

Regular Meeting  
South Orange-Maplewood  
Board of Education  
October 30, 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 October 30, 2025.

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

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

Absent: Board Member Bennett, Board Member Gifford

*SEVEN VOTING MEMBERS PRESENT*

Pledge of Allegiance

NOTICE OF THE MEETING

Adequate notice of this meeting has been provided in the following manner:

- A. That written notice was sent from the Office of the Secretary of the Board at 2:30 pm on January 3, 2025.
- B. That said notice was sent via email to Maplewood and South Orange Township Clerks and the Editors of the News Record, Star Ledger, TapintoSOMA and the Village Green.

SOUTH ORANGE-MAPLEWOOD BOARD OF EDUCATION RESOLUTION AUTHORIZING EXECUTIVE SESSION

WHEREAS, while the "Sen. Byron M. Baer Open Public Meetings Act" (N.J.S.A. 10:4-6 et seq.) requires all meetings of the South Orange Maplewood Board of Education to be held in public, N.J.S.A. 10:4-12(b) sets forth nine (9) types of matters that may lawfully be discussed in "Executive Session," without the public being permitted to attend, and

WHEREAS, the Board has determined that one (1) issue is permitted by N.J.S.A. 10:4 - 12 (b) to be discussed without the public in attendance and shall be discussed during an Executive Session to be held on Thursday, October 30, 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 Brown to adjourn to Executive Session. Motion unanimously approved.

***Board Members adjourned to Executive Session at 6:38 p.m.***

***Board Members reconvened at 8:22 p.m.***

***Board Members Bennett, Gifford and Student Representatives joined the meeting  
9 Voting Members Present***

#### APPROVAL OF MINUTES

Motion made by Board President DuVall Wilson seconded by Board Member Eckert to approve the minutes of the following meetings: September 25, 2025 - Executive and Regular Board Meeting. Motion unanimously approved.

#### BOARD RECOGNITIONS - Penuel Shapiro

##### NAME/SCHOOL

##### RECOGNITION

Congratulations to the Creative Crew from Maplewood Middle School for winning the state championship for the NJ School Boards Association STEAM Tank Challenge.

Creative Crew  
Maplewood Middle School

Last week, the students traveled to Atlantic City and won \$2,500 after rising to the top out of more than 550 teams with their winning project, The Cross guard.

Submitted by Principal  
Dara Gronau

Led by teachers Ms. Zavocki and Mr. Wright, the winning team celebrated last week, included:

Teddy, Nic, Clara, Sam G. Leila, Frank, Mila, Sam, Zareen, Finn, Roark, Maddie, Sylvia, Brice, and Lena. We're so proud of those students and of Ms. Zavocki for their creativity in building the mechanized gate designed to improve traffic safety around MMS.

|                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| MMS Music Ensembles<br>Maplewood Middle School<br><br>Submitted by Ms. Regina Bradshaw | Great job to Maplewood Middle School's music ensembles represented our district with excellence at the Celebration of Sound Music Festival earlier this year.<br><br>The Select Chorus led by Mrs. Regina Bradshaw, the Honors Wind Symphony led by Mr. Chris Balas, and the Eighth Grade Orchestra led by Ms. Annamaria Chilimintris each performed beautifully before the festival judges and received the highest possible rating of "Superior."                          |
| District and Families                                                                  | The district successfully completed a series of back to school nights last month. Each evening gave the families an inside look at classroom life and the engaging learning happening everywhere across the district. A shout out to the counselors who ran information sessions to help families learn about classes programs and how to support students along the way. Those nights really show how much our schools and families work together to help students succeed. |
| Principals                                                                             | We would like to thank all our Principals for inspiring students every day.                                                                                                                                                                                                                                                                                                                                                                                                  |

#### STUDENT REPRESENTATIVE UPDATE - *Penuel Shapiro*

Since the last Board Meeting, the student council collected feedback from hundreds of students about concerns, mainly the inefficient photo ID system at Columbia High School. 80% expressed dissatisfaction, citing damage, loss, and difficulty replacing IDs. Feedback also highlighted the IDs' clunky design and unattractive appearance. The goal isn't to eliminate IDs right away but to explore better options. I mentioned using bracelets as an alternative, and students suggested other physical or digital options. If we keep the current IDs, students should help design them. Similar to our yearbook process, students could submit artwork to a schoolwide contest with the best designs can be offered as customizable ID options. Many students want to choose their yearbook photos, as current IDs show outdated middle school pictures. Since IDs are ordered in mid-December, there's time for the contest to determine new designs, promoting student involvement, support, and respect.

Secondly, I want to address a key student concern: maintaining Columbia's facilities. While long-term plans for expanding infrastructure exist, immediate focus should be on caring for current facilities. Students notice when facilities are well-maintained, and feedback through forms and conversations shows a desire to prioritize upkeep now. Although efforts like the Ritzer project are appreciated, smaller maintenance—bathrooms, water fountains, and daily-use areas—is equally vital. These facilities affect students daily and reflect the school's care, fostering pride and community engagement.

Lastly, I am actively working with Principal Sanchez and the Columbia High School administration to address these concerns. Various Google forms will

continue to be posted and will remain open throughout the school year to gather data. Upgrading the ID system and improving school facilities are the first of many projects. The student council will continue voicing concerns and adapting to the needs of the student body as new feedback arises.

#### SUPERINTENDENT'S UPDATE

Superintendent Bing shared the following updates:

#### STEAM TANK CHALLENGE

Maplewood Middle School STEAM team has once again excelled at the annual STEAM Tank Challenge, a prestigious competition that recognizes innovative solutions developed by New Jersey students. A team of dedicated MMS students presented their "Creative Crew" project, showcasing their solution addressing local environmental sustainability. This win is a testament to the talent of our students and the dedication of the educators who inspire them. Following their victory, the students and their mentors, Mary Alice Zavocki and Glen Wright, were honored with an invitation to present their innovative work at the annual New Jersey School Boards Association (NJSBA) conference in Atlantic City, showcasing SOMSD excellence on a state stage.

