagement
  - Retirement Recognition Ceremony
  - Partnership with Montclair State University secured, offering tuition discounts and in-district classes for staff.
  - Personnel Audit engaged in right sizing activity around certifications, placements and positions
  - No RIFs for the 25-26 school year
- Special Services:
  - Child Study Teams received comprehensive training on correct processes and procedures
  - SEPAC has been an active participant in every Special Education Committee Meeting, fostering greater collaboration
  - A new speech referral form was created to ensure that the educational impact is clearly identified in speech referrals
  - Least Restrictive Environment (MTSS) Reinforced the importance of considering the general education class first when determining educational placement for students with disabilities. Special attention has been paid to data surround BIPOC and other marginalized student populations
  - Ensured parents or adults students receive written notice of graduation with all required components and a written summary of academic achievement and functional performance prior to graduating or exiting.
  - Addition of a new Child Study Team for 2025-26
- Technology & Communications:
  - Wired 50+ classrooms and non-instructional spaces
  - New firewall successfully deployed district-wide
  - K-2 single sign-on: deployed QR codes for Chromebooks
  - Attendance swipe system retooled and relaunched as Columbia High School
  - Online fee collection system for athletics, prom, and other payments to launch in 2025-26.

This has been a year of significant progress and impactful initiatives. These achievements are a testament to the dedication and hard work of our entire district community – our students, staff, families, and partners. There remains a lot of work to do including finalizing new website, posting SOPs, developing regulations, exploring cost savings, fully implementing MTSS, and increasing student achievement.

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

#### SUPERINTENDENT UPDATE

Superintendent Bing provided updates on the following:

- Summer programming



- New aviation program for high school students launching in partnership with Costanzo Air Flight School.
- Letter to the community regarding the enforcement of Policy 5516: Electronic Communication and Recording Devices (ECDR) for grades K-9
- District Budget: Our district budget was approved in April, reflecting strategic resource allocation to boost programs, support services, and facilities, while maintaining fiscal responsibility. Since March, we've communicated weekly about internal transfers, which are used to fill over 50 vacancies caused by retirements, resignations, and special service needs. Historically, hiring externally for these vacancies could have cost over \$ 5 million and led to staff reductions, similar to other districts like West Orange. Without changes to state and federal funding, this situation won't improve. Internal transfers have created elementary gen ed vacancies, which are easier and cheaper to fill. Moving forward, we aim for efficiencies, including new bell schedules at secondary levels, with committee work beginning in September 2025 and results expected in 2026-7.
- In July, the district will present the results of the partnership with the Seton Hall University marketing program.
- Congratulations to Columbia High School Graduates, Governor's STEM Scholars, CHS/Kean University Scholars dual enrollment graduates, NJSBA STEAM Tank finalists, rising 6<sup>th</sup> and 9<sup>th</sup> graders and Seth Boyden Elementary School for receiving the AIE Arts Champion Governor's Award in recognition of their exceptional dedication to arts education.

#### BUSINESS ADMINISTRATOR'S UPDATE

Business Administrator Imani Moody read the monthly construction update.

#### BOARD PRESIDENT UPDATE

##### Lavender Graduation

The Board attended the annual Lavender Graduation for our LGBTQIA+ students. Thank you again to former Board Member Shannon Cuttle for their unwavering work to support and recognize our LGBTQIA+ students. Shannon Cuttle and former Maplewood Mayor, Township Committee member Dean Dafis did a great job co-hosting this very important event.

#### GRADUATIONS

Congratulations to all our star students who recently had their moving-up ceremonies and all Columbia High School graduates. A big thank you to 1<sup>st</sup> VP Will Meyer and 2<sup>nd</sup> VP Regina Eckert for representing our Board so well at the graduations at South Orange and Maplewood Middle School.

#### RESOLUTION 4827

The Board is pleased to pass a proclamation in honor of Pride Month reaffirming our unwavering commitment to our LGBTQ+ students, staff, and community. The proclamation recognizes the historical significance of Pride

Month, celebrates the contributions of LGBTQ+ individuals in our schools, and underscores the board and district's responsibility to maintain safe, inclusive, equitable, and affirming learning environments. Although advancements have been made with respect to equitable treatment of LGBTQ+ people, they still face discrimination, especially the transgender community, thus making it essential for school districts and communities to stand up and show support for all who are affected.

#### BOARD OF SCHOOL ESTIMATE

On Monday, June 16, we had our first of two Board of School Estimate (BOSE) meetings to discuss the request for funds to complete key items from our Long-Range Facility Plan that require urgent attention, upgrades to Ritzer Field and the auditoriums at our secondary schools. The Board will vote on the resolution requesting funds at the July 24th meeting, after which a second BOSE meeting will take place in August to approve the funding. To avoid disruption to students, Work on Ritzer Field can only occur over the summer, so we are working within a tight timeline to ensure we are shovel-ready by summer 2026.

Although not mandatory, the district has offered a courtesy review by the Maplewood Township Committee and a community-based committee for the Ritzer project, which will further extend the timeline. Therefore, swift action this summer is essential. We thank our town leaders for their support of these projects, which will continue to bring our facilities into the 21st century.

#### BOARD GOALS

In June, the Board traditionally provides a Goals Update. I shared an update in March when most progress had already been made. Since then, we've added quarterly retreats to our efforts. The Board is also working on a self-evaluation, which is a best practice recommended by NJSBA to identify training needs and set goals. This will be reviewed at our next retreat on July 23rd. We are also working to maintain our NJSBA board certification. We're awaiting the completion of our policy checkup by NJSBA; I confirmed it is underway, and once finished, we'll receive our certification.

#### 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 (2 min)

Community Members Donna Friedrich, Dallas Duffey, Rosmary Connell, David Heumer, Jessica Miller, Richard Wener, Jonanthan Poor, Ben Vitale, Paul Stephen, Anna Grossman, Dean Dafis, Sidhartha Deka, Paul Surovell, Rebecca Scholl, Julie Burstein, Wylie Borg, Josh Sturman, Gerrie Hall, Cynthia O'Keefeand, Erin Bullen addressed the Board.

## COMMITTEE REPORTS

Committee reports from the Rutgers Implementation, Policy, Personnel, Finance Facilities and Technology, Municipal Partners, Curriculum and Instruction and Special Services 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 4815-4828 excluding severed resolution 4827 for discussion and voting.

