

Regular Meeting
South Orange-Maplewood
Board of Education
September 25, 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 September 25, 2025.

Board President Nubia DuVall Wilson called the meeting to order at 6:31 p.m.

ROLL CALL: Present: Board Member Bennett (6:35 p.m.), Board Member Brown, Board Member Callahan, Board President DuVall Wilson, Board Member Eckert, Board Member Gifford, Board Member Kapadia (6:35 p.m.), Board Member Sackett-Gable

Absent: Board Member Meyer

EIGHT 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, September 25, 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 6:32 p.m.
Board Members reconvened at 8:07 p.m.***

HEARING OF INDIVIDUALS AND DELEGATIONS - STUDENTS ONLY

Columbia High School student Sara Marley addressed the Board regarding a donation of uniforms to the boys' and girls' basketball teams.

APPROVAL OF MINUTES

Motion made by Board President DuVall Wilson seconded by Board Member Eckert to approve the minutes of the following meetings: August 19, 2025 - Special Board Meeting; August 28, 2025 - Executive and Regular Board Meeting. Motion unanimously approved.

Board President DuVall Wilson recognized the Board, Administration, and community members for wearing school pride gear as part of the September tradition to kick off the school year.

BOARD RECOGNITIONS - Penuel Shapiro

NAME/SCHOOL	RECOGNITION
Matt Glass Community Member	Through his dedication and community fundraising across South Orange and Maplewood, he was able to raise the support needed to restore this cherished landmark. It is nice to hear it chime throughout the day. Because of his commitment, the CHS clock tower is once again keeping time

	for our students, staff, alumni, and neighbors. We are grateful for his vision and service to the district.
PSAT/NMSQT Angelo Lynch Julian Shapiro Columbia High School	Congratulations to 27 of our classmates who have been recognized in the 2026 National Merit Scholarship Program for their performance on the PSAT/NMSQT. Out of more than 1.3 million students nationwide, they placed among the top 50,000. Twenty-five students earned commendations, and Angelo Lynch and Julian Shapiro were named semifinalists, giving them the chance to compete for nearly \$26 million in scholarships this spring. We congratulate our peers on this achievement and thank the families, teachers, and staff who supported them.
South Orange Middle School	We are happy to congratulate South Orange Middle School on being announced as the proud winner of this year's Newstead 5K school challenge! At the 22nd annual race, participants could donate in honor of their favorite SOMSD school, and the community rallied behind SOMS, securing the most support. On September 26, Achieve delivered the brand-new traveling trophy to the school, where teachers and runners Ms. McGlotten and Ms. DiPietro celebrated the victory. The Newstead 5K, held this past weekend not only raised critical funds for Achieve but also gave SOMS bragging rights for the year.
Maplewood Middle School	Congratulations to Maplewood Middle School on the completion of their brand-new gym floor—a great addition for students and staff alike. The Student Council will hold a brief meeting in Room 166 on Monday, September 29, right after school. Students interested in elections should attend to hear speeches and receive updates. If you want to learn

	how student leadership works, this is a great first step—and it could even lead to being on the Student Council at Columbia High School one day.
Summer Interns 2025 District	This summer, the district partnered with Seton Hall, Kean, and Rutgers University to provide students with hands-on experience in school district communications. Our interns supported the administration building by updating and organizing content on our district and school websites, creating graphics and promotional materials, and helping us highlight the achievements of our students and staff. We thank Benjamin, Nina, Joshua, Abbie, Jasmine, Joel, Lily, Maya, Brandi, and Ms. Jean Paul for their creativity, professionalism, and dedication. Their work has made a lasting impact on our district's communications, and we wish them continued success.

STUDENT REPRESENTATIVE UPDATE - Penuel Shapiro

Student Representative Penuel Shapiro provided the following updates regarding the initiatives undertaken by himself, fellow Student Representative Scarlet Strogov, and the Columbia High School Student Council, and updates on student concerns.

- The student representatives and student council are working on a system for student feedback and suggestions to improve the Columbia High School.
- The issue of students wearing school IDs around their necks is a concern, causing conflict between students and administration. A seamless method of student identification is necessary for campus security, fostering cooperation between students and staff.
- Students proposed an alternative ID project focusing on a quick and convenient method of student identification. The proposal includes assistance from the Columbia High School student council in polling the student body and identifying alternative identification methods.
- Student Rep. Pena proposed small silicon rubber bracelets with students' name, ID number, and a scannable barcode.

SUPERINTENDENT'S UPDATE

As we continue to navigate the start of a new school year, I want to extend a

sincere thank you for your patience and partnership. Over the past few months, our focus has been to:

- Ensure student scheduling at CHS went smoothly
- Administer a quality ESY program
- Improve ESY transportation
- Enable a more effective start-of-year transportation process

Transportation

We are aware of ongoing concerns regarding busing and want to assure you that our transportation department and Senior Leadership Team are working daily to resolve them. Your feedback is crucial as we make improvements to provide safe, reliable, and consistent transportation for all students. Looking ahead, we will:

- Reduce reliance on third-party vendors by bringing routing in-house
- Explore the purchase of buses to support athletics, field trips, and interschool travel
- Examine school start and dismissal times
- Analyze PreK transportation needs
- Review the pros and cons of StopFinder
- Reassess the current tiering system

Donation from Kyrie Irving

On tonight's agenda, you will see my recommendation to the Board to accept a donation from professional basketball player Kyrie Irving, who is providing new uniforms and footwear for our girls' and boys' basketball teams. We acknowledge that Mr. Irving has made statements in the past that were hurtful and harmful. As a restorative community, we believe people are not defined by their worst day. Each of us has the capacity to learn, grow, and make amends.

Our district is committed to teaching tolerance, empathy, and respect. In alignment with the New Jersey Student Learning Standards, we provide Holocaust and genocide education that emphasizes the importance of understanding history, confronting prejudice, and rejecting antisemitism and hate in all forms. These lessons help our students recognize the dangers of misinformation and the importance of standing up for what is right.

As some of our students reminded me, this donation gives us the opportunity to model restorative values and embrace a true teachable moment. Restorative practices call us to provide space for reflection, repentance, and repair. By accepting this gift, we affirm our belief that individuals deserve opportunities to contribute positively after making mistakes.

Sustainability Partnership

We are also pleased to share that Columbia High School has been awarded funding through the American Water Charitable Foundation's Hydration Station Grant Program. This partnership with New Jersey American Water will allow CHS to install a water bottle refill station—reducing single-use plastic waste and promoting trust in tap water. This is an important step forward in our sustainability efforts.

Student Achievement

I would like to congratulate Columbia High School students Angelo Lynch and Julian Shapiro, who have been named Semifinalists in the prestigious National Merit Scholarship Competition. This is a tremendous achievement, and we are incredibly proud of their hard work and dedication.

District Budget

Before I present a synopsis of the 2025-2026 District and Board Goals, I want to speak briefly about the district budget. We are entering a very tight and difficult budget year, and I want to be upfront about the fiscal challenges ahead.

We remain committed to being responsible stewards of taxpayer dollars. This means closely monitoring every expenditure and making some very tough decisions. Our priority will always be our students—their academic growth, well-being, and future success. Reductions will be made as far away from the classroom as possible, protecting the core mission of teaching and learning.

The coming months will require difficult choices and open communication as we prepare the 2026-2027 school district budget. I am confident that by working together and staying focused on our shared values, we will maintain a financially stable school system that continues to put students first.

We have already taken important steps, including:

- Conducting comprehensive budget, special services, and personnel audits
- Making strategic personnel transfers, saving the district over \$5 million
- Implementing a zero-based budgeting system
- Reviewing and renegotiating third-party contracts
- Developing a Community Budget Advisory Committee
- Enacting a 2024-25 budget freeze, which saved over \$8 million

As a community, we have so much to celebrate. These accomplishments are a testament to the hard work of our students, the dedication of our staff, and the unwavering support of our families.