Many thanks to the Achieve Foundation for fully funding the project and providing transportation to Atlantic City. Also, special appreciation to Maplewood Township Committee Person Victor Deluca for going above and beyond to help students with their project.

#### SNAP-Supplemental Nutrition Assistance Program

As of November 1<sup>st</sup>, the government shutdown will prevent millions of Americans who rely on SNAP benefits from putting food on their tables. In SOMSD, we estimate that 275-300 families will be affected. The district has been working with both towns and various organizations across South Orange and Maplewood to prepare for this loss of funding. Cougar Cares will be assembling care packages, and the district will distribute Walmart gift cards to our SNAP families. We've also contacted Stop and Shop, and they will provide additional gift cards. We have an account with Rent Party, a donation platform, so donations can be made via this platform to support district families. Additionally, we are holding schoolwide events, such as Penny Wars, and collecting funds from those activities.

#### NJ SAFE

The district will participate in a new program called NJ SAFE, which is being launched in New Jersey. It will provide our parents and students with an app they can download and a reporting tool for issues related to mental illness, suicide, violence, and similar concerns. Using this app, they can report problems directly, and the reports go to both the district and the police. It also features a channel that connects to trained counselors if the issue involves mental health issue.

#### TAP

TAP Auto Technician Advancement Program (TAP) from the New Jersey Coalition of

Automotive Retailers (NJ CAR) or a high school automotive technology program focused on Pathway to Automotive Service Excellence (ASE). These programs provide hands-on training for students interested in automotive careers, often including preparing for ASE certification and real-world experience at dealerships. An information session was held for Columbia High School students and five students expressed interest in the program.

Superintendent Bing also provided updates on the Dual Language Survey, quarterly meeting with Black Parent's Workshop and Judge Wallace and the Ritzer site meeting with Spiegle Architects and engineers.

## PRESENTATIONS

### NJSLA PRESENTATION

Asst. Superintendent Ann Bodnar and Direct Zoila Correa present the NJSLA Summary for the Spring 2025 Administration.

### HIB SELF-ASSESSMENT PRESENTATION

Dr. Kevin Gilbert, Asst. Superintendent of Schools and Director Kerri Waibel presented the HIB Self-Assessment.

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

### BUSINESS ADMINISTRATOR'S UPDATE

Business Administrator Imani Moody shared an update on the district's perspective change in healthcare plans, Ritzer Project timeline and the monthly construction update.

### BOARD PRESIDENT'S UPDATE - *Board President Duvall Wilson*

### STRATEGIC PLAN

Our first community feedback session for the 5-year strategic plan process with the NGSBA will be January 15th, 2026 at 6:30 p.m. at Columbia High School's media center. More details will come soon to the community from the district on how to RSVP and attend.

## RESOLUTIONS

Tonight, we vote on the 2026-2027 school year calendar which enables our community to plan in advance much earlier than before. We ensured that the district spoke to the YMCA to confirm they will have before and after care available on the first day of school, which will be September 1st, 2026.

Special thanks to the Music and Arts Project for their donation of approximately \$13,000 to Columbia High School's fine and performing arts teachers, totaling

up to about \$1,000 per educator for supplies and equipment to support their classrooms and programs.

We will also vote on our 26-27 school year budget calendar which includes policy focused mandates and milestones as well as oversight mechanisms like a Q1 2025 review of budgeted versus actuals which will be coming up in a few weeks. Please note that the audit presentation date is pending and could be delayed because of the federal government shutdown impacting the ultimate timing of the fiscal year 2025 audit due date. Normally that audit review happens in February. So, we shall see.

#### NEW COMMITTEE

Tonight, per our board goal, we have formed the new Community and Revenue partnerships Committee tasked with advising the district on developing new revenue streams. Thank you to Board Member Kapadia for stepping up as chair and Board Members Brown, Sackett-Gable and Bennett for joining this committee.

#### INTENTIONAL INTEGRATION

I want to remind our community that the district is considering adjustments to our Intentional Integration Initiative (III) to make it more sustainable. It's not because we do not believe in integration. It's not because we aren't listening to the experts. In fact, the district is revisiting models that the Alves Group initially recommended more than five years ago. The district has been honestly examining how the rollout of our III affects both our budget and our families, in collaboration with the Black Parents Workshop and the Board. It's especially crucial to assess the impact on families of lower socioeconomic backgrounds and families of color, who have borne the heaviest burdens of the current model.

For decades, the Alves group has advised districts across the country on integration models, including those as close as Montclair, and they are now helping us evaluate and improve our approach. I take my privileged position as a board member very seriously, as we have a unique opportunity to review data first before the public and to receive direct feedback from community members regularly. We have a responsibility to listen. Students are not just data points to check off a list. When the Alves Group confirmed that schools were well-diversified at 5% and called it a success story during the 2025 Spring III review meeting, they had not actually seen the experience survey feedback. For them, the success was based on data alone, not on the lived experiences. Here are two anonymous examples from that survey.

1. A late start time does not work for our family as dad commutes to the city at 6:00 a.m. and mom is a teacher. We've had to use before care to make it feasible, but it's financially and logistically challenging.
2. This integration plan has caused so much hardship on marginalized groups, parents who work outside standard hours, don't have cars, or can't afford before or after care. How does this make sense?

When you dig into the details, talk to families directly, and review students' experiences and the imbalances in those experiences, especially for our students of color and lower-SES students, a few things become clear to me. An algorithm with 5% variance, isolated placements, no zone neighborhoods, and no control-choice SES-neutral transfer process, which Michael Alves has suggested, create an unstable program.

After the conversations I have had with lower SES and black families in particular, I'm advocating that we no longer have unrealistic expectations of our integration model, and I support that modifications are necessary to make this program more sustainable. Across the country, school districts continuously review their integration initiatives and adjust their models. Montclair reassesses its variance annually, with a range of 15 to 25% per its policy. Board of Education policies are regularly updated and reviewed. It is one of the most important aspects of being a board member. Modifications should not be misconstrued as a deviation. Future adjustments to the III are not a step backward. They are an evolution grounded in listening, evaluating, and doing better for our students.