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

### 4815A. RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Cicolello, Suzanne	T AI DB - 1.0 FTE	7/1/25	33

### 4815B. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Graham, Ceelea	T Lang. Arts MM - 1.0 FTE	7/1/25	8
Kalafatis, Pothitos-Nikolaos	School Psychologist MONT - 1.0 FTE	7/1/25	.7
Knasel, Jessica	LDTC MONT - 1.0 FTE	7/1/25	16
Scalfaro, Kelsey	T 4 CLIN - 1.0 FTE	7/1/25	11
Valles, Stanley	Safety & Security Director DIST - 1.0 FTE	8/25/25	3

### 4815C. 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
Antoni, Dr. Jennifer	Director of Guidance CHS - 1.0 FTE	7/1/25 6/30/26	\$144,170*
Barry-Austin,	School Social Worker	8/27/25	\$92,832

Tracy	MONT - 1.0 FTE	6/30/26	
Castaneda, Julie	T WL/Spanish SOM - 1.0 FTE	8/27/25 6/30/26	\$71,070
DeFino, Madelaine	T Art TUS - 1.0 FTE	8/27/25 6/30/26	\$77,582
Dotson, Kim	School Nurse MONT - 1.0 FTE	8/27/25 6/30/26	\$90,432
Dennehy, Cathleen	BCBA DIST - 1.0 FTE	8/27/25 6/30/26	\$105,592
Gabeau,+ Susan	School Nurse CHS - 1.0 FTE	8/27/25 6/30/26	\$81,932
Hill, Michelle	T SCI/Biology CHS - 1.0 FTE	8/27/25 6/30/26	\$95,232
Kinsley,+ Diana	School Nurse SMA - 1.0 FTE	8/27/25 6/30/26	\$77,582
Panzone, Janine	Clerk DIST - 1.0 FTE	7/1/25 6/30/26	\$15.49/ hour
Phillips, Dr. Dana	T SCI/Biology CHS - 1.0 FTE	8/27/25 6/30/26	\$100,787
Stevenson, Glen	T SCI/Biology CHS - 1.0 FTE	8/27/25 6/30/26	\$106,068
Toler-Stoute, Amira	Clerical Aide SM - 1.0 FTE	8/27/25 6/30/26	\$42,370

+ Pending receipt of NJ Emergency Certification

\* Salary based on ASCA 2024-25 salary guide

4815D. 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
Labrit-Petrewski, Nicole	T Drama SOM - 1.0 FTE	8/27/25 1/2/26	\$88,082

4815E. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Taylor, Damaris	S4/12, Secretary CHS - 1.0 FTE	6/2/25	6/11/25

4815F. TRANSFERS FOR 2025-26 SCHOOL YEAR

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Andrews, Shawana	Instructional Coach DIST - 1.0 FTE	T Lang. Arts SOM - 1.0 FTE	8/27/25 6/30/26
Bruno, Heather	T SPED/INC DB - 1.0 FTE	T SPED/INC MM - 1.0 FTE	8/27/25 6/30/26
Costello, Katherine	Instructional Coach DIST - 1.0 FTE	ELEM Teacher CLIN - 1.0 FTE	8/27/25 6/30/26
DeLeon,	T Math	T Math	8/27/25

Christina	SOM - 1.0 FTE	CHS - 1.0 FTE	6/30/26
Duffey, Dallas	T Math MM - 1.0 FTE	T Math CHS - 1.0 FTE	8/27/25 6/30/26
Fitzgibbons, Rhonda	ELEM Teacher MAR - 1.0 FTE	T SPED/INC SM - 1.0 FTE	8/27/25 6/30/26
Gilligan, Holly	T SPED/INC SOM - 1.0 FTE	T SPED/INC CHS - 1.0 FTE	8/27/25 6/30/26
Giusti, Ryann	T SPED/INC MM - 1.0 FTE	T SPED/INC CHS - 1.0 FTE	8/27/25 6/30/26
Hart, Yves	Instructional Coach DIST - 1.0 FTE	ELEM Teacher MAR - 1.0 FTE	8/27/25 6/30/26
Hein, Jesse	ELEM Teacher SB - 1.0 FTE	T SS SOM - 1.0 FTE	8/27/25 6/30/26
Jurist, Susan	T SPED/INC SOM - 1.0 FTE	T SPED/INC MM - 1.0 FTE	8/27/25 6/30/26
Kellermeyer, Hannah	ELEM Teacher SB - 1.0 FTE	T SPED/INC SM - 1.0 FTE	8/27/25 6/30/26
Manikad, Marites	T Math MM - 1.0 FTE	T Math SOM - 1.0 FTE	8/27/25 6/30/26
Ortiz, Paula	AI Teacher MAR - 1.0 FTE	T SPED/INC TUS - 1.0 FTE	8/27/25 6/30/26
Ostrega, Jennifer	T WL/ML CLIN - 1.0 FTE	T WL/ML SM - 1.0 FTE	8/27/25 6/30/26
Pierce, Kyndell	T Lang. Arts SOM - 1.0 FTE	T Lang. Arts MM - 1.0 FTE	8/27/25 6/30/26
Quinitchett, Amanda	T SPED/EBR TUS - 1.0 FTE	T SPED/INC SM - 1.0 FTE	8/27/25 6/30/26
Rhodes, Michelle	ELEM Teacher DB - 1.0 FTE	ELEM Teacher MAR - 1.0 FTE	8/27/25 6/30/26
Tsioni, Barbara	T SPED/EBR DB - 1.0 FTE	T SPED/INC SOM - 1.0 FTE	8/27/25 6/30/26

4815G. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Gaymes, Jennifer	School Nurse MONT - 1.0 FTE	6/17-25-6/19/25 (Unpaid FMLA)
Hellthaler, Megan	AIT MAR - 1.0 FTE	8/27/25-10/30/25 (Unpaid NJFLA)
Lord, Tiffany	T Lang. Arts SOM 1.0 FTE	5/16/25-5/28/25 (Paid Maternity Leave) 5/29/25 - 6/30/25 (Unpaid FMLA) 8/27/25-11/18/25 (Unpaid NJFLA) 11/19/25-11/28/25 (Unpaid Childcare Leave)
Mitola, Megan	T Math MM - 1.0 FTE	6/2/25-6/18/25 (Paid Maternity Leave) 6/19/25-11/18/25 (Unpaid NJ FLA) 11/19/25-6/30/26