BUSINESS ADMINISTRATOR'S UPDATE

Business Administrator Imani Moody shared the project timeline for the Ritzer Field Revitalization Project.

PRESENTATIONS

BOARD & DISTRICT GOALS

Superintendent Bing reviewed Board and District goals.

UPDATE ON IMPLEMENTATION OF RUTGERS EQUITY AUDIT

Dr. Kevin Gilbert, Asst. Superintendent of Schools presented an update on the Implementation of the Rutgers Equity Audit.

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

BOARD PRESIDENT'S UPDATE - Board President Duvall Wilson

TRANSPORTATION

The start of the school year has been challenging for students due to transportation issues, such as late buses and long rides. We appreciate families who have contacted us and stayed in touch about these problems. I also thank our Superintendent for keeping the Board informed through various updates. Our team, including the Superintendent, Business Administrator, Assistant Superintendent, and transportation staff, has been working hard to resolve these issues—riding buses, meeting with families, and coordinating with the bus service.

Outsourcing our buses is not something we can easily undo. However, I am encouraged that our superintendent has already taken concrete steps to improve service by adding more buses to long routes, splitting routes, and adjusting pickup times. We recognize that 7 a.m. bus pickup times for some of our youngest students are not ideal, and we have asked for that to be reviewed. I acknowledge there is still work to do, as does our superintendent. In the future, I hope the district will consider bringing bus routing back in-house for more thoughtful and controlled planning, ensuring our transportation department receives real-time alerts about bus delays and can gradually purchase a few buses each year. The district is currently exploring the opportunity to use the electric bus grant from the state to support this effort.

BOARD CERTIFICATION

We received the results of our wellness check on our Board Policy Manual administered by the NJSBA, which was the last step in maintaining our Board certification. The results were reviewed in our Policy and Governance Committee this month, and there were minimal tasks to tackle in addition to ensuring all of our regulations are up to date, which we have been already working on since last school year.

MULTI-YEAR STRATEGIC PLAN

We have signed a contract to engage NJSBA's 3D Strategic Planning Process Service to facilitate the district's 5-year Strategic Plan. That cost is \$4,500, and we look forward to kicking off the process this year, which will involve community engagement. More to come soon on that.

BOARD GOALS

In addition to our district goals, we're voting on our board goals tonight for the 25-26 school year. I'm particularly proud of our goals this year as we tied KPIs or metrics to them to hold ourselves accountable. They focus on three main areas:

1. Strengthening financial stewardship and transparency to support long-term fiscal stability during a critical time in our district's financial state.
2. Improving oversight of district goals and communication so the community is consistently informed and engaged with student achievement metrics.
3. Enhancing board governance and professional development to support effective operations and continuous improvement.

AUDITORIUMS AND RITZER FIELD

We're making progress toward potentially securing debt service aid for the middle school auditoriums and Ritzer Field. I understand the delays this effort has caused, as many community members and students are eager to see these important and long-overdue projects completed. Tonight's vote on resolution 4853L is to approve the submission to the New Jersey Department of Education for debt service aid, which would reduce the tax burden on our residents. Once a project is included and submitted in the Long Range Facilities Plan (LRFP) amendment (done on September 12th) the state requires a separate board resolution authorizing the submission of that specific project for state review and approval. The NJDOE submission will take place after tonight's vote. I also want to note that we have asked the district to develop an internal Standard Operating Procedure (SOP) guide for all these critical LRFP and Board of School Estimate steps to ensure the district and the Board keep track of all necessary actions so nothing gets overlooked in the future.

DONATION

Finally, we are voting on resolution 4853N to accept Kyrie Irving's donation of boys' and girls' basketball team uniforms through ANTA USA. This opportunity was carefully reviewed by our superintendent, including discussions directly with our school community and Irving's team. The estimated value of the donation is about \$12,000 in apparel annually from 2025 to 2028. We acknowledge that his comments in 2022 were hurtful and unacceptable, and should never be ignored or excused. However, he has since apologized and is now giving back to the communities that helped raise him. As a community committed to Restorative Justice, we believe in growth, accountability, and second chances, allowing individuals to make amends after harming others. Accepting this donation aligns with our values of teaching empathy and repair, and demonstrates to our students that people can learn from their mistakes and positively contribute to their community afterward.

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 Chi Brauner, Chene Earle, Samantha Thompson, Richard Polatchek, Betsy Biglin, Joseph Tornquist, Susan Haig, James Davis and Beth Consentino addressed the Board.

COMMITTEE REPORTS

Committee reports from the Curriculum and Instruction, Special Services, Municipal Partners, Personnel, Policy, Finance, Facilities and Technology 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 4850-4863 (excluding severed resolution 4853N) for discussion and voting.

4850A. MEMORIAL

BE IT RESOLVED THAT THE Board of Education approve the following memorial:

Jeffrey Himmelstein, former teacher passed away on September 18, 2025.

The Superintendent is asked to convey our condolences to the family and friends of Joan Roach.

4850B. RESIGNATION

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Bailey-Yavonditte, Daniel	T Lang. Arts SOM - 1.0 FTE	11/21/25	7
Sinisi, Maegan	LDTC MONT - 1.0 FTE	11/14/25	.2

4850C. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Baez, Leslie	T SPED/INC Gr. 3 TUS - 1.0 FTE	10/1/25	9/29/25
Jean-Baptiste, Amiyah	T Math SOM - 1.0 FTE	8/27/25	TBD
Morgan, Paul	School and Community Safety Director DIST - 1.0 FTE	TBD	9/29/25
Smith, Profit	T PE/Health SOM - 1.0 FTE	8/27/25	10/30/25

4850D. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Valles, Stanley	School and Community Safety Director DIST - 1.0 FTE	8/25/25	7/25/25

4850E. APPOINTMENTS

(This employment is conditional and subject to the disclosure requirement; pending compliance with NJ Public Law 2018, Chapter 5)

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Ackley, Suzanne	Interim ELA Supervisor CHS - 1.0 FTE	10/6/25 or sooner 6/30/26	\$115,130
Fuda, Antonio	Teacher of STEM SOM - 1.0 FTE	11/24/25 or sooner 6/30/26	\$103,013
Jackson, Roan	Teacher of WL/ML CLIN - 1.0 FTE	9/25/25 6/30/26	\$83,582
Moore, * Lela	Library Media Specialist SB - 1.0 FTE	TBD 6/30/26	\$79,097

* Pending receipt of NJ Certification

4850F. LEAVE REPLACEMENT APPOINTMENT

(This employment is conditional and subject to the disclosure requirement; pending compliance with NJ Public Law 2018, Chapter 5)

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Ramsburg, Jamie	T 4 TUS - 1.0 FTE	9/18/25 3/9/26	\$77,410

4850G. TRANSFERS/REASSIGNMENTS

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Bloch-Krempels, Jasmine	T Music (Inst) SB/TUS/DB/SM/CLIN 1.0 FTE	T Music (Inst) MAR/TUS/DB/SM/CLIN 1.0 FTE	9/1/25 6/30/26
Croce, Domenic	T Music (Elem) DB/TUS/SB/SM/CLIN 1.0 FTE	T Music (Elem) MAR/TUS/DB/SM/CLIN 1.0 FTE	9/1/25 6/30/26
Picillo, Nicholas	T PE/Health CHS/SM/DB - 1.0 FTE	T PE/Health CHS - 1.0 FTE	9/1/25 6/30/26
Thomas, Jennifer	2 TUS - 1.0 FTE	T AI/Reading SB - 1.0 FTE	TBD 6/30/26