Lastly, we all see tensions are getting high in the community on this topic, especially now that it is the Board of Education campaign season. Can we bring the temperature down? Bringing the temperature down would be great, both online and in person. People will have differing opinions on the III, and it's okay to agree to disagree, and we can do that respectfully.

#### 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 the Administration and the Superintendent to ensure 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 addressed the Board.

#### COMMITTEE REPORTS

Committee reports from the Rutgers Implementation Committee, Personnel, Policy, Finance, Facilities and Technology, Special Services and Curriculum & Instruction Committee meetings were presented by the committee chairs. Minutes for these meetings are available on the district website.

Board Members shared their thoughts on modification to the districts' Intentional Integration Initiative model.

#### ITEMS FOR ACTION

Motion made by Board Secretary Moody to move resolutions 4865-4876 for discussion and voting.

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

#### 4865 A. RETIREMENT

| NAME             | ASSIGNMENT                 | EFFECTIVE DATE | YEARS IN DISTRICT |
|------------------|----------------------------|----------------|-------------------|
| Jurist,<br>Susan | T SPED/INC<br>MM - 1.0 FTE | 2/1/26         | 7                 |

#### 4865B. RESIGNATION

| NAME                  | ASSIGNMENT                   | EFFECTIVE DATE | YEARS IN DISTRICT |
|-----------------------|------------------------------|----------------|-------------------|
| MacArthur,<br>Caitlin | T PE/Health<br>CHS - 1.0 FTE | 12/12/25       | .4                |

#### 4865C. CHANGE IN START DATE

| NAME                | ASSIGNMENT                                  | OLD START DATE        | NEW START DATE |
|---------------------|---------------------------------------------|-----------------------|----------------|
| Fuda,<br>Antonio    | Teacher of STEM<br>SOM - 1.0 FTE            | 11/24/25<br>or sooner | 11/3/25        |
| Moore,<br>Lela      | Library Media<br>Specialist<br>SB - 1.0 FTE | TBD                   | 10/6/25        |
| Smith,<br>Profit    | T PE/Health<br>SOM - 1.0 FTE                | 10/30/25              | 10/22/25       |
| Thomas,<br>Jennifer | T AI/Reading<br>SB - 1.0 FTE                | TBD                   | 11/11/25       |

#### 4865D. CHANGE IN END DATE

| NAME              | ASSIGNMENT                     | OLD END DATE | NEW END DATE |
|-------------------|--------------------------------|--------------|--------------|
| Gannon,<br>Nina   | LR T SPED/INC<br>MAR - 1.0 FTE | 1/22/26      | 2/6/26       |
| Scheper,<br>Kelly | T 1<br>MAR - 1.0 FTE           | 1/2/26       | 3/6/26       |

#### 4865E. 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 |
|------------------------|---------------------------------------------------|----------------------------------|---------------|
| Cinberg, Olivia        | T SPED/INC<br>SOM - 1.0 FTE                       | 1/5/26 or<br>sooner<br>6/30/26   | \$81,232      |
| Harman, Ryan           | T PE/Health<br>CHS - 1.0 FTE                      | 1/5/26 or<br>sooner<br>6/30/26   | \$67,532      |
| James, Jr. Dennis      | Buildings/Grounds<br>Supervisor<br>DIST - 1.0 FTE | 12/1/25<br>6/30/26               | \$112,000     |
| Lalvay, Victor         | Maintenance<br>(Plumber)<br>DIST - 1.0 FTE        | 11/17/25<br>6/30/26              | \$82,905      |
| Lemley, Jocelyn        | T PreK/SC-ABA<br>MONT - 1.0 FTE                   | 1/5/26 or<br>sooner<br>6/30/26   | \$90,432      |
| Maize, Elizabeth       | T 1<br>DB - 1.0 FTE                               | 10/27/25<br>6/30/26              | \$81,232      |
| Munoz, Kiara           | Clerical Aide<br>SM - 1.0 FTE                     | 11/12/25<br>6/30/26              | \$43,470      |
| Murphy, Hannah         | T SPED/INC Gr. 1<br>DB - 1.0 FTE                  | 10/27/25<br>6/30/26              | \$73,400      |
| Principe, Stephanie    | T 2<br>TUS - 1.0 FTE                              | 11/3/25<br>6/30/26               | \$76,632      |
| Roncesvalles, MaryRose | T English<br>CHS - 1.0 FTE                        | 1/5/26 or<br>sooner<br>6/30/26   | \$67,532      |
| Rosario, Bryanna       | T Lang. Arts<br>SOM - 1.0 FTE                     | 11/24/25<br>6/30/26              | \$66,100      |
| Suarez, Aaliyah        | T AI/Math<br>SB - 1.0 FTE                         | 11/17/25 or<br>sooner<br>6/30/26 | \$67,532      |

4865F. 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 |
|-------------------|------------------------------------|--------------------|---------------|
| Mogavero, Vincent | T SPED/INC Gr. 5<br>CLIN - 1.0 FTE | 11/3/25<br>2/12/26 | \$66,100      |

4865G. TRANSFERS/REASSIGNMENTS

| NAME             | OLD ASSIGNMENT             | NEW ASSIGNMENT          | EFFECTIVE DATE      |
|------------------|----------------------------|-------------------------|---------------------|
| Kwarta, Traci    | T SPED/INC<br>DB - 1.0 FTE | T SPED<br>MAR - 1.0 FTE | 10/10/25<br>6/30/26 |
| Layne, Christine | T 1<br>DB - 1.0 FTE        | T Special<br>Assignment | 10/27/25<br>6/30/26 |

|                 |                             |                               |                |
|-----------------|-----------------------------|-------------------------------|----------------|
|                 |                             | CHS - 1.0 FTE                 |                |
| Ward,<br>Amanda | T SPED/INC<br>SOM - 1.0 FTE | T Lang. Arts<br>SOM - 1.0 FTE | TBD<br>6/30/26 |