		(Unpaid Childcare Leave)
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4815H. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Cahill, Allison	T PE/H CHS - .2 FTE	5/1-5/31/25 (19 days)	\$116.82 (per day)	\$2,219.58
Hurley, Pat	T PE/H CHS - .2 FTE	5/1-5/31/25 (19 day)	\$116.82 (per day)	\$2,219.58
Shannon, Robert	T PE/H CHS - .2 FTE	5/1-5/31/25 (19 days)	\$116.82 (per day)	\$2,219.58
Femenella, Matthew	T SPED CHS - .2 FTE	2/24/25 6/30/25	+\$15,437 (pro-rated)	\$92,622
Williams, Janine	T SPED CHS - 1.2	9/9/24 6/30/25	+\$17,877	\$107,262
Bennett, Telia	T English CHS - .2 FTE	5/1-5/31/25 (19 days)	\$101.76 (per day)	\$1,933.44
Comerchero, Jill	T English CHS - .2 FTE	5/1-5/31/25 (19 days)	\$98.87 (per day)	\$1,878.53
Johnson, Beth	T English CHS - .2 FTE	5/1-5/31/25 (19 days)	\$106.04 (per day)	\$2,014.76
Martling, Lori	T English CHS - .2 FTE	5/1-5/31/25 (19 days)	\$125.37 (per day)	\$2,382.03
Whitaker, Thomas	T English CHS - .2 FTE	5/1-5/31/25 (19 days)	\$123.15 (per day)	\$2,339.85
Benning, Avery	T SPED MM - .2 FTE	5/1-5/31/25 (19 days)	\$81.76 (per day)	\$1,553.44
Klein, Betsy	T SPED MM - .2 FTE	5/1-5/31/25 (19 days)	\$81.76 (per day)	\$1,553.44
Reiss, Deborah	T SPED MM - .2 FTE	5/1-5/31/25 (19 days)	\$87.54 (per day)	\$1,663.26
Soto, Nikki-James	T SPED MM - .2 FTE	5/1-5/31/25 (19 days)	\$74.43 (per day)	\$1,414.17
Strauss, Brittany	T SPED MM -.2 FTE	5/1-5/31/25 (19 days)	\$78.87 (per day)	\$1,498.53
Bethea, Sabrina	Clerical Aide TUS - 1.0 FTE	5/20-5/28/25 (16.25 hours)	\$7.81 (per hour)	\$126.91
Cadorette, Catherine	Clerical Aide SB - 1.0 FTE	4/1-6/4/25 (14 hours)	\$7.81 (per hour)	\$109.34

4815I. APPROVE MENTOR PAYMENTS

NAME	ASSIGNMENT	MENTOR TO	EFFECTIVE DATE	ACTUAL SALARY
Canzonieri, Dianne	AIT (Math) SB - 1.0 FTE	Kyle Contaldi (8 weeks of mentoring)	9/5/24 2/17/25	\$73.50
Conyers, Vernell	T 5 SM - 1.0 FTE	Miranda Hood (30 weeks of mentoring)	9/1/24 6/19/25	\$550

Crouch, David	T PE/Health MM - 1.0 FTE	Jamie Handwerker (8 weeks of mentoring)	9/1/24 6/19/25	\$147
Cudmore, Jennifer	T SPED CLIN - 1.0 FTE	Marjhani Simpson (4 weeks of mentoring)	9/1/24 4/24/25	\$450
Davis, Jessica	T 2 SM - 1.0 FTE	Katelyn Fischer (19 weeks of mentoring)	1/27/25 6/19/25	\$348
Field, Stacey	Master Teacher (PEEA) MONT - 1.0 FTE	Maura DeCeglie (30 weeks of mentoring)	11/1/24 6/19/25	\$927
Friedrich, Donna	AIT SB - 1.0 FTE	Kyle Contaldi (8 weeks of mentoring)	9/5/24 2/17/25	\$73.50
Gray, Monica	T SPED DB - 1.0 FTE	Julie Destine (34 weeks of mentoring)	9/1/24 6/19/25	\$1,000
Kessler, Marc	T Math MM - 1.0 FTE	Faith Mostillo (5 weeks of mentoring)	2/10/25 3/14/25	\$92
Koes, Melissa	T KDG TUS - 1.0 FTE	Brielle Amato (30 weeks of mentoring)	9/1/24 6/19/25	\$550
Lee, Theresa	T 4 TUS - 1.0 FTE	Gina Zimmerman (30 weeks of mentoring)	9/1/24 6/19/25	\$550
MacPherson, Lisa	T Art SOM - 1.0 FTE	Elizabeth Berwind (22 weeks of mentoring)	12/2/24 5/30/25	\$647
Miloscia, Magda	T 5 CLIN - 1.0 FTE	Wassim Elhouar (12 weeks of mentoring)	9/30/24 1/15/25	\$220
Noble, Elyssia	T PE/Health SOM - 1.0 FTE	Kenneth Davis (34 weeks of mentoring)	9/1/24 6/19/25	\$1,000
Roig, Meredith	T SPED SM - 1.0 FTE	Kelsey Neary (13 weeks of mentoring)	9/1/24 3/31/25	\$238
Rosefort, Steve	T SS CHS - 1.0 FTE	Jeremy Hopkins (12 weeks of mentoring)	9/1/24 6/19/25	\$220
Rowe, Amy	T Lang. Arts SOM - 1.0 FTE	Bryanna Rosario (30 weeks of mentoring)	9/1/24 6/19/25	\$550
Sabato, Nancy	T SPED SM - 1.0 FTE	Destiny Paquette (10 weeks of mentoring)	9/1/24 5/9/25	\$183
Pociask, John	T Math CHS - 1.0 FTE	Petros Mouchtaris (12 weeks of mentoring)	9/1/24 6/19/25	\$220
Perez, Jorge	T Math CHS - 1.0 FTE	Todd Kraft	4/7/25 6/19/25	\$165

		(9 weeks of mentoring)		
Santos, Karen	T WL/Spanish SOM - 1.0 FTE	Pedro Burbano (21 weeks of mentoring)	1/9/25 6/19/25	\$618
Weber, Raquel	T SPED TUS - 1.0 FTE	Alicia Cuomo (26 weeks of mentoring)	11/22/24 6/19/25	\$440
Zavocki, Mary Alice	T STEM MM - 1.0 FTE	Kenya Massey-Rodriguez (26 weeks of mentoring)	12/2/24 6/19/25	\$867

4815J. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Boryeskne, Kim	Student Council TUS - 1.0 FTE	9/1/24 6/30/25	\$2,834
Rubinstein, Jon	Freshman Coach, Boys Tennis CHS - 1.0 FTE	3/1/25 6/30/25	\$3,811
Tedeschi, Chasity	National Board Certification CHS - 1.0 FTE	9/1/24 6/30/25	\$1,500

4815K. APPROVE 2025 SUMMER SCHOOL EMPLOYMENT (see attached list)

4815L. APPROVE 2025/26 CURRICULUM WRITERS (see attached list)

4815M. APPROVE REVISED CENTRAL OFFICE SALARIES FOR 2024/25  
(see attached list)

4815N. APPROVE REVISED 2025-20226 SALARIES (see attached lists)

- List #1 - Revised Salaries of Non-Tenured Staff
- List #2 - Revised Salaries of All Other Staff