4850H. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Hellthaler, Megan	T 1 MAR - 1.0 FTE	10/31/25-1/2/26 (Unpaid Childcare Leave)

Jurist, Susan	T SPED MM 1.0 FTE	8/27/25-10/10/25 (.75 day) (Paid Maternity Leave) 10/10/25 (.25 day)-1/13/26 (Unpaid NJ FLA)
Solis, Irma	T WL/Spanish MM - 1.0 FTE	9/8/25-11/12/25 (.40 day) (Paid Medical Leave) 11/12/25 (.60 day)-11/30/25 (Unpaid FMLA)

4850I. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Palmgren, Richard	Student Council MM - .5 FTE	9/1/25 6/30/26	-\$1,417
Smith, Profit	Intramural SOM - .5 FTE	10/30/25 6/30/26	\$4,627.50
Hansen, Meredith	SPED Teacher Leader (MS) MM - .5	9/1/25 6/30/26	\$2,972
Rosen, Hillary	SPED Teacher Leader (MS) SOM - .5 FTE	9/1/25 6/30/26	\$2,972
Barr, Tanya	SPED Teacher Leader (Elem) DIST - 1.0 FTE	9/1/25 6/30/26	\$5,944
Hillman, Brandon	Newspaper SOM - 1.0 FTE	9/1/25 6/30/26	\$2,760
Fearon, Kate	Bus Duty CLIN	9/1/25 6/30/26	\$2,257.33
Gelin, Antoinette	Bus Duty CLIN	9/1/25 6/30/26	\$2,257.33
Matsushita, Danielle	Bus Duty CLIN	9/1/25 6/30/26	\$2,257.33
Portnoff, Julia	District Soc Work/ Parent Center DIST - .5 FTE	9/1/25 6/30/26	\$1,987.50
Hicks, Marcia	District Soc Work/Parent Center DIST - .5 FTE	9/1/25 6/30/26	\$1,987.50
Thompson, Angela	Team Leader: School Nurse DIST - 1.0 FTE	9/1/25 6/30/26	\$7,944
MacPherson, Stephen	Shakespeare Festival Club CHS - 1.0 FTE	9/1/25 6/30/26	\$3,323
Hicks, Marcia	National Honor Society CHS - .5 FTE MAC Scholars CHS - 1.0 FTE	9/1/25 6/30/26 9/1/25 6/30/26	\$1,611.50 \$3,323
Karis, Katerina	National Honor Society CHS - .5 FTE	9/1/25 6/30/26	\$1,611.50
Borkowski, Matthew	Mock Trial CHS - 1.0 FTE	9/1/25 6/30/26	\$2,834
Blanc, Lys	Intram P/T CHS - 1.0 FTE	9/1/25 6/30/26	\$3,198

4850J. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Barreiro, Maria	T PE DB - 1.0 FTE	9/1/25 6/30/26	+\$5,165	\$105,847
Clinton, Julia	T SS CHS - 1.0 FTE	9/1/25 6/30/26	+\$4,430	\$85,662
Colatruglio, Angela	T SPED SM - 1.0 FTE	9/1/25 6/30/26	+\$8,800	\$95,232
Davey-Jones, Trudy-Ann	T SPED CLIN - 1.0 FTE	9/1/25 6/30/26	+\$4,640	\$90,422
Gelin, Antoinette	T WL/ML CLIN - 1.0 FTE	9/1/25 6/30/26	+\$3,000	\$88,662
Haldeman, Sarah	T SPED SB - 1.0 FTE	9/1/25 6/30/26	+\$4,955	\$97,787
Johnson, Beth	T English CHS - 1.0 FTE	9/1/25 6/30/26	+\$9,700	\$116,376
Marrese, Jaclyn	T Math CHS - 1.0 FTE	9/1/25 6/30/26	+\$7,300	\$73,400
Mondacci, Jessica	T SPED TUS - 1.0 FTE	9/1/25 6/30/26	+\$7,300	\$73,400
Olski, Chelsea	T SPED MAR - 1.0 FTE	9/1/25 6/30/26	+\$7,900	\$81,232
Ostrega, Jennifer	T WL/ML SMA - 1.0 FTE	9/1/25 6/30/26	+\$4,535	\$88,117
Picillo, Nicholas	T PE/Health CHS - 1.0 FTE	9/1/25 6/30/26	+\$4,220	\$80,852
Pociask, Elizabeth	T Math CHS - 1.0 FTE	9/1/25 6/30/26	+\$4,640	\$90,422
Pribula, Yisel	T PreK/INC MONT - 1.0 FTE	9/1/25 6/30/26	+\$9,550	\$109,118
Quick, Teresa	Media Specialist DB - 1.0 FTE	9/1/25 6/30/26	+\$5,270	\$108,592
Reyes, Nicolas	T SPED MM - 1.0 FTE	9/1/25 6/30/26	+\$4,010	\$77,410
Soliman, Monica	T SS CHS - 1.0 FTE	9/1/25 6/30/26	+\$7,900	\$81,232
Strauss, Brittany	T SPED MM - 1.0 FTE	9/1/25 6/30/26	+\$4,325	\$83,145
Tapia-Vargas, Arelis	Social Worker/Elem Field Supervisor CLIN - 1.0 FTE	9/1/25 6/30/26	+\$7,115	\$82,097
Tinari, April	T 5 MAR - 1.0 FTE	9/1/25 6/30/26	+\$9,250	\$106,013
Van Doornik, Leah	T Music SB - 1.0 FTE	9/1/25 6/30/26	+\$7,900	\$81,232

Van Wert, Cynthia	T SPED/EBR TUS/DB - 1.0 FTE	9/1/25 6/30/26	+\$4,430	\$85,662
Wilken, Alexa	T KDG SB - 1.0 FTE	9/1/25 6/30/26	+\$4,745	\$95,827
Williams, Whitney	T 3 DB - 1.0 FTE	9/1/25 6/30/26	+\$5,690	\$121,066
Benning, Avery	T SPED MM - 1.2 FTE	9/2/25 1/12/26	+\$16,246. 40	\$97,478 (prorate d)
Blackford, Meghan	T SPED MM - 1.2 FTE	9/2/25 1/12/26	+\$14,973. 94 (paid @ 17%)	\$103,056 (prorate d)
Moran, Colleen	T SPED MM - 1.2 FTE	9/2- 9/15/25 (9 days)	\$71.33 (per day @ 17%)	\$642.02

4850K. APPROVE REVISED 2025-26 ASCA SALARIES
See attached list

4851A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2025-2026 SCHOOL YEAR
COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

1. Cooper, Denard
2. Jean-Baptiste, Amiyah
3. Lopez, Mia
4. Moore, Lela

NON-DEGREE AND STATE SUBSTITUTE CERTIFICATE

1. Chisholm, Malcolm
2. Pearsall, Priscilla

4851B. APPOINTMENT OF OUT OF DISTRICT COACHES FOR THE 2025-2026 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Lopez, Mia	JV Girls Soccer Coach	9/2025 11/2025	\$5,490
Pearsall, Priscilla	Freshman Hockey Field Coach	9/2025 11/2025	\$3,710
Newman, Xavier	Freshman Girls Soccer Coach	9/2025 11/2025	\$3,710

4851C. APPOINTMENT OF OUT OF DISTRICT STIPEND POSITIONS FOR THE 2025-2026
SCHOOL YEAR

NAME	ASSIGNMENT	STIPEND
Arrington, Jennifer	Student Council MM - .5 FTE	\$1,367

4851D. APPOINTMENT OF VOLUNTEERS FOR THE 2025-2026 SCHOOL YEAR

NAME	ASSIGNMENT
Finnegan, John	Marching Band Truck Driver
Goldstein, Jed	Marching Band Truck Driver
Kraemer, Kenneth	Marching Band Truck Driver
Shubart, Jeffrey	Marching Band Truck Driver
Van Nostrand, Jessica	Marching Band Truck Driver
Wahlers, Melissa	Marching Band Truck Driver
Witt, Maria	Marching Band Truck Driver
Wood, Brian	Marching Band Truck Driver

4851E. APPOINTMENT OF ATHLETIC EVENT TICKET TAKERS, SUPERVISORS, AND OFFICIALS FOR THE 2025-2026 SCHOOL YEAR (See Attached Fee Schedule)

Ronald Barkley	Cassandra Bragg	Anthony Campiglia
Lee Carter	Lyndsey Clesmere	Brian Clyburn
David Crouch	Monique Durant	Robert Ellis
Sabina Ellis	Wahkeelah Ellis	Matthew Endlich
Matthew Femenella	Stephanie Goncalves	Danyelle Holloway
Cory Jones	Sheila Paschall	Christopher Pruden
Steven Reichenstein	Antonio Rodriguez	

4852A. 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].