4865H. ADMINISTRATIVE LEAVE

| NAME           | EFFECTIVE DATE      |
|----------------|---------------------|
| Employee #1234 | 10/30/25<br>(w/pay) |
| Employee #5148 | 10/30/25<br>(w/pay) |

4865I. LEAVES OF ABSENCE

| NAME                 | ASSIGNMENT                 | EFFECTIVE DATE                                                                  |
|----------------------|----------------------------|---------------------------------------------------------------------------------|
| Faison, Aja          | T SPED/INC CLIN<br>1.0 FTE | 10/6/25-11/10/25<br>(Paid Maternity Leave)<br>11/11/25-2/12/26<br>(Unpaid FMLA) |
| Hellthaler,<br>Megan | T 1<br>MAR - 1.0 FTE       | 10/31/25-3/6/26<br>(Unpaid Childcare Leave)                                     |
| Sousa,<br>Christian  | T PE<br>SB - 1.0 FTE       | 1/5/26-3/27/26<br>(Unpaid NJ FLA)                                               |
| Waxman, Hannah       | T SPED/INC MAR<br>1.0 FTE  | 8/27/25-11/4/25<br>(Paid Maternity Leave)<br>11/5/25-2/6/26<br>(Unpaid NJ FLA)  |

4865J. STIPENDS

| NAME                 | ASSIGNMENT                                         | EFFECTIVE DATE     | ACTUAL SALARY          |
|----------------------|----------------------------------------------------|--------------------|------------------------|
| Crowther,<br>Ann     | Ninth Grade Team Leader<br>CHS - 1.0 FTE           | 9/1/25<br>10/3/25  | \$5,944                |
| DeCeglie,<br>Mauro   | Bus Duty MONT - 1.0 FTE                            | 9/1/25<br>6/30/26  | \$3,386                |
| Hampton,<br>Talaya   | Subject Leader - ELA SOM - 1.0 FTE                 | 9/1/25<br>6/30/26  | \$3,335                |
| Moore,<br>Kelly      | Bus Duty MONT - 1.0 FTE                            | 9/1/25<br>6/30/26  | \$3,386                |
| Murphy,<br>Theresa   | Safety Patrol TUS - 1.0 FTE                        | 9/1/25<br>6/30/26  | -\$3,386               |
| Thomas,<br>Jennifer  | Safety Patrol TUS - 1.0 FTE                        | 9/1/25<br>10/31/25 | \$3,386<br>(pro-rated) |
| Stradford,<br>Lynn   | SPED Team Leader: High School<br>CHS - 1.0 FTE     | 9/1/25<br>6/30/26  | \$5,944                |
| Picillo,<br>Nicholas | Asst. Coach JV, Wrestling<br>CHS - 1.0 FTE         | 12/1/25<br>2/28/26 | \$5,614                |
| Carluccio,<br>Joanna | Asst Coach JV, Indoor Track<br>Girls CHS - 1.0 FTE | 12/1/25<br>2/28/26 | \$5,614                |

|                       |                                                   |                    |            |
|-----------------------|---------------------------------------------------|--------------------|------------|
| Sumner,<br>Jacob      | Asst. Coach JV, Basketball<br>Girls CHS - 1.0 FTE | 12/1/25<br>2/28/26 | \$5,614    |
| Sviben,<br>Cameron    | Asst. Coach/JV, Fencing CHS<br>- 1.0 FTE          | 12/1/25<br>2/28/26 | \$5,490    |
| Handler,<br>Karissa   | Yearbook CHS - .5 FTE                             | 9/1/25<br>6/30/26  | \$3,266.50 |
| Stewart,<br>Kandice   | Yearbook<br>CHS - .5 FTE                          | 9/1/25<br>6/30/26  | \$3,266.50 |
| Malhotra,<br>Cindy    | Guildscript CHS - FTE                             | 9/1/25<br>6/30/26  | \$1,661.50 |
| McDowell,<br>Jennifer | Key Club<br>CHS - 1.0 FTE                         | 10/1/25<br>6/30/26 | \$2,734    |
| Pociask,<br>Elizabeth | Academic Challenge Team CHS -<br>1.0 FTE          | 10/1/25<br>6/30/26 | \$2,834    |
| Tedeschi,<br>Chasity  | Science Team CHS - 1.0 FTE                        | 10/1/25<br>6/30/26 | \$3,248    |
| Biasucci,<br>Amy      | GAIA CHS - 1.0 FTE                                | 9/1/25<br>6/30/26  | \$3,323    |

4865K. SALARY ADJUSTMENTS

| NAME              | ASSIGNMENT         | EFFECTIVE<br>DATE | ADJUSTMENT  | ACTUAL<br>SALARY |
|-------------------|--------------------|-------------------|-------------|------------------|
| Banner,           | Asst.<br>Principal | 9/16-<br>10/3/25  | \$37.50     | \$187.50         |
| Abiodun           | CHS                | (5 days)          | (per day)   |                  |
|                   | 1.0 FTE            | 9/16-<br>10/3/25  | \$50.00     | \$300.00         |
|                   |                    | (6 days)          | (per day)   |                  |
| McCormick,        | Asst.<br>Principal | 9/16-<br>10/3/25  | \$37.50     | \$187.50         |
| Philip            | CHS                | (5 days)          | (per day)   |                  |
|                   | 1.0 FTE            | 9/16-<br>10/3/25  | \$50.00     | \$250.00         |
|                   |                    | (5 days)          | (per day)   |                  |
| Obwoye,           | Asst.<br>Principal | 9/16-<br>10/3/25  | \$37.50     | \$187.50         |
| Lamech            | CHS                | (5 days)          | (per day)   |                  |
|                   | 1.0 FTE            | 9/16-<br>10/3/25  | \$50.00     | \$200.00         |
|                   |                    | (4 days)          | (per day)   |                  |
| Sanchez,          | Principal          | 9/17-<br>10/3/25  | \$37.50     | \$187.50         |
| Frank             | CHS                | (5 days)          | (per day)   |                  |
|                   | 1.0 FTE            | 9/17-<br>10/3/25  | \$50.00     | \$150.00         |
|                   |                    | (3 days)          | (per day)   |                  |
| Banner,           | Asst.<br>Principal | 3/17/25           | +\$2,500    | \$126,249        |
| Abiodun           | CHS - 1.0 FTE      | 6/30/25           | (pro-rated) | (pro-<br>rated)  |
| Barry-<br>Austin, | Social Worker      | 9/17/25           | +\$18,566   | \$111,398        |