4816A. APPOINTMENT OF SUMMER SUBSTITUTE TEACHERS FOR THE 2025-2026 SCHOOL YEAR PAID AT A DAILY RATE OF \$175

1. Steiner, Michael

4816B. APPOINTMENT OF SUMMER MAINTENANCE WORKERS FOR THE 2025-2026 SCHOOL YEAR PAID AT A DAILY RATE OF \$16.88/HR

1. Bas, Juan
2. Wright, Glen

4816C. APPOINTMENT OF OUT-OF-DISTRICT COACHES FOR THE 2024-2025 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Abel, Jason	Girls Lacrosse Coach (9)	03/2025 06/2025	\$5,614



- 4817A. 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].
- 4817B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2025-2026 school year [list on file in Board Secretary's office].
- 4817C. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2025-2026 school year [list on file in Board Secretary's office].
- 4818A. Receives and accepts the following financial reports:
1. April 2025 Board Secretary's Report
  2. April 2025 Treasurer Report
  3. May 2025 Transfer Reports
  4. May 2025 Expense Account Adjustment Analyses
  5. Check Register #425720 - 426456 in the amount of \$7,715,565.32
  6. Check Register #200907 in the amount of \$15,226,696.08 for May 2025 payroll
  7. Check Register #200906 in the amount of \$1,708,561.14
- 4818B. Certify the Board Secretary's Monthly Financial Report.
- 4818C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE(S)	LOCATION	ESTIMATED COSTS
Rahmiece Lawson Seth Boyden	SEED New Leaders PENDING COUNTY APPROVAL	7/11/25- 7/18/25	San Rafael, CA	\$6,881.97
Randall Post Columbia HS School	AP Physics 1 - APSI	7/8/25- 7/11/25	Virtual	\$650.00
Jorge Perez Columbia HS School	Advanced Placement Summer Institute	7/21/25- 7/25/25	Virtual	\$940.00
Ramon Robles Fernandez Columbia HS	ELL Conference - Innovative Schools	7/7/25- 7/11/25	Virtual	\$302.00
Rosemary Scarsella-Connell Seth Boyden	SEED Leaders PENDING COUNTY APPROVAL	7/11/25- 7/18/25	San Rafael, CA	\$6,881.97
Stanley Valles Central Office	2025 SORA Instructor Certification Training	4/28/25- 5/01/25	Hamilton, NJ	\$458.12 increase

Total				\$16,114.06
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4818D. Approves the following provider(s) for the 2025-2026 school year for the service indicated:

Provider Name	Service	Rate
Behavior Therapy Associates Somerset, NJ	Behavior Therapy	\$220-\$320/hour \$165-\$240/45 min
	Psychoeducational Evaluation	\$5,400
	Neuropsychological Evaluation	\$5,900
	Functional Behavior Assessment	\$3,800-\$5,000
	Independent Educational Evaluation	\$5,000-\$7000
	Autism Spectrum Evaluation	\$3,200
	Consultation/Professional Development	Clinician rate/hour or half day rate
Brain Health Neuropsychology Parsippany, NJ	Comprehensive Neuropsychological / Neurodevelopmental Evaluation	\$6,500
Jeanine Contreras Maplewood, NJ	Behavior Therapy	\$50.00/hour
EI US, LLC dba LearnWell Plymouth, MA	Home Instruction/Hospital Instruction	\$68.75/hour
	Virtual Instruction	\$72.00/hour
Kaleidoscope Education Solutions, Inc. Bryn Mawr, PA	BCBA	\$110.00/hour
	RBT	\$90.00/hour
	BHT	\$28.00/hour
	Speech Language Pathologist (SLP)	\$94.00/hour
	Occupational Therapist (OT)	\$96.00/hour
	Special Education Teacher	\$75.00/hour

	ESL Instructor	\$50.00/hour
	Psychologist	\$1,200.00/eval
	Social Worker	\$1,200/eval
	LDTC	\$1,200/eval
	ESL Instructor	\$50.00/hour
	General Education Teacher	\$70.00/hour
	Special Education Teacher	\$80.00/hour
	Independent DST	\$2,500-\$3,500
	COTA	\$50.00/hour
	Physical Therapy	\$96.00/hour
	PTA	\$50.00
	School Psychologist	\$90.00/hour
	BCBA	\$110.00/hour
	Counselor	\$50.00/hour
Derrick T. McKie East Orange, NJ	Behavior Therapy	\$50.00/hour
Prism Behavioral Consulting Lincoln Park, NJ	Behavior Therapy/BCBA	\$135.00/hour

4818E. Authorizes the Board Secretary to transfer at the close of the 2024-2025 school year the surplus in certain general fund accounts to meet deficiencies in other accounts of the budget. Said transfers will be reported to the Board and approved as part of the annual audit.

4818F. Authorizes the cancellation of the 2023-2024 Open Purchase Orders and that said funds be returned to the General Fund Balance.

4818G. Authorize the cancellation of outstanding warrants dated prior to June 30, 2024, and that said funds be returned to General Fund Free Balance.

4818H. Authorizes the Superintendent, when necessary, to authorize and approve the payment of compensation to newly hired staff to enable salary payment during the interim period between the date of hire and the date of authorization for payment by the Board at its next regular scheduled meeting. Any such approval for payment issued by the Business Administrator/Board Secretary shall be presented to the Board for ratification at its next regular scheduled meeting.

4818I. Suspends the By-Laws of the Board of Education in connection with the procedure for the payment of bills from the date of the regular meeting in June until the regular meeting in September and authorize the payment of bills during such period upon the authorization and approval of the Business Administrator/Board Secretary, subject to confirmation by the Board of Education at its next meeting.

4818J. WHEREAS, NJAC 6A:26-4.2(e) authorizes the Board of Education to annually transfer interest earned on the investment of unexpended cash balances in the capital projects fund into either the general fund or debt service fund, and

WHEREAS, the board has determined that the interest earned will be needed to help balance future operating expenses, and

WHEREAS, due to prior recognition of potential arbitrage rebate and yield restriction liabilities, the board realizes that there may be additional amounts associated with interest earnings incurred during the 2025 fiscal year that may become a future liability:

NOW THEREFORE BE IT RESOLVED by the South Orange Maplewood Board of Education that it hereby authorizes the transfer of interest earned in the capital projects fund during the 2023-2024 fiscal year, that are above any amount that may be required to be set aside in accordance with the previous paragraph, to the general fund.

BE IT FURTHER RESOLVED, that the School Business Administrator is authorized to execute all necessary accounting entries and administrative actions to complete this transfer.