4852B. 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].

4853A. Receives and accepts the following financial reports:

1. July 2025 Board Secretary's Report
2. July 2025 Treasurer Report
3. August 2025 Transfer Report
4. August 2025 Expense Account Adjustment Analyses
5. August 2025 Revenue Account Adjustment Analysis
6. Check Registers #426888-427103 in the amount of \$9,002,075.10
7. Check Register#200920-200921 in the amount of \$5,304,356.52 for July 2025 Payroll

4853B. Certify the Board Secretary's Monthly Financial Report.

4853C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE (S)	LOCATION	ESTIMATED COSTS
Tunde Adedoyin Central Office	AASPA 87 th Annual Conference	10/7/25- 10/10/25	Nashville, TN	\$3,726.21
Sari Birardi Clinton School	Mid-Atlantic Impact in Action Summit	10/7/25- 10/8/25	Philadelphia , PA	\$0.00
Zoila Correa Central Office	NJPSA/FEA/NJASCD Fall Conference	10/15/25- 10/17/25	Atlantic City, NJ	\$1,306.01
Owens Divers Clinton School	Mid-Atlantic Impact in Action Summit	10/7/25- 10/8/25	Philadelphia , PA	\$0.00
Carey Guido Maplewood MS	NJASHPERD Health Education Conference	10/28/25	New Brunswick, NJ	\$210.31
Lynn Irby-Hill South Orange MS	NABSE 53 rd Annual International Conference	12/10/25- 12/14/25	Chicago, IL	\$2,160.57
Leroy Johnson Montrose	NJPSA/FEA/NJASCD Fall Conference	10/15/25- 10/17/25	Atlantic City, NJ	\$1,263.68
Melissa Koes Tuscan School	Mid-Atlantic Impact in Action Summit	10/7/25- 10/8/25	Philadelphia , PA	\$0.00
James Manno Columbia Hs	NJMAA & AANJ State Arts Supervisor Professional Development Sessions	10/10/25- 06/05/26	New Brunswick, NJ	\$0.00
Carolyn Murray Maplewood MS	Fall Conference for Case Managers	10/14/25	West Orange, NJ	\$0.00
Corrina Parsio Columbia HS	NJPSA/FEA/NJASCD Fall Conference	10/14/25- 10/17/25	Atlantic City, NJ	\$1,206.16
Tiffani Reneau Central Office	NJASBO Workshops	10/9/25- 5/19/25	Whippany, NJ	\$1,276.56
Sabrina Rodrigues Maplewood MS	Fall Conference for Case Managers	10/14/25	West Orange, NJ	\$0.00
Maria Serpico Maplewood MS	Comegno's Top 20 Strategies to Empower Case Managers	10/14/25	West Orange, NJ	\$0.00
Kandice Stewart Columbia HS	Graduate Research in Art Education (GRAE) Conference	9/25/25- 9/27/25	Columbus, OH	\$391.20
Leah Van Doornik Seth Boyden School	2025 Elementary Fall Workshop	10/13/25	Mountain Lakes, NJ	\$0.00

Tiffany Vintschger Seth Boyden	Rob Amchin: Fall Workshop	10/13/25	Mountain Lakes, NJ	\$0.00
Kerri Waibel Central Office	NJPSA/FEA/NJASCD Fall Conference	10/15/25- 10/17/25	Atlantic City, NJ	\$819.36
Kerri Waibel Central Office	NJSBA Fall Workshop 2025	10/20/25 10/23/25	Atlantic City, NJ	\$577.30
Ebony Wiggins South Mountain	2025 Elementary Fall Workshop with Paul Amchin	10/13/25	Mountain Lakes, NJ	\$0.00
Kendra Wolsky Central Office	Rutgers Routing and Scheduling	10/8/25- 11/19/25	Online	\$575.00
Total				\$11,429.32

4853D. Approves the following attendance and/or workshop related expenses:

BOARD MEMBER	EVENT	DATE	Location	Estimated Cost (\$'s)
William Meyer	NJSBA Fall School Law Forum 2025	10/23/25	Atlantic City, NJ	\$299.00

BE IT FURTHER RESOLVED THAT the Board of Education approves the above event to be work related and within the scope of the work responsibilities of the of the attendee and promotes the delivery of instruction or furthering of efficient operation of the school district and is fiscally prudent, and in compliance with N.J.S.A. 18A:12-24 and 24.1 of the School Ethics Act.

4853E. Approves the following provider(s) for the 2025-2026 school year for the service indicated:

Provider Name	Service	Rate
Dr. Ilyse O'Desky Springfield, NJ	Neuropsychological Testing	\$4,000.00
	Initial Consult	\$600.00
Silvergate Prep Bridgewater, NJ	Home Instruction	\$60.00/hour
Soliant Health, LLC Peachtree Corners	Speech Language Pathologist (CCC)	\$88.00-\$95.00/hour
	Speech Language Pathologist (CFY)	\$83.00-\$88.00/hour
	Speech Language Pathologist Asst.	\$78.00-83.00/hour

	Physical Therapist	\$91.00-\$96.00/hour
	Physical Therapist Assistant (PTA)	\$80.00-\$85.00/hour
	Occupational Therapist (OT)	\$90.00-\$95.00/hour
	Occupational Therapist Assistant	\$80.00-\$85.00/hour
	Special Education Teacher	\$73.00-\$77.00/ hour
	General Education Teacher	\$68.00-\$72.00/ hour
	Teacher of the Deaf and Hard of Hearing (DHH)	\$75.00-\$82.00/hour
	Teacher of the Visually Impaired (TVI)	\$75.00-\$85.00/hour
	Orientation & Mobility Specialist (OMS)	\$93.50-\$97.55/hour
	Audiologist	\$100.00-\$105.00/ hour
	ESL/ELL Teacher	\$68.00-\$72.00/hour
	Adaptive PE Teachers (APE)	\$68.00-\$72.00/hour
	Learning Disability Teacher Consultant (LDTC)	\$90.00-\$95.00/hour
	Sign Language Interpreter (SLI/ASL)	\$67.00-\$70.00/hour
	Paraprofessionals/Teacher Aides	\$50.00-\$53.00/hour
	Certified School Nurse (CSN)	\$75.00-\$80.00/hour
	Nurse (RN)	\$70.00-\$73.00/hour
	Nurse (LPN)	\$63.00-\$68.00/hour
	Nurse (CNA)	\$55.00-\$60.00/hour
	Board Certified Behavior Analyst (BCBA)	\$90.00-\$95.00/hour
	Educational Diagnostician (Ed. Diag)	\$90.00-\$95.00/hour
	School Psychologist	\$95.00-\$100.00/hour

	School Social Worker	\$85.00-\$90.00/hour
	School Counselor	\$78.00-\$83.00/hour

4853F. Approves the use of the following vendors in excess of the \$53,000 for the 2025-2026 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
Aspire Technology Partners, LLC	Technology	State Contract
Delta Dental of NJ	Health Benefits	Other
Great Minds PBC	Textbooks	Other
Municipal Capital Corporation	Copiers	State Contract
Public Service Electric & Gas	Utilities	Other
Staples Advantage	Classroom & Office Supplies	Coop
UGI Energy Services, LLC	Utilities	Other

4853G. 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

Athletic Training Club

Bridge Club

Cougar Sports Media

Comfort Project 360

Fashion Club

Fishing Club

GLOW

HOSA

Morgan's Message

Neurodiversity Advocacy Club

Photography Club

Powerlifting Club

4853H. Authorizes the Business Administrator to enter into an agreement with Community First Soccer of Maplewood, New Jersey for Facility Usage at various schools. This agreement is to include the waiver of facility use fees unless there is a cost to the district.