|                    |                             |                       |                                       |                         |
|--------------------|-----------------------------|-----------------------|---------------------------------------|-------------------------|
| Tracy              | MONT - 1.2 FTE              | 12/23/25              | (pro-rated)                           | (pro-rated)             |
| Mroz,              | School Psychologist         | 9/17/25               | +\$21,213                             | \$127,282               |
| Michael            | MONT - 1.2 FTE              | 12/23/25              | (pro-rated)                           | (pro-rated)             |
| Bruno,             | T SPED                      | 10/27/25              | +\$17,049                             | \$117,342               |
| Heather            | MM - 1.2 FTE                | 2/28/26               | (pro-rated & paid @17%)               | (pro-rated)             |
| Reyes,             | T SPED                      | 10/27/25              | +\$13,159                             | \$90,570                |
| Nicolas            | MM - 1.2 FTE                | 2/28/26               | (pro-rated & paid @ 17%)              | (pro-rated)             |
| Santos,            | T SPED                      | 10/27/25              | +\$12,747                             | \$87,729                |
| Ryan               | MM - 1.2 FTE                | 2/28/26               | (pro-rated & paid @ 17%)              | (pro-rated)             |
| Simmons, Adam      | T SPED MM - 1.2 FTE         | 10/27/25<br>2/28/26   | +\$14,209<br>(pro-rated & paid @ 17%) | \$97,791<br>(pro-rated) |
| Strauss, Brittany  | T SPED MM - 1.2 FTE         | 10/27/25<br>2/28/26   | +\$14,135<br>(pro-rated & paid @ 17%) | \$97,280<br>(pro-rated) |
| Copeland, Jeanette | Clerical Aide DB - 1.0 FTE  | 10/7/25<br>(7 hours)  | \$14.78<br>(per hour)                 | \$103.46                |
| Toledo, Maria      | Clerical Aide MAR - 1.0 FTE | 10/17/25<br>(4 hours) | \$10.69<br>(per hour)                 | \$42.76                 |
| Chirlo, Nicole     | T Science SOM - 1.0 FTE     | 9/1/18<br>6/30/19     | +\$7,300                              | \$64,750                |
| Chirlo, Nicole     | T Science SOM - 1.0 FTE     | 9/1/19<br>6/30/20     | +\$7,300                              | \$67,400                |
| Chirlo, Nicole     | T Science SOM - 1.0 FTE     | 9/1/20<br>6/30/21     | +\$7,900                              | \$71,060                |
| Chirlo, Nicole     | T Science SOM - 1.0 FTE     | 9/1/21<br>6/30/22     | +\$8,200                              | \$74,660                |
| Chirlo, Nicole     | T Science SOM - 1.0 FTE     | 9/1/22<br>6/30/23     | +\$8,500                              | \$78,285                |
| Chirlo, Nicole     | T Science SOM - 1.0 FTE     | 9/1/23<br>6/30/24     | +\$9,100                              | \$81,385                |
| Chirlo, Nicole     | T Science SOM - 1.0 FTE     | 9/1/24<br>6/30/25     | +\$9,300                              | \$84,885                |

4865L. STAFF FUNDED BY PRESCHOOL EDUCATION EXPANSION AID (PEEA)

| NAME            | ASSIGNMENT                                                         | EFFECTIVE DATE    | ACTUAL SALARY |
|-----------------|--------------------------------------------------------------------|-------------------|---------------|
| Burns, Nicole   | Preschool Secretary MONT - 1.0 FTE<br>ACCT# 20.218.200.105.MO.5900 | 7/1/25<br>6/30/26 | \$72,120      |
| DeCeglie, Mauro | Preschool Teacher MONT - 1.0 FTE<br>ACCT# 20.218.100.101.MO.5900   | 9/1/25<br>6/30/26 | \$66,100      |