4818K. WHEREAS, N.J.S.A. 18A:21-2 and N.J.S.A. 18A:7G-13 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a Board of Education to transfer anticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by Board resolution, and

WHEREAS, the South Orange Maplewood Board of Education wishes to deposit anticipated current year surplus into both the Capital Reserve and Emergency Reserve account at year end, and

WHEREAS, the South Orange Maplewood Board of Education has determined to retain as year end unreserved undesignated fund balance for the year ending June 30, 2025 an amount not-to exceed the state mandated 2% cap; with the excess above this amount to be transferred to either the Capital Reserve Account, the Maintenance

Reserve Account or a combination thereof in an amount that best suits the needs of the district, in amounts not to exceed the statutory maximum, subject to verification of final amounts upon completion of the Audit;

NOW, THEREFORE BE IT RESOLVED, by the South Orange Maplewood Board of Education that it hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

4818L. Approves contracts with the following consultants for the 2025-2026 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.

4818M. Renews an agreement with Atlantic Behavioral Health Services Hospital Corporation, d.b.a. CONCERN Employee Assistance Program, of Morristown, New Jersey, to provide a program of assistance to district employees through early detection of personal problems at a fee of \$2.10 per employee per month for the period of July 1, 2025 to June 30, 2026.

4818N. WHEREAS on Tuesday, June 13, 2025, Hunterdon County Educational Services Commission and the School Business Administrator conducted an opening for sealed bids for the South Orange Maplewood Board of Education for the lease purchase financing to pay for the acquisition of student Chromebooks, teacher laptops and other equipment (see attached list);

WHEREAS, The Repayment terms for the principal amounts plus all interest will be in two schedules, four and five years and the best interest rate on the \$6,660,000 approximate lease purchase amount being offered by T.D. Bank, N.A. was:

- Schedule 1, Term is four (4) years, amount borrowed is \$1,521,000, to acquire student Chromebooks, interest rate 3.6%. Four (4) equal installments of \$400,653.92, totaling \$1,602,615.68. Total interest paid is \$81,615.68.
- Schedule 2, Term is five (5) years, amount borrowed is \$5,139,000, for the purchase of technology equipment, infrastructure upgrades and other eligible items, interest rate 3.62%. Five (5) equal installments of \$1,102,165.37, totaling \$5,510,826.85. Total interest paid is \$371,826.85.

WHEREAS formal Board action is required to award the contract for the financing;

THEREFORE, BE IT RESOLVED that the Board of Education approves the resolution to award the contract to T.D. Bank, N.A. for Lease Purchase Financing to pay for the acquisition of student Chromebooks, teacher laptops and other equipment for an approximate total amount of \$6,600,000 and authorizing the School Business Administrator to execute all related documents to close on this financing.

48180. 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 fees to the FSMC.

2. There is no guarantee of 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 \$2,529,023.31.

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

School Level	Breakfast	Breakfast Reduced	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	\$3.75	\$0.40
High School	\$2.50	\$0.30	\$4.00	\$4.25	\$0.40

4818P. Renews the contract with Precision HR of Bryn Mawr, PA for Lunch Monitor Services for 2025-2026 school year at the following hourly rates:

- Lunch Monitor \$26.62/hour
- Lead Monitor \$28.84/hour
- Supervisor \$42.84/hour

4818Q. Renews the contract with South Orange Disposal of South Orange, New Jersey for Refuse Disposal Services for the 2025-2026 school year at the following rates:

Refuse Disposal	\$117,039.36
Alternate 1: Recycling	\$ 29,507.70
Total	\$146,549.06

4818R. Renews the contract for Custodial Services for the 2025-2026 school year with ACB Services Inc., of Cream Ridge, NJ at a cost of \$5,711,147.54 with the following hourly rates for additional services:

• Boiler Operator	\$44.54/hour
• Snow Removal (before or after shift)	\$44.54/hour
• Holidays and weekends	\$42.46/hour
• Community Functions/Extracurricular Activities	\$42.46/hour

4818S. Approves an agreement with Frontline Education of Malvern, Pennsylvania, to provide the following services for the 2025-2026 school year:

Professional Growth Solution with Danielson 2022	\$ 83,868.98
Absence & Substitute Management - unlimited usage	\$ 25,822.02
Applicant Tracking - unlimited usage	\$ 6,146.32
Frontline Central Solution	\$ 23,637.32
IEP - Direct, unlimited usage for internal employees	\$ 3,114.79
504 Program Management - unlimited usage	\$ 778.69
<b>Total</b>	<b>\$143,368.10</b>

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.

4818T. Approves a contract with The Adam Roselli Agency to conduct residency investigations and surveillances throughout the 2025-2026 school year at a rate of \$110.00 per hour including mileage.

4818U. Rejects federal fiscal year 2026 Carl D. Perkins Vocational and Technical Program Entitlement Funds.

4818V. Authorizes the enrollment of Students #2124567149, 4475953762 and 3003163132 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 contracts.

4818W. Approves an affiliation agreement with Ithaca College for the purposes of providing field instruction/practical raining/student teaching (practicum) experience for students in related degree programs for the period. The agreement is effective for the period June 16, 2025 through June 16, 2028.

4818X. Accepts the 2025 Sustainable Jersey Grant funded by the PSEG

Foundation in the amount of \$2,000 to be used by South Mountain Elementary Schools for composting at the Annex.

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

20-098-200-890-SM-5900	\$2,000
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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.

4818Y. Accepts a donation to Columbia High School from Family Connections in the amount of \$843.20.

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

20-048-200-890-CH-5900	\$843.20
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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.

4818Z. Elects to use the alternate method of compliance in accordance with N.J.A.C. 6A:26-6.3(h)4(3)ii, by providing toilet rooms adjacent to or outside the classroom in lieu of individual toilet rooms for use by preschool and kindergarten classrooms at Montrose, Clinton, Delia Bolden, Marshall, Seth Boyden and South Mountain Elementary Schools. The school children shall be supervised in the following manner:

The classroom teacher or paraprofessional will escort students or monitor student use of the lavatory facilities, which are immediately adjacent to and within the line of sight of the kindergarten classroom.

4818AA. 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.	14	\$16,424.40 (increase)
	15	-\$27,488.36 (decrease)

4818AB. Approves the following change orders to the contract with G&P Parlamas, Inc. for Renovations and Additions to Columbia High School Project.