4853I. Approves a tuition agreement with Essex County Vocational Schools for the 2025-2026 school year.

Full Time:

Regular Education	\$5,911.00 per student
Special Education	\$9,104.00 per student

Shared Time:

Regular Education	\$2,955.50 per student
Special Education	\$4,552.00 per student

4853J. 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.	22	\$1,847,914.00 (contract increase)

4853K. 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.	5	\$111,813.20 (contract increase)

4853L. Approve the submission of the following projects to the New Jersey Department of Education, for review and Department approval of a "school facilities project" with debt service aid state funding which are consistent with the districts approved long range facilities plan.

- Stage Rigging Replacement and Electrical Upgrades at Columbia High School
- Stage Rigging and Ceiling Replacement at Maplewood Middle School
- Stage Rigging and Lighting Replacement at South Orange Middle School
- Ritzer Athletic Field Renovation: Synthetic Turf Multipurpose Field (Soccer, Lacrosse, Softball) and 1x Synthetic Turf Softball Field Athletic Field Upgrades at Columbia High School

Further, the Board authorizes Spiezle Architectural Group Inc, to make the submissions to the Department of Education on behalf of the district.

4853M. WHEREAS, there exists a need for specialized engineering/architectural services in connection with the construction management of various capital projects (collectively, the "Project") proposed to be undertaken by the Board of Education of South Orange-Maplewood School District in the County of Essex, New Jersey (the "Board"); and

WHEREAS, pursuant to N.J.S.A. 18A:18A-5, the Board awarded a contract With Epic Management, Inc. ("Epic") for engineering/architectural services in connection with the construction management of the referendum project on February 25, 2019 including services related to the pre-construction phase and the construction/close out phase of the referendum project; and

WHEREAS, the current contract with Epic Construction Management services contract ends on October 31, 2025 which coincides with the completion/ closeout of the South Orange Middle School project;

WHEREAS the District has received approval to proceed with the Columbia High School Girl's Locker Room project scheduled for a 4-month completion and one month of closeout.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF SOUTH ORANGE-MAPLEWOOD SCHOOL DISTRICT, IN THE COUNTY OF ESSEX, NEW JERSEY AS FOLLOWS:

1. The contract with Epic is hereby extended to March 31, 2026 to include oversight of this project.
2. The contract with Epic is hereby increased by \$107,010. There will be no billing for any period during which services are not provided should the construction phase conclude sooner than March 31, 2026. All other terms of the contract shall remain unchanged.
3. The Board President and the Board Secretary, acting on the Board's behalf, are authorized to execute the extension of the contract upon attorney review.
4. The notice of the award of the above described Contract shall be published as required by N.J.S.A. 18A:18A-5.

This resolution and the Contract shall be maintained on file and available for public inspection in the Board's office.

4853N. Accepts the donation of boys' and girls' basketball team uniforms from Kyrie Irving through ANTA, USA. The donated value of the uniforms is approximately \$36,000 (\$12,000 per school year) for the 2025-26, 2026-27 and 2027-28) school years.

4853O. Authorizes the Business Administrator to enter into an agreement with South Orange Symphony Orchestra for Facility Usage at South Orange Middle School. This agreement is to include the waiver of facility use fees unless there is a cost to the district.

4853P. Approves agreements with Proximity Learning of Austin, Texas, to provide Live Virtual Instruction for the 2025-2026 school year at a cost of \$63,635.94.

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.

4854. Adopt the following revised curricula:

Resolution Number	New/Revised	Department	Subject
4854-1	Revised	Fine Arts K-12	AP Studio Art (Drawing & 2D Design)

4854-2	Revised	Fine Arts K-12	Art History (AP)
4854-3	Revised	Fine Arts K-12	Chamber Choir (Excelsior Singers)
4854-4	Revised	Fine Arts K-12	6-8 Band
4854-5	Revised	Fine Arts K-12	Filmmaking 1
4854-6	Revised	Fine Arts K-12	Filmmaking 2
4854-7	Revised	Fine Arts K-12	String Orchestra
4854-8	Revised	Fine Arts K-12	Drama 6-8
4854-9	Revised	Fine Arts K-12	Fibers 2
4854-10	Revised	Fine Arts K-12	6-8 Vocal Music
4854-11	New	World Languages/ELL K-12	Grade 9 ESL
4854-12	Revised	World Languages/ELL K-12	Spanish 2/2HN
4854-13	Revised	World Languages/ELL K-12	Spanish 3/3HN

4855. BE IT RESOLVED THAT, in alignment with the goals and/or curriculum of the South Orange-Maplewood School District and in affirmation of the safety of each destination, the Board of Education approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance."

DESTINATION	CITY	STATE
ABC Studio	New York	NY
Ah' Pizz	Montclair	NJ
All Aquariums in the United States	Various	Nationally
All Arboretums in United States	Various	Nationally
All Art/History/Science Museums in United States	Various	Nationally
All Broadway Theaters	New York	NY
All Camps in NJ	Various	NJ
All District Schools	South Orange/Maplewood	NJ
All Farms in New Jersey & New York	Various	Various
All Movie Theaters in New Jersey & New York	Various	Various

All Performing Arts Centers in the United States	Various	Nationally
All Public Parks & Beaches in United States	Various	Nationally
All Smithsonian Museums	Various	Various
All Libraries in New Jersey & New York	Various	Various
All South Orange/Maplewood Parks, Community Centers & Pools	South Orange/Maplewood	NJ
All South Orange/Maplewood Township Buildings	South Orange/Maplewood	NJ
All United States High Schools	Various	Nationally
All United States National & State Parks, Reservations & Monuments	Various	Nationally
All United States Schools, Colleges & Universities	Various	Nationally
All Zoos in the United States	Various	Nationally
Alliance Francaise (FIAF)	New York	NY
Alvin Ailey American Dance Theater	New York	NY
American Dream Mall	East Rutherford	NJ
Asbury Lanes	Asbury	NJ
Asbury Park Hotel	Asbury	NJ
Atlantic City Convention Center	Atlantic City	NJ
Avery Fisher Hall	New York	NY
BAPS Swaminarayan Akshardham, Buddhist Temple,	Robbinsville	NJ
Barclays Center	Brooklyn	NY
Boston Massachusetts	Boston	MA
Bowlero Bowling Alley	New Brunswick	NJ
Branch Brook Park Roller Skating Center	Newark	NJ
Bridges Outreach	Essex County Locations	NJ
Bridgewater Sports Arena	Bridgewater	NJ
Broadway Dance Center	New York	NY
Broadway House for Continuing Care	Newark	NJ
Brunswick Zone Lanes	Belleville	NJ
Buehler Challenger & Science Center	Paramus	NJ
Calvin Klein Corporate Museum	New York	NY
Canada	Quebec	CA