|                                 |                                                                                      |                   |           |
|---------------------------------|--------------------------------------------------------------------------------------|-------------------|-----------|
| Kelly-Lewis,<br>Tashmirah       | Preschool Teacher MONT -<br>1.0 FTE<br>ACCT# 20.218.100.101.MO.5900                  | 9/1/25<br>6/30/26 | \$71,070  |
| China-<br>Richardson<br>Felicia | Preschool Secretary DIST -<br>1.0 FTE<br>ACCT# 20.218.200.105.MO.5900                | 7/1/25<br>6/30/26 | \$78,572  |
| Cruz,<br>Olivia                 | PIRT Specialist MONT - 1.0<br>FTE<br>ACCT# 20.218.200.176.MO.5900                    | 9/1/25<br>6/30/26 | \$90,432  |
| Moore,<br>Kelly                 | Preschool Teacher MONT -<br>1.0 FTE<br>ACCT# 20.218.100.101.MO.5900                  | 9/1/25<br>6/30/26 | \$83,582  |
| Field,<br>Stacey                | Master Teacher DIST - 1.0<br>FTE<br>ACCT# 20.218.200.176.MO.5900                     | 9/1/25<br>6/30/26 | \$88,082  |
| Dotson,<br>Kim                  | Nurse MONT - 1.0 FTE<br>ACCT# 20.218.200.104.MO.5900                                 | 9/1/25<br>6/30/26 | \$90,432  |
| Johnson, III<br>Leroy           | Director Early Childhood<br>MONT - 1.0 FTE<br>ACCT# 20.218.200.103.MO.5900           | 7/1/25<br>6/30/26 | \$148,870 |
| Lane-Mega,<br>Lataeya           | Parent/Family Liaison<br>MONT - 1.0 FTE<br>ACCT# 20.218.200.173.MO.5900              | 9/1/25<br>6/30/26 | \$76,632  |
| Leary,<br>Karen                 | Master Teacher DIST - 1.0<br>FTE<br>ACCT# 20.218.200.176.MO.5900                     | 9/1/25<br>6/30/26 | \$115,876 |
| Marfo,<br>Mikita                | Preschool Teacher MONT -<br>1.0 FTE<br>ACCT# 20.218.100.101.MO.5900                  | 9/1/25<br>6/30/26 | \$81,232  |
| Milligan,<br>Rebecca            | PIRT Specialist DIST -<br>1.0 FTE<br>ACCT# 20.218.200.176.MO.5900                    | 9/1/25<br>6/30/26 | \$121,566 |
| Joyner-Isibor,<br>Taliah        | Preschool Social Worker<br>MONT - 1.0 FTE<br>ACCT# 20.218.200.104.MO.5900            | 9/1/25<br>6/30/26 | \$100,322 |
| Simpkins,<br>Dashanda           | Preschool Teacher MONT -<br>1.0 FTE<br>ACCT# 20.218.100.101.MO.5900                  | 9/1/25<br>6/30/26 | \$88,082  |
| Pribula,<br>Yisel               | Preschool Teacher MONT -<br>1.0 FTE<br>ACCT# 20.218.100.101.MO.5900                  | 9/1/25<br>6/30/26 | \$109,118 |
| White,<br>LaWanda               | Nurse MONT - 1.0 FTE<br>ACCT# 20.218.200.104.MO.5900                                 | 9/1/25<br>6/30/26 | \$97,787  |
| Simmons,<br>Hassan              | Preschool Fiscal Specialist<br>MONT - 1.0 FTE<br>ACCT# 20.218.200.110.MO.5900        | 7/1/25<br>6/30/26 | \$90,000  |
| Santos, Dr.<br>Kimberly         | Assistant Director Early<br>Childhood MONT - 1.0 FTE<br>ACCT# 20.218.200.103.MO.5900 | 8/4/25<br>6/30/26 | \$143,576 |

4866A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2025-2026 SCHOOL YEAR AT \$175/DAY.

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

1. Abbas, Galila
2. Caparruva, Geraldine
3. Ishola-Ayodeji, Abimbola
4. Sasso, Michael
5. Ward, Stuart

NON-DEGREE AND STATE SUBSTITUTE CERTIFICATE

1. Theophile-Exume, Gracina

4866B. REAPPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2025-2026 SCHOOL YEAR AT  
\$175/DAY

STATE CERTIFIED TEACHER

1. Aguirre, Arlene
2. Atkinson-DeLoach, Rosalie
3. Anderson, Esther
4. Bashir, Tahira
5. Blaine, Erin
6. Boni, Susan
7. Contaldi, Kyle
8. Doblovsky, Nicholas
9. Erdman, Lauren
10. Faison, Theodore
11. Fazio, Melanie
12. Ford, Brian
13. Gehman, Henry
14. Freeman, Willie
15. Henry, Vernon
16. Hirsh, Susan
17. Huemer, David
18. Jenkins, Philomena
19. Lamkin, Kathleen
20. LaParle, Kathleen
21. Mompoin, Ingrid
22. Nolet, Elizabeth
23. O'Connor, Martha
24. Osayande, Olawunmi
25. Paquette, Destiny
26. Porter, Jeffrey
27. Quatorze, Nadine
28. Scypinski, Vanessa
29. Sierra, Carmen
30. Steiner, Michael
31. Tighe, Dawn

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

1. Ababneh, Miriam
2. Abdelmoneim, Nehal
3. Adenihun, Adikat
4. Arrington, Jennifer
5. Artilles, Sergio

6. Atkinson, Lenworth
7. Auguste, Decereste
8. Berrios, Shayla
9. Berwind, Elizabeth
10. Blagrove, Selica
11. Boudewyns, Christopher
12. Brooks, Desiree
13. Brown, Socia
14. Brown, Tammi
15. Burbano, Nancy
16. Butz, Michelle
17. Callahan, Brian
18. Camillo, Al-Qadr
19. Campbell, Julie
20. Campbell, Kassandra
21. Chin, Marlene
22. Cockey, Sharon
23. Desir, Molly
24. Downey, Ryan
25. Easterling, Noah
26. Ellis, Robert
27. Eltarazy, Hany
28. Fleming, Kayla
29. Foster, Ian
30. Francois, Angelique
31. Geraci, Anthony
32. Golding, Uriah
33. Greenfeld, Douglas
34. Grier, April
35. Gueye, Ousseynou
36. Hallquist, Emilia
37. Hammarberg, Jill
38. Harvey-Lee, Emily
39. Herbert, Cynthia
40. Howell, Conrad
41. Innocent, Reginald
42. Jackson, Dwayne
43. Jackson, Juelle
44. Jean, Rachel
45. Kology, Gail
46. Larkins, Melody
47. Lawat, Zeenat
48. Lebbby, India
49. Lewis-Johnson, Patricia
50. Loesch, Dennis
51. Mazzaferro, Stephen
52. McGlotten-Bonds, Adya
53. Miller, Vernon
54. Mostafa, Dina
55. Motachwa, Enosh
56. Munford, Sherry
57. Okubango, Ebun
58. Olinsky, Benjamin
59. Ransom, Darren

60. Santacruz, Ana Maria
61. Seales, Bethany
62. Selim, Amira
63. Sevengul, Yuliya
64. Simon, Alex
65. Tahoe, Mireille
66. Tan, Meleika
67. Tarazy, Christina
68. Valerius, Paul
69. Vasilic, Stana
70. Vincent, Sarah
71. Vogt, John
72. Williams, Eric
73. Wright, Eillaen
74. York, Lydia
75. Ziobro-Roney, Maya