<u>Contractor</u>	<u>Change Order#</u>	<u>Amount</u>
G&P Parlamas, Inc.	21	\$144,031.00 (contract increase)



4818AC. 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.	2	\$ 30,136.43 (General Allowance)
		\$ 21,205.80 (Hazmat Allowance)
		\$190,293.13 (Hazmat Allowance)

4818AD. Approves the fee schedule for use of district facilities effective July 1, 2025:

	<u>Facility Use</u>	<u>Custodial Fees</u>
	<u>Per Hour</u>	<u>Per Hour</u>
<b><u>Facility:</u></b>		
<b>Columbia High School:</b>		
Auditorium	\$250.00	\$50.00
Black Box Theatre	\$100.00	\$50.00
Gym	\$120.00	\$50.00
Cafeteria	\$90.00	\$50.00
Classrooms per room/Library	\$50.00	\$50.00
Ritzer Field	\$50.00	\$50.00
<b>Project Adventure</b>	\$50 per person - minimum 10 people *	
<b>Underhill Complex:</b>		
Football Field	\$150.00	\$50.00
Baseball Field	\$100.00	\$50.00
Track	\$75.00	\$50.00
<b>Middle Schools:</b>		
Auditorium	\$150.00	\$50.00
Gym	\$120.00	\$50.00
Cafeteria	\$90.00	\$50.00
Classrooms per room/Library	\$50.00	\$50.00
<b>Elementary Schools:</b>		
Auditorium	\$100.00	\$50.00
Little Theater	\$75.00	\$50.00

Gym	\$100.00	\$50.00
Cafeteria	\$90.00	\$50.00
Classrooms per room		
/Library	\$50.00	\$50.00
Playgrounds	\$25.00	\$50.00

- Custodial hours will be charged at the custodial rate of \$50 per hour per custodian (minimum 4 hours).
- Security guard (required for groups with more than 100 people in attendance) \$50 per hour per guard for a minimum of 4 hours.
- Use of kitchen will require a cafeteria worker who must be compensated at their overtime rate (4 hour minimum). Dishes, silverware, and utensils of the cafeteria may not be used.
- Use of stage lighting/sound and stage equipment must be under the supervision of a representative of the Board of Education to be paid by the applicant at a rate of \$55 per hour. The following fees will be charged for all other equipment or services used:

Stage Manager/Staff	\$55 per hour per person
Projector	\$25 per event
VCR/DVD	\$25 per event
Microphone	\$20 per event (each microphone)
Tripod Screen	\$20 per event
Stage Screen	\$20 per event
Overhead	\$25 per event
Audio System	\$30 per event (requires Stage Manager)
Stage Lighting	\$35 per event (requires Stage Manager)
Underhill Sound Booth	\$100 per event
Underhill Concession Stand	\$100 per event
CHS Cafeteria Equipment	\$30 per event (requires cafeteria worker)

\* Use of Project Adventure must be under the supervision of a Project Adventure certified representative of the Board of Education.

4818E. Authorize the following Clubs, Parent Organizations and PTA's be covered as additionally insured under the District's NJSIG policy for the 2025-2026 school year.

CHS Clubs		
AASU (Asian American Student Alliance)		Italian Club

Acapella Club	Jewish Student Union
African Caribbean Student Organization	Jazz Ensemble
All School Musical	Kitchen Creations Club
Architecture and Building Club	Ladies of Leadership
Art Club	Latinos Unidos
Aspiring Leaders of Tomorrow	Le Club Francais
Astronomy	Lend A Paw
Big Sister Little Sister	MAC Allies
Black Student Union	MAC Men
Boys Volley Ball	MAC (Minority Achievement Committee) Scholars
Brass Ensemble	Marching Band
Chinese Language Culture Club	Martin Luther King Assn.
Chinese Honor Society	Math Team
CHS Athletic Hall of Fame Committee	Medical Club
CHS Hall of Fame Committee	Men with Purpose
CHS International Club	Mental Health Club
CHS Outdoors Club	Microfinance Club
Climbing Club	Middle Eastern Cultural Club
Color Guard	Mock Trial
Columbian	Model U.N.
Comics Club	Music Industry Club
Community Service Club	Music Technology Club
Cornhole Club	National Honor Society
Cougar Nation	Ninth Grade Academy
Current Events Club	Parnassian
Cyper Patriot Club	Pen & Page
Debate Club	Pen Pal Club
Democrats Club	Philosophy
Do Something Club	Power
Double Rainbow	Pre-Med Club
Dungeons and Dragons Club	Quiz Bowl
Environmental Club	Red Cross Club
Esports	Robotics Club
Eyes on the Fries	Running Club
Fibers Club	Science League
Film Club	Sewing Club
Finance Club	Shakespeare Festival Club
First Generation Affinity Group	Social Justice Club
Fishing Club	Spectrum

Future Business Leaders of America		Sports Broadcasting Club
German Language Club		Stage Crew
GHGP (Girls Helping Girls Period)		Student Council
Girls Who Code		Ubuntu Club
Guildscript		The Umbrella Lunch Club
Guitar Club		Wellness Wednesdays
Hands for Hearts		Women in Sports Club
Improv Club		Yearbook Club
International Exchange Club (AFS)		
SOMS Clubs		
SOMS Select Drama Class		SOMS All School Musical
SOMS Youth Leadership		SOMS Alpha Kappa Alpha Sorority
Service Clubs		
ACHIEVE Volunteer Tutors		FLES
Amnesty International		GAIA
Elementors		Key Club
Parent Organizations		
CHS Football Parents		CHS Wrestling Boosters
CHS Boys Soccer Parents		CHS Track and Field Parent Association
CHS Volleyball Parent Association		CHS Fencing Parents
CHS Track and Field Parent Association		Baseball Parents Organization
CHS Basketball Parents		CHS Track and Field Parent Association
CHS Basketball Parents		CHS Boys/Girls LAX Boosters
CHS Alumni Association		CHS Boys/Girls LAX Boosters
CHS Music Parents Association		CHS Cougar Boosters
CHS Scholarship Fund		Special Education Parent Advisory Committee
CHS Softball Boosters		
PTA'S		

Clinton PTA		South Mountain PTA
Delia Bolden PTA		Tuscan PTA
Marshall PTA		Maplewood Middle HSA
Montrose PTA		South Orange Middle School HSA
Seth Boyden PTA		Columbia HSA
This list must be approved annually and may be amended throughout the school year.		

4818F. Authorizes the Business Administrator to enter into an agreement with the below vendors for Facility Usage at Columbia High School. This agreement is to include the waiver of facility use fees unless there is a cost to the district.

- BballLife.com
- NJ Spartans Field Hockey Club
- Rubens Blanc Management, LLC

4818G. 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
Imagine Learning	Software & Licensing	Other

4818H. Approves an agreement granting the South Orange Maplewood Adult School licensing to use designated classrooms and facilities located within the South Orange-Maplewood School District, as specifically designated by the Board, for the conduct of adult education programming. This Agreement shall be for three years, commencing on July 1, 2025, and ending on June 30, 2028.