Carnegie Hall	New York	NY
CBS Morning Show	New York	NY
Center Court Athletic Club of Chatham	Chatham	NJ
Center for Visual Arts	Summit	NJ
Chelsea Galleries & Markets	New York	NY
Child's Play Challenge Course	Scotch Plains	NJ
Christ Church Burial Grounds	Philadelphia	PA
City Center	New York	NY
Cody Arena	West Orange	NJ
Consulate General of the People's Republic of China	New York	NY
CO-OP Extensions	Morris, Essex and Union County	NJ
Dance Theater of Harlem	New York	NY
Daughters of Israel	West Orange	NJ
Dave and Busters Arcade	Woodbridge/Wayne	NJ
Dorney Park	Allentown	PA
Durand-Hedden House	Maplewood	NJ
Ellis Island	Jersey City	NJ
Embassy Suites Hotel	Newark	DE
Escapology Escape Rooms	Garwood	NJ
Essex County Courthouse & Prosecutor's Office	Newark	NJ
Essex County Environmental Center	Roseland	NJ
Fairfield Inn by Marriott	Ithaca	NY
Faneuil Hall	Boston	MA
Federal Reserve	Washington	DC
Field Station Dinosaurs	Leonida	NJ
Florham Park Roller Skating Rink	Florham Park	NJ
Flushing Townhall	New York	NY
Food Pantry	Hillside	NJ
Food Pantry at the Oranges (Church of the Epiphany)	Orange	NJ
Forest Lodge	Warren	NJ
Fox News Channel	New York	NY
Funplex	Livingston/East Hanover	NJ
GlassRoots Glass Blowing	Newark	NJ

Glassworks Studios	Morristown	NJ
Golden Unicorn Restaurant	New York	NY
Great Swamp	Chatham	NJ
Grounds for Sculpture	Hamilton Township	NJ
Habitat for Humanity, Volunteer Buildings	Essex County Locations	NJ
Harlem Arts Show	Purchase	NY
Harlem Victoria Renaissance	Harlem	NY
Harlem Walking Tour	New York	NY
Hershey Park	Hershey	PA
Hibachi Grill & Supreme Buffet	Scotch Plains	NJ
Holiday Inn Capitol	Washington	DC
iFLY Indoor Skydiving	Paramus	NJ
International Center of Photography	New York	NY
iPlay America	Freehold	NJ
Ironbound Film & TV Studios	Newark	NJ
Italy (Venice, Florence, Assisi, Rome)	Italy	EU
J. Birney Crum Stadium	Allentown	PA
Jacobs Chapel AME Church	Mt. Laurel	NJ
Jersey Cares	Essex County Locations	NJ
Jersey Shore Arts Center	Ocean Grove	NJ
Jets Practice Facility	Florham Park	NJ
Jewish Community Center (JCC) Metro West	West Orange	NJ
Johnson & Johnson Raritan Campus	Raritan	NJ
Joint Meeting of Essex and Union Counties-Wastewater Treatment Plant	Elizabeth	NJ
Joyce Theater	New York	NY
Kaufman Music Center (Merkin Hall)	New York	NY
Lake George Six Flags	Lake George	NY
Lakota Wolf Preserve	Columbia	NJ
Legoland Discovery Center	East Rutherford	NJ
Life Town	Livingston	NJ
Lily Yip Tennis Center	Dunellen	NJ
Lincoln Center	New York	NY

Little Island Park	New York	NY
Luna Stage	West Orange	NJ
Madison Concourse Hotel	Madison	WI
Madison Square Garden	New York	NY
Mana Fine Arts	Jersey City	NJ
Manhattan Theatre Club	New York	NY
Maplewood Country Club	Maplewood	NJ
Margaret Williams Theater	Jersey City	NJ
Meadowland Arena	East Rutherford	NJ
Medieval Times	Lyndhurst	NJ
Method Climbing Gym	Newark	NJ
MetLife Stadium	Rutherford	NJ
Metropolitan Opera House	New York	NY
Montreal Canada	Quebec	CA
Monster Mini-Golf	Edison	NJ
Morgan Library	New York	NY
Morris/Union Essex/Jointure Commission	New Providence	NJ
Morrow United Methodist Church	Maplewood	NJ
MSAN Conference (Minority Achievement Community Network Student Conference)	Newton	MA
MTV Studio	New York	NY
NBC Studio	New York	NY
New Hong Wong Restaurant	New York	NY
New Jade Lake Asian Cuisine	Millburn	NJ
New York Chinese Scholar's Garden	Staten Island	NY
New York City Center	New York	NY
New York Hall of Science	New York	NY
News 12 New Jersey	Edison	NJ
Oriental Plaza Restaurant	Staten Island	NY
Orlando Florida (Disney World & Universal Studios)	Orlando	Fl
Our Lady of the Lake	Verona	NJ
Palazzone 1960	Wayne	NJ
Paper Mill Playhouse	Millburn	NJ
Philadelphia Black History Walking Tour	Philadelphia	PA

Philadelphia Marriot Downtown, Philadelphia	Philadelphia	PA
Pineland Institute	Browns Mills	NJ
Porta Rossa Pastas & Provisions	Maplewood	NJ
Prudential Center	Newark	NJ
PSE&G	Maplewood	NJ
Rahway Valley Sewerage Authority	Rahway	NJ
Rapture Trust Summit	Millington/Long Hill Township	NJ
Reading Terminal Market	Philadelphia	PA
Red Bull Stadium	Harrison	NJ
Repertorio Espanol Theater	New York	NY
Richfield Regency	Verona	NJ
Rise NY	New York	NY
Rizzo's Wildlife World	Flanders	NJ
Kaufman Music Center (Merkin Hall)	New York	NY
Rockefeller Center	New York	NY
Royal Seafood Restaurant	New York	NY
Sacred Heart Cathedral	Newark	NJ
Schiff Nature Reserve	Mendham	NJ
Seaton Hackney Stables	Morristown	NJ
Seely Mutter Pond	Watchung	NJ
Selfie Station	Westfield	NJ
Show Up and Dance	New York	NY
Six Flags Great Adventure	Jackson	NJ
Six Flags New England	Agawam	MA
Sky Zone Trampoline Park	Springfield	NJ
Soil Conservation Association	New Jersey	NJ
South Orange Parks & Community Center	South Orange	NJ
South Orange Train Station	South Orange	NJ
South Orange Village Stores & Restaurants	South Orange	NJ
South Street Restaurant	Philadelphia	PA
Spirit of Washington Cruise on the Potomac River	Washington	DC
Sports Illustrated Stadium	Harrison	NJ

St. John's Soup Kitchen	Newark	NJ
Statue of Liberty	New York	NY
Steps on Broadway	New York	NY
Storm King/Art Sculpture Center	New York	NY
Summit Medical Group	Summit/New Providence	NJ
Summit Visual Arts	Summit	NJ
The Armory	Jersey City	NJ
The Maplewood Bike Shed	Maplewood	NJ
The Challenger Learning Center	Suffern	NY
The Gravity Vault	Chatham	NJ
The Highline	New York	NY
The Met Cloisters	New York	NY
The Paley Center for Media	New York	NY
The Pequest Trout Hatchery & Natural Resource Education Center	Oxford	NJ
The Seeing Eye Institute	Morristown	NJ
The Wildlife Conservation & Education Center	Garfield	NJ
The Woodland	Maplewood	NJ
Thomas Edison Center at Menlo Park	Edison	NJ
Tiger Sugar	New York	NY
Timbuctoo Village	Westhampton	NJ
Topgolf	Edison	NJ
Township of Berkeley Heights Municipal Facilities	Berkeley Heights	NJ
Trader Joe's	Millburn	NJ
Treescape Aerial Adventure Park	Vernon Township	NJ
United Methodist Church	Morristown	NJ
UniverSoul Circus	Newark	NJ
Urban Air Trampoline & Adventure Park	Avenel	NJ
Vybes 109 Restaurant	New York	NY
Wall Street/Stock Exchange	New York	NY
Walt Disney World/Universal Studios	Orlando	FL
Warm Daddy's Restaurant	Philadelphia	PA
Watergate Hotel	Washington	DC
Waterloo Village	Stanhope	NJ