NON-DEGREE AND STATE SUBSTITUTE CERTIFICATE

1. Abbaticola, Juliana
2. Ameh, Otini
3. Benevento, Christina
4. Beno, Karen
5. Bonilla, Karen
6. Carter, Amber
7. David, Alexander
8. Derilus, Matthew
9. Dieunel, Simon
10. Graham, Safiya
11. Green, Mateo
12. Guy, Trixie
13. Hector, Kyla
14. Kerr, Darriel
15. Koch, Nicole
16. Lloret, Esperanza
17. Mattaliano, Katharine
18. McNeil, Marcell
19. Metka, Rachael
20. Nikolic, Ivana
21. Shaw, Diana
22. Victor, Eveline
23. Andre Weinberger
24. Williams, Crystal

4866C. APPOINTMENT OF OUT OF DISTRICT COACHES FOR THE 2025-2026 SCHOOL YEAR

| NAME                | ASSIGNMENT                        | CONTRACT<br>YEAR  | STIPEND |
|---------------------|-----------------------------------|-------------------|---------|
| Breitman,<br>Aaron  | Girls Varsity<br>Basketball Coach | 12/2025<br>2/2026 | \$7,891 |
| Derilus,<br>Matthew | Boys JV Basketball<br>Coach       | 12/2025<br>2/2026 | \$5,490 |



|                     |                                             |                   |         |
|---------------------|---------------------------------------------|-------------------|---------|
| Earle,<br>Chenae    | Freshman Girls<br>Basketball Asst.<br>Coach | 12/2025<br>2/2026 | \$3,811 |
| Glymph,<br>Belinda  | Girls Varsity<br>Outdoor Track Coach        | 12/2025<br>2/2026 | \$7,780 |
| Keenan,<br>Margaret | Girls Varsity<br>Swimming Coach             | 12/2025<br>2/2026 | \$7,891 |
| Keenan,<br>Margaret | Boys Varsity<br>Swimming Coach              | 12/2025<br>2/2026 | \$7,891 |
| Leger,<br>Marie     | Fencing<br>Head Coach                       | 12/2025<br>2/2026 | \$7,891 |
| Motachwa,<br>Enosh  | Boys JV Outdoor<br>Track Coach              | 12/2025<br>2/2026 | \$5,490 |
| Simon,<br>Alex      | Boys Varsity<br>Outdoor Track Coach         | 12/2025<br>2/2026 | \$7,891 |
| Synsmir,<br>Gregory | Boys JV Basketball<br>Coach                 | 12/2025<br>2/2026 | \$5,614 |
| White,<br>Robert    | Boys Head Coach<br>Fencing                  | 12/2025<br>2/2026 | \$7,891 |

4866D. APPOINTMENT OF VOLUNTEERS FOR THE 2025-2026 SCHOOL YEAR

| NAME               | ASSIGNMENT                         |
|--------------------|------------------------------------|
| Giamella, Nicholas | Tuscan Library Volunteer Assistant |
| Green, Kevin       | JV Football Coach Volunteer        |
| Kinsey, Kai        | JV Football Coach Volunteer        |

4867A. 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].

4867B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2025-2026 school year.

4868A. Receives and accepts the following financial reports:

1. August 2025 Board Secretary's Report
2. August 2025 Treasurer Report
3. September 2025 Transfer Report
4. September 2025 Expense Account Adjustment Analyses
5. September 2025 Revenue Account Adjustment Analysis
6. Check Register#427112-427419 in the amount of \$ 10,198,550.69
7. Check Register#200922 in the amount of \$ 1,773,234.95 for August 2025 Payroll

4868B. Certify the Board Secretary's Monthly Financial Report.

4868C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

| EMPLOYEE                               | WORKSHOP/CONFERENCE                                              | DATE (S)              | LOCATION              | ESTIMATED COSTS |
|----------------------------------------|------------------------------------------------------------------|-----------------------|-----------------------|-----------------|
| Melissa Butler<br>Clinton School       | NABSE 53 <sup>rd</sup> Conference                                | 12/10/25-<br>12/14/25 | Chicago, IL           | \$2,280.00      |
| Dorothy Conners<br>Central Office      | 2025 ERESC Regional<br>Homeless Conference<br>and Resource Fair! | 10/16/25              | Union, NJ             | \$0.00          |
| Olivia Cruz<br>Montrose ECC            | Community of Practice<br>for Experience for<br>Experienced PIRS  | 10/17/25              | Virtual               | \$200.00        |
| Sandra Klemser<br>Central Office       | STS General Meeting                                              | 12/3/25               | Monroe<br>Twp., NJ    | \$89.60         |
| Liping Meng<br>Columbia HS             | ACTFL                                                            | 11/21/25-<br>11/23/25 | New<br>Orleans,<br>LA | \$1,754.70      |
| Rebecca<br>Milligan<br>Montrose ECC    | Community of Practice<br>for Experience for<br>Experienced PIRS  | 10/17/25              | Virtual               | \$200.00        |
| Imani Moody<br>Central Office          | NJASBO Workshops                                                 | 10/9/25-<br>5/19/25   | Whippany,<br>NJ       | \$1,676.56      |
| Paul Morgan<br>Central Office          | NJSBA Fall Workshop<br>2025                                      | 10/20/25-<br>10/23/25 | Atlantic<br>City, NJ  | \$907.30        |
| Tiffani Reneau<br>Central Office       | NJASBO Workshops                                                 | 10/9/25-<br>5/19/25   | Whippany,<br>NJ       | \$1,676.56      |
| Arelis Tapia-<br>Vargas<br>Columbia HS | 2025 ERESC Regional<br>Homeless Conference<br>and Resource Fair! | 10/16/25              | Union, NJ             | \$0.00          |
| Colleen Thaler<br>Central Office       | USDA Foods Conference                                            | 12/4/25               | Edison, NJ            | \$0.00          |
| TOTAL                                  |                                                                  |                       |                       | \$8,784.72      |