4819. 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>
2570068538	CHS	10 <sup>th</sup>
4487128160	DB	4 <sup>th</sup>

- 4820A. Adopt Regulation 2418 Section 504 of the Rehabilitation Act of 1973- Students.
- 4820B. Adopt Policy 1331 Evaluation of the Board Secretary.
- 4820C. Adopt Policy 3217 Use of Corporal Punishment.
- 4820D. Adopt Policy 4217 Use of Corporal Punishment.
- 4821-1. Approves the first reading of Regulation 1570 Internal Controls.
- 4821-2. Approves the first reading of Policy 2314 Academic Placement.
- 4821-3. Approves the first reading of Policy 2365 Acceptable Use of Generative Artificial Intelligence (AI).
- 4821-4. Approves the first reading of Policy 5533 Student Smoking.
- 4821-5. Approves the first reading of Policy 5701 Academic Integrity.
- 4821-6. Approves the first reading of Policy 8600 Transportation.
4822. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of May 2025.
4823. Approves the Sidebar Agreement with the Administrators, Supervisors, and Coordinators Association (ASCA) regarding the Aspire Institute, and authorizes the Board President to execute the agreement on behalf of the Board.
4824. WHEREAS, On July 2, 2020, P.L. 2020, c. 57 was approved and codified under the already existing statute section N.J.S.A. 18A:7F-9 which permits a school district to implement a Commissioner-approved program of virtual or remote instruction in the event the school district is required to close a school or the schools of the district for more than three consecutive school days due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure.

WHEREAS, In the event the above events apply, the Commissioner of Education shall allow the district to apply to the 180-day requirement established pursuant to N.J.S.A. 18A:7F-9, to allow one or more days of virtual or remote instruction provided to students on the day or days the schools of the district were closed and shall meet such criteria that is established by the Commissioner of Education.

WHEREAS, A day of virtual or remote instruction, if instituted under the district's Commissioner of Education's approved program of virtual or remote instruction, shall be considered the equivalent of a full day of school attendance for the purposes of meeting State and local graduation requirements, the awarding of course credit, and other such matters as determined by the Commissioner of Education.

NOW THEREFORE BE IT RESOLVED, That the Board of Education approves the District's Emergency Virtual or Remote Plan of Instruction for the 2025-2026 school year.

4825. Approves the school district's three-year Comprehensive Equity Plan for the academic years 2025-2026, 2026-2027, 2027-2028, as presented; and approves the submission of the plan to the New Jersey Department of Education.

4826. WHEREAS, the South Orange and Maplewood School District is committed to ensuring equal educational and employment opportunities for all students and staff, and to maintaining compliance with state and federal laws and regulations related to affirmative action, equity, and nondiscrimination; and

WHEREAS, the New Jersey Administrative Code (N.J.A.C. 6A:7-1.5) requires each school district to establish a district-wide Affirmative Action Team to coordinate and implement the requirements of the Comprehensive Equity Plan (CEP); and

WHEREAS, the Superintendent of Schools has recommended the appointment of qualified staff members to serve on the District Affirmative Action Team for the 2025-2026 school year;

NOW, THEREFORE, BE IT RESOLVED, that the South Orange and Maplewood Board of Education hereby approves and accepts the appointment of the following individuals to serve on the District Affirmative Action Team for the 2025-2026 school year:

Name	Position/Title	Grade Level
Dr. Kevin F. Gilbert	Asst Supt. of Schools/Affirmative Action Officer	Central Office
Dr. Kerri Waibel	Director of Data, Research, Planning, and Evaluations	Central Office
Dr. Zoila Correa	Director of Curriculum and Instruction	Central Office
Sjocquelyn Winstead	Director of Student Activities & Athletics	Central Office
LeRoy Johnson III	Director of Early Childhood	Pre K
Melissa Butler	Principal, Clinton Elementary School	K-5
Kevin Mason	Principal, South Mountain Elementary School/South Mountain Annex	K-5
Dara Gronau	Principal, Maplewood Middle School	6-8

Lynn Irby-Hill	Principal, South Orange Middle School	6-8
Frank Sanchez	Principal, Columbia High School	9-12
Dr. Jane Bean-Folkes	Supervisor, ELA	K-12
Dr. Ramon Robles	Supervisor, World Languages	K-12
Nicole Monfasani	Supervisor, Nursing, Health, Physical Education	K-12
Christina Punturieri	Supervisor, Special Services	K-8
Timothy Franklin	Supervisor, Special Services	9-12
Marcia Hicks	Counselor, Columbia High School	9-12
Preschool Teacher- TBD		Pre K
Elementary School Teacher- TBD		K-5
Middle School Teacher- TBD		6-8
High School Teacher- TBD		9-12
Parent- TBD		
Parent- TBD		
Parent- TBD		
Student- TBD		6-8
Student- TBD		9-12
Student-TBD		9-12

BE IT FURTHER RESOLVED, that the Board charges the Affirmative Action Team with the responsibility of planning, implementing, and monitoring all affirmative action and equity initiatives in the District, including the completion of the Comprehensive Equity Plan, professional development related to equity and nondiscrimination, and the review of policies, programs, and practices to ensure alignment with the District's equity goals.

4827. WHEREAS, Pride Month, celebrated in June, commemorates the 1969 Stonewall Uprising, a pivotal moment in the gay liberation movement. The uprising occurred after a police raid on the gay bar in Greenwich Village, Stonewall Inn, sparking six days of protests. The first Pride march was held on the one year anniversary, on June 28, 1970; and

WHEREAS, the South Orange-Maplewood School District (SOMSD) has a diverse Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex and Asexual (LGBTQIA+) community along with allies. The SOMSD District is committed to supporting dignity, equity, and visibility for all people in the community; and

WHEREAS, many students, family members, educators, and community members are part of the LGBTQIA+ community, and they contribute greatly to the enrichment of our schools; and



WHEREAS, SOMSD reaffirms its unwavering commitment to creating and sustaining safe, affirming, and equitable learning environments for all students and staff, in alignment with Board policy and New Jersey state law protecting individuals on the basis of sexual orientation, gender identity, and gender expression; and

WHEREAS, although advancements have been made with respect to equitable treatment of LGBTQIA+ persons, they still face discrimination, especially the transgender community, thus making it essential for all districts and all communities to stand up and show support for all who are affected; and

WHEREAS, SOMSD re-affirms its commitment to upholding our values and championing our responsibility to protect and support all youth, by guaranteeing they have access to learning environments that are safe, welcoming, and free of any discrimination; and

WHEREAS, the SOMSD community re-affirms enforcing anti-discrimination policies that protect students and staff regardless of sexual orientation, gender identity, or gender expression. We are committed to ensuring that LGBTQIA+ identities and histories are accurately and meaningfully reflected in our curriculum, school libraries, and classroom discussions, in accordance with the NJ LGBTQ+ Inclusive Curriculum Law; and

WHEREAS, the District will continue to support LGBTQIA+ students through student-led affinity groups, professional development for staff, and visible affirmations of support.