Wildlife Conservation & Education Center	Garfield	NJ
Wild West City	Stanhope	NJ
Winchester Gardens Nursing Home	Maplewood	NJ
WWOR (Channel 9) TV Station	Secaucus	NJ
Wyndham Grand Hotel	Pittsburgh	PA
Yestercades	Westfield	NJ

4856. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of August 2025.
- 4857A. Adopt Policy 5710 Student Grievance.
- 4858-1. Approves the first reading of Policy 2431 Athletic Competition.
- 4858-2. Approves the first reading of Policy 5460 High School Graduation.
- 4858-3. Approves the first reading of Policy 5516 Use of Electronic Communication and Recording Device.
- 4858-4. Approves the first reading of Policy 6111 Special Education Medicaid Initiative (SEMI) Program.
- 4858-5. Approves the first reading of Policy 6220 Budget Preparation.
- 4858-6. Approves the first reading of Policy 6472 Tuition Assistance.
- 4858-7. Approves the first reading of Policy 7441 Electronic Surveillance In School Buildings and On School Grounds.
- 4858-8. Approves the first reading of Policy 8500 Food Services.
4859. Approves the settlement agreement for Student ID #5761491811 and authorizes the Board President to execute the settlement agreement.
4860. WHEREAS, the South Orange-Maplewood Board of Education ("the Board") and the South Orange-Maplewood Education Association ("SOMEA"), located at 525 Academy Street, Maplewood, New Jersey 07040, are collectively referred to as "the Parties"; and
- WHEREAS, the Parties have ratified and approved a Memorandum of Agreement setting forth the terms of a Successor Agreement to the Collective Negotiated Agreement covering the period July 1, 2024 through June 30, 2027; and
- WHEREAS, pursuant to Article III(C) of the Collective Negotiated Agreement, the Agreement may only be modified in whole or in part by an instrument in writing duly executed by both Parties; and
- WHEREAS, the Parties have mutually agreed to modify the Extra Duty Pay Schedule to include stipends for the following positions:

- Esports Coach: \$3,710 per session (three sessions per academic year, total potential stipend of \$11,130 if one individual serves all three sessions).
- Flag Football Head Coach: \$7,780 at Step 1; \$7,808 at Step 2; \$7,891 at Step 3.
- Flag Football Assistant Coach: \$5,490 at Step 1; \$5,531 at Step 2; \$5,614 at Step 3.

WHEREAS, the Parties have further agreed to the following compensation provisions:

Compensatory Education to be compensated at \$100 per hour through August 30, 2025, with future rates subject to negotiation for any services provided beyond that date, with the understanding that this is a one-time only provision and does not constitute a past practice or precedent. \$100 shall not be the baseline for future negotiations and shall not be evidential in any future proceedings other than if necessary for the specific enforcement of compensation through August 30, 2025.

Teachers working as after-school monitors for Cougar Academy shall be compensated at the rate of \$50 per hour.

Two designated SOMEA members responsible for creating the CHS master schedule for the 2025-2026 school year shall each receive \$2,000 for this one-time assignment, with the understanding that this provision does not constitute a past practice or precedent.

NOW, THEREFORE, BE IT RESOLVED that the South Orange-Maplewood Board of Education hereby approves the modifications to the Collective Negotiated Agreement with SOMEA as set forth above; and

BE IT FURTHER RESOLVED that the Board authorizes and directs the Superintendent, Business Administrator, and Board Counsel to take all necessary steps to incorporate these modifications into the Collective Bargaining Agreement.

4861. Approve the following Board Goals for the 2025-2026 school year as presented:

Goal #1: In coordination with the district, as financial stewards, formulate a transparent and structured budget process that sets clear expectations and strengthens regular communication among the board, district, and community. In addition, establish ongoing financial oversight mechanisms to proactively monitor district finances, identify emerging risks, and anticipate future financial challenges, ensuring the board can make timely, informed decisions that support long-term fiscal stability.

Action items:

1. Led by the FFT committee, develop a list of common budget requests and questions from board members, to consider for future budget policy

or regulations updates, and to use as part of the board's review and approval of the annual budget in general. This list should include a timeframe for budget development updates, and could inform public-facing FAQs and documents the District creates.

- a. KPI: complete list with related due dates to provide to district by end of November 2025
2. Led by the Policy committee, ensure policy and regulations are aligned with explicit budget process and board expectations (using information obtained in action item 1), including related time frames and deliverables to board. KPIs:
 - a. KPI: By November, identify the policies/regulations that need to be addressed
 - b. KPI: By January, finalize drafts of updated policies for passage
3. Consider the creation of a special committee tasked with identifying and developing new revenue streams for the district, including researching revenue streams used by other districts and those uniquely available to our district, and assisting the district to take the steps necessary to move forward on one or more opportunities.
 - a. KPI: Before the end of December 2025, confirm volunteers and conduct at least one committee meeting.
 - b. KPI: By June 2026, finalize a plan developed in collaboration with the district that lays out a strategy for new revenue streams that could also connect with the district's 5-Year Plan.
4. Assign to one or more committees an ongoing review (cadence to be confirmed in committee) of district legal costs with an eye toward oversight of appropriate spending levels and cost drivers.
 - a. KPI: Board to receive quarterly report on legal spend from each committee, tracking such costs.

Goal #2: Strengthen BOE oversight of District annual calendar and goals, especially with respect to our Board meeting presentations and community updates.

Action items:

1. Review the District's new internal year-long calendar for regular updates on student achievement metrics in BOE meetings to evaluate if additional topics should be added to the timeline.
 - a. KPI: Provide District feedback on the calendar and any additional academic update requests before the October 2025 BOE meeting.
2. Committee calendar alignment with year-long calendar and District goals
 - a. KPI: Chairs to work with committee on annual agendas by December 2025 and ensure accessible to all board members, potentially via question trackers.
 - b. KPI: In March 2026 and June 2026, Chair to check extent to which annual committee calendar is being followed, and course correct as needed.

Goal #3: Strengthen Board governance, norms, and oversight functions, in collaboration with the district, to ensure effective board operations that are focused on supporting the district to meeting its annual goals, through ongoing oversight and continuous improvement.