WHEREAS, we continue to work closely with our LGBTQIA+ community members on our shared goals of developing and implementing ongoing educational, equity, and visibility projects for our LGBTQIA+ students; and

THEREFORE, BE IT RESOLVED, the South Orange-Maplewood School District does hereby declare and invite the members of our community to continue to celebrate Pride Month and reflect on ways we all can live and work together throughout the year with a commitment to mutual respect and understanding.

4828A. WHEREAS, SOMEA filed a Level IV Grievance on May 14, 2025, concerning the assignment of a 6th period class at Maplewood Middle School, which allegedly removed the teacher's scheduled lunch period, in violation of Article XVII, Section L of the CBA; and

WHEREAS, the Board asserts that the assignment is in compliance with the collective bargaining agreement, specifically Article XXI, A. Teacher Employees 2.a., which states: "The daily teaching day shall be seven (7) hours, fifteen (15) minutes for elementary teachers and seven (7) hours for middle school teachers and seven (7) hours and fourteen (14) minutes for high school teachers. The middle school teacher's day will begin at 8:14 a.m. and end at 3:14 p.m. This time

includes a lunch period equal to a student's in each of the respective schools, but in no case less than thirty (30) minutes, which would include passing time and no less than forty-five (45) minutes at the high school and fifty-five (55) minutes at the elementary school. The Board and SOMEA Elected Executive Committee shall convene a committee to consider flex time issues for the all schools."; and

WHEREAS, based on the language in the contract, the teacher maintains a 45-minute lunch period which is equal to a student's, and the class assignment and teacher's schedule are in compliance with the collective bargaining agreement;

BE IT FURTHER RESOLVED that the Level IV Grievance regarding the 6th Class Assignment - No Lunch Period at Maplewood Middle School is hereby denied.

- 4828B. WHEREAS, SOMEA filed a Level IV Grievance on May 14, 2025, alleging that the, Columbia High School Principal, directed teachers to perform a non-negotiated duty, specifically the assignment of "the Commons" as duty, in violation of Article XXI.A.6.e.2 of the CBA; and

WHEREAS, the Board asserts that due to the closing of the CHS Library for the 2024-2025 school year, "the Commons" was utilized as its substitute, and that the CHS Handbook explicitly states that the Commons will be used like the library; and

WHEREAS, the assignment of duty in the Commons is consistent with the established practices for supervisory responsibilities related to student areas previously covered by the library;

BE IT FURTHER RESOLVED that the Level IV Grievance regarding the Non-negotiated Duty at Columbia High School is hereby denied.

- 4828C. WHEREAS, SOMEA filed a Level IV Grievance on May 14, 2025, on behalf of a teacher, alleging that they were publicly reprimanded by the building principal during a faculty meeting on January 21, 2025, regarding an incident involving printing and copy jobs, in violation of Article X, Employee Rights, Section A3 of the CBA; and

WHEREAS, the Board, upon review of the grievance, finds that the incident occurred on January 21, 2025, and the grievance was submitted on April 4, 2025; and

WHEREAS, pursuant to Article V, Grievance Procedure, Section D: Phase II Formal Procedures, the CBA clearly states that "An association member with a grievance shall submit in writing said grievance to their immediate supervisor and/or principal not later than 30 school days after the association member knew or should have known of the facts giving rise to the alleged grievance. Failure to comply with this time requirement shall be deemed a

waiver of the association member's right to use the formal grievance procedure."; and

WHEREAS, the submission of the grievance on April 4, 2025, falls outside the 30-school day timeframe stipulated in the CBA, thus constituting a waiver of the right to pursue this matter through the formal grievance procedure;

BE IT FURTHER RESOLVED that the Level IV Grievance regarding the Public Reprimand at South Orange Middle School is hereby denied.

- 4828D. WHEREAS, SOMEA filed a Level IV Grievance on May 14, 2025, on behalf of a teacher, alleging a public, inappropriate, and retaliatory reprimand by a school administrator on February 5, 2025, during a lunch duty assignment in the South Orange Middle School cafeteria, and subsequent mishandling by the Principal, in violation of Article X.A.3 of the CBA; and

WHEREAS, the Board has investigated the allegations and finds that the actions taken by the school administrator were in the interest of maintaining order and safety within the school environment, and that the administration's subsequent handling of the matter was in accordance with established procedures; and

WHEREAS, the Board finds no evidence of professional misconduct or retaliatory behavior, and believes that the interactions were appropriate given the circumstances of a student altercation;

BE IT FURTHER RESOLVED that the Level IV Grievance regarding Public Reprimand, Professional Misconduct, and Retaliatory Behavior at South Orange Middle School is hereby denied.

- 4828E. WHEREAS, SOMEA filed a Level IV Grievance on May 14, 2025, alleging that on March 27, 2025, a teacher was denied the names of student complainants during a meeting with the School Administrative Team and they subsequently declined to share the name of a student complainant in a Counseling Memorandum dated April 1, 2025, in violation of Article XIX.A and B of the CBA; and

WHEREAS, the Board asserts that the administration is not required to share the names of student complainants when no disciplinary action is being taken against the employee, as per the contract language in Article XIX, which states: "When any administrator receives a complaint regarding an employee the nature of which required the recording thereof in the employee's personnel record, then such administrator will share such complaint and its source with the employee and will, prior to any further administrative action in connection thereto, try to resolve such complaint with the employee informally. As the contract language states, this will be shared before any disciplinary action is taken."; and

WHEREAS, district policy dictates responsibility for providing for the safety and wellbeing of students;

BE IT FURTHER RESOLVED that the Level IV Grievance regarding the Refusal to Provide Complainants' Names at Maplewood Middle School is hereby denied.

ROLL CALL: Motion 4815A-N, 4816A-C, 4817A-C, 4818A-AH, 4819A-B, 4820A-D, 4821, 4822, 4823, 4824, 4825, 4826, 4828A-E PASSED YES: Bennett, Brown, Callahan, DuVall Wilson, Eckert, Gifford, Kapadia, Meyer, Sackett-Gable NO: None

Motion made by Board Secretary Moody to move resolutions 4827 for discussion and voting.

ROLL CALL: Motion 4827 PASSED YES: Bennett, Brown, Callahan, DuVall Wilson, Eckert, Gifford, Kapadia, Meyer, Sackett-Gable NO: None

#### HEARING OF INDIVIDUALS AND DELEGATIONS

Community Members Jane Conrad, Ben Vitale addressed the Board.

#### NEW BUSINESS

None.

#### Future Meetings

The Board of Education will meet in Public Session on Thursday, July 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 Eckert to adjourn. Motion to adjourn was unanimously approved at 10:46 p.m.

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Imani Moody, Board Secretary