Subgoals:

1. The Board will review its framework for gathering and answering board member questions and work product requests to ensure that relevant and actionable information is provided to board members on a timely basis, such as requests posed through question trackers, while managing the overall impact of these requests on district administration. The board should evaluate the role of committee chairs and their relationships with district committee liaisons in facilitating and streamlining responses to these inquiries, including how to manage and satisfy increased requests during intensive projects.
2. The Board will review its committee structure to ensure proper alignment with oversight of district operations, and ensure that all committees are effectively interfacing with all board members, including through strengthening best practices for creating and circulating agendas, receiving and acting on board member agenda items, work product, and requests, and providing detailed and actionable minutes to best track oversight efforts over time.
3. The Board will regularly review and strengthen its Board Manual to ensure that it reflects current Board processes, norms, and expectations, for the benefit of existing as well as new members.
 - a. KPI: Board committees will recommend to the Policy and Governance Committee changes to the Board Manual as necessary to implement the Board annual goals.
 - b. KPI: The Policy and Governance Committee will review the Board Manual, including seeking comment from all board members, in October 2025 and March 2026, to identify areas for revision and growth.
4. The Board will commit to ongoing professional development and growth to ensure that best practices and approaches from experts and other districts are regularly being incorporated into our work, through holding regular retreat meetings, conducting board-wide trainings, and encouraging individual board member growth through trainings and participation in organizations that support board work.
 - a. KPI: The Board will hold quarterly retreats oriented around a topic and including NJSBA training and/or other facilitation as appropriate for board growth. Possible topics to include restorative practices, district finances, student growth, ...
 - b. KPI: The Board will maintain NJSBA board certification, including by meeting the required annual rolling objectives.
 - c. KPI: The Board will encourage individual member growth, including through participation in NJSBA webinars, attendance at the NJSBA annual conference, participation in meetings held by the Essex County SBA and other county-level SBAs, will promote these opportunities by publicizing opportunities to fellow board members, and will incentivize this growth through regular recognition during board

meetings of trainings, certifications, and similar growth and activities undertaken by board members.

4862. BE IT RESOLVED THAT the Board of Education approve the following District Goals for the 2025-2026 school year as presented, and as augmented by the document of subgoals, measurable outcomes, and mid-year targets that have been created by the District:

1. Strategic Plan:

- a. By June 2026, the District will develop and adopt a Strategic Plan that reflects community aspirations for students, as evidenced by:
 - i. Selection of a strategic planning service provider by September 2025.
 - ii. Formation of a Strategic Planning Steering Committee by November 2025.
 - iii. Completion of draft and final plan for Board approval by June 2026.

2. Student Achievement:

- a. By June 2026, the District will increase student achievement by implementing a multi-tiered system of support, a K-9 smartphone ban policy, a new CHS Freshman Academy, and a new K-8 math series adoption, as evidenced by:
 - i. Administration of a universal math screener by October 2025.
 - ii. Identifying Tier 2 and 3 students by November 2025.
 - iii. Development of school based MTSS teams October 2025.

3. Special Services:

- a. By June 2026, the District will strengthen academic culture and climate through collaborative learning, equitable access, and partnering with C&I department, as evidenced by:
 - i. Co-creation of ICRS instructional rubric by October 2025
 - ii. Schedule bi-weekly shared planning session between C&I/SS and conduct ICRS classroom walkthroughs by November 2025.
 - iii. Formalization of EBR scope and sequence by November 2025.

4. Operational Culture and Climate:

- a. By June 2026, the district will enhance operational efficiency and collaboration through the development of a multi-year financial plan, strengthening leadership capacity, implementing strategies that reduce staff turnover and increase engagement/satisfaction, as evidenced by:
 - i. Formation of a Steering Committee/Baseline audit November 2025.

- ii. Implementation of at least two fiscal strategies integrated into a community communication plan January 2026.
- iii. Develop "stay interview" protocol & disseminate to staff < 4 years by November 2025.
- iv. Monitor number of staff < 4 years participating in new retention programs by March 2026.

4863. Approves the assignment of the student listed below as a tuition-free student for 2025/26 school year, pursuant to Board Policy 5111 (Eligibility of Resident/Nonresident Students). Transportation will not be provided.

Student ID#	School	Grade
7544135517	Columbia High School	12th

4864A. WHEREAS, on February 27, 2025, the Board of Education duly adopted the 2025-2026 academic calendar (the "Calendar"), which establishes August 27, 2025 as the first day for teachers to report for professional development; and

WHEREAS, on or about July 30, 2025, the South Orange Maplewood Education Association ("SOMEA" or "Association") filed a grievance asserting that the adoption and implementation of the Calendar constitutes a contractual violation of Article XX and other provisions of the Collective Bargaining Agreement ("CBA"), including alleged past practices regarding a September start to the teacher work year; and

WHEREAS, the Association further asserts that the adoption of the Calendar represents a continuing violation and seeks, among other remedies, the adoption of a revised calendar establishing a September start date for teachers, as well as per diem compensation for teachers required to report on August 27, 2025 and August 28, 2025.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby denies the grievance in its entirety.

4864B. WHEREAS, on February 27, 2025, the Board of Education duly adopted the 2025-2026 academic calendar (the "Calendar"), which establishes August 27, 2025 as the first day for teachers to report for professional development; and

WHEREAS, on or about July 30, 2025, the South Orange Maplewood Education Association ("SOMEA" or "Association") filed a grievance asserting that the adoption and implementation of the Calendar constitutes a contractual violation of Article XX and other provisions of the Collective Bargaining Agreement ("CBA"), including alleged past practices regarding a September start to the teacher work year; and

WHEREAS, the Association further asserts that the adoption of the Calendar represents a continuing violation and seeks, among other remedies, the adoption of a revised calendar establishing a September

start date for teachers, as well as per diem compensation for teachers required to report on August 27, 2025 and August 28, 2025.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby denies the grievance in its entirety.

4864C. WHEREAS, on February 27, 2025, the Board of Education duly adopted the academic calendar for the 2025-2026 school year (the "Calendar"); and

WHEREAS, on August 13, 2025, the District advised certain eleven-month employees that their work year would begin ten (10) days prior to the official student start date of September 2, 2025; and

WHEREAS, on or about July 30, 2025, and again in subsequent filings, the South Orange Maplewood Education Association ("SOMEA" or "Association") asserted that requiring eleven-month employees to report prior to September 2, 2025 constitutes a contractual violation of Article XX.C of the Collective Bargaining Agreement ("CBA"), which provides that supportive employees on a ten- or eleven-month schedule "should report to work on September 1st or the day after Labor Day, whichever is earlier"; and

WHEREAS, the Association has filed a grievance seeking, among other remedies, (1) adoption of a revised calendar that commences the work year for eleven-month employees in September, (2) per diem compensation for any days worked before September 2, 2025, and (3) any other remedies necessary to make members whole.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby denies the grievance in its entirety.

ROLL CALL: Motion 4850A-K, 4851A-E, 4852A-B, 4853A-M, 4853O-P, 4854, 4855, 4856, 4857, 4858, 4859, 4860, 4861, 4862, 4863
YES: Bennett, Brown, Callahan, DuVall Wilson, Eckert, Kapadia, Sackett-Gable NO: None

Motion 4853N PASSED YES: Brown, DuVall Wilson, Eckert, Gifford, Kapadia, Sackett-Gable NO: Callahan ABSTAIN: Bennett

Motion 4864A-C PASSED YES: Bennett, Brown, Callahan, DuVall Wilson, Eckert, Gifford, Kapadia, 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, October 30 25, 2025, at 6:30 pm in the District Meeting Room, 525 Academy Street, Maplewood,

NJ. Immediately following the opening of Public Session, the board will move to go into a Closed Session in the Superintendent's Office, 525 Academy Street, Maplewood, NJ, as well as using an online video conference platform to discuss personnel, matters within the attorney-client privilege, legal, negotiations, and other matters that may arise and require discussion, to be announced at a later date. Immediately following the Closed Session, the Board of Education will meet in Public Session (estimated to be 7:30 pm) in the District Meeting Room, 525 Academy Street, Maplewood, NJ in person, utilizing an online video conference platform which will include Hearing of Individuals. The community can view the meeting by following the steps which will be listed on the agenda. If there are members of the community who would like to attend the meeting in person, please note that masks and social distancing are optional in accordance with the guidance received from the local DOH and the CDC. Action will be taken.

Motion made by Board Member President Duvall Wilson, seconded by Board Member Callahan to adjourn. Motion to adjourn was unanimously approved at 10:41 p.m.

Imani Moody, Board Secretary