4868D. Approves the following provider(s) for the 2025-2026 school year for the service indicated:

| Provider Name                                     | Service                                                | Rate            |
|---------------------------------------------------|--------------------------------------------------------|-----------------|
| Beyond Communication,<br>LLC<br>Lawrenceville, NJ | Comprehensive Oral &<br>Written Language<br>Evaluation | \$3,600.00/eval |
|                                                   |                                                        |                 |
| Graham Behavior Services<br>West Long Branch, NJ  | Behavior Therapy<br>Focused Support                    | \$130.00/hour   |
|                                                   | Targeted Support                                       | \$125.00/hour   |
|                                                   | Enhanced Support                                       | \$120.00/hour   |
|                                                   | Comprehensive Support                                  | \$115.00/hour   |
|                                                   |                                                        |                 |

|                                     |                                                                              |                            |
|-------------------------------------|------------------------------------------------------------------------------|----------------------------|
| Dr. Leah A. McGuire<br>Watchung, NJ | Comprehensive<br>Neuropsychological<br>Evaluation & Classroom<br>Observation | \$7,500                    |
| Nicole L. Stewart<br>Maplewood, NJ  | Functional Behavior<br>Assessment                                            | \$1,025.00                 |
|                                     | Behavior Intervention<br>Plan                                                | \$950.00                   |
|                                     | Behavior Intervention<br>Plan Training                                       | \$850.00-<br>\$1,150.00    |
|                                     | Skills Assessment                                                            | \$1,375.00-<br>\$1,700.00  |
|                                     | Program Analysis or<br>Independent ABA<br>Evaluation                         | \$1,500.00-<br>\$2,500.00  |
|                                     | Hourly Consulting or<br>Case Management                                      | \$200.00-<br>\$250.00/hour |
|                                     | Staff<br>Training/Professional<br>Development                                | \$500.00-<br>\$650.00/hour |

4868E. Approves the use of the following vendors in excess of the \$53,000 for the 2025-2026 school year:

| VENDOR NAME                          | PRODUCT                       | TYPE OF<br>VENDOR |
|--------------------------------------|-------------------------------|-------------------|
| Advanced Assessment<br>Systems, Inc. | Curriculum Software           | Other             |
| BSN Sport, LLC                       | Athletic Supplies             | Co-op             |
| Classic Sport Floors                 | Gym Floor Repair,<br>Refinish | Co-op             |
| Rich Tree Service, Inc.              | Tree Services                 | State Contract    |

4868F. 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.

Columbia High School Clubs/Activities

Academic Challenge Team

Assembly

Choral

DECA

Diversity Rocks

Econ Club

Flags  
History Club  
INTRAM F/T  
INTRAM P/T  
Jepsy  
Marching Band Assistant  
Math Computer Lab  
Muslim Arab Student Union Club  
No Place for Hate  
Orchestra  
Psi Alpha  
Psychology National Honor Society  
Set Construction  
Set Painting  
Step Team

Maplewood Middle School  
Clubs/Activities

Choral  
Intramurals  
MLKA  
Model U.N.  
Musical/Drama  
Orchestra  
Scenery Design/Construction  
School Newspaper  
Science Fair  
Student Council  
Yearbook

South Orange Middle School  
Clubs/Activities

Band  
Choral  
Intramural Sports  
MLK Club  
Model UN  
Middle G-Mac  
Newspaper  
Orchestra  
Science Club  
Student Council  
Yearbook

4868G. Authorizes the Business Administrator to enter into an agreement with Ultimate Frisbee of South Orange, New Jersey for Facility Usage at Underhill field. This agreement is to include the waiver of facility use fees unless there is a cost to the district.

4868H. Approves the 2026-2027 Budget Calendar as presented.

4868I. Approves the submission of the District's Comprehensive Maintenance Plan for the for the 2025-2026 school year and the Annual Maintenance Worksheet (M1).

BE IT FURTHER RESOLVED THAT the Board of Education states that the district's required maintenance activities are reasonable to keep the schools' facilities open and safe for use or in its original condition and maintain the validity of their warranties.

4868J. Approves the renewal of Linkit! Assessment Content and Professional Development software in the amount of \$132,950 for the 25-26 school year.

4868K. Approves an agreement with Curriculum Associates to purchase the Iready Program at cost of \$190,538.04.

4868L. Approves an Experiential Education Affiliation Agreement: Master of Clinical Mental Health Counseling degree program with Fairleigh Dickinson University for the purposes of providing practice experience for University students in the program effective July 25, 2025 through July 24, 2028.

4868M. Accepts FY 2026 Individuals with Disabilities Education Improvement Act entitlement funds as follows:

- |                        |                |
|------------------------|----------------|
| • Part B Allocation    | \$1,634,129.00 |
| • Preschool Allocation | \$ 48,042.00   |

4868N. Accepts a grant from New Jersey School Insurance Group in the amount of \$7,144.00 to support building safety improvements.

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

|                |         |            |
|----------------|---------|------------|
| 20-035-200-890 | NJSBAIG | \$7,144.00 |
|----------------|---------|------------|

BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary be authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

4868O. Accepts grant funds in the amount of \$2,000 from the American Water Charitable Foundation (AWCF).

4868P. Accepts a donation from Music & Arts Education Project, Inc. (MAEP) allocated to Columbia High School's Fine and Performing Arts teachers, totaling up \$1,000 per educator (\$13,000 approximate value),

intended for the procurement of supplies and equipment to support their respective classrooms or programs.

4868Q. WHEREAS, the South Orange-Maplewood Board of Education ("Board") currently provides health insurance benefits to eligible employees through the New Jersey School Employees' Health Benefits Program (SEHBP) pursuant to *N.J.S.A. 52:14-17.25 et seq.*; and

WHEREAS, the Board has reviewed available coverage options and determined that it is in the best interests of the District, its employees, and taxpayers to obtain health insurance coverage through an alternate provider beginning January 1, 2026; and

WHEREAS, *N.J.A.C. 17:9-2.10(b)* authorizes a participating employer to terminate its participation in the SEHBP upon the adoption of a resolution by its governing body and submission of written notice to the School Employees' Health Benefits Commission not less than 60 days prior to the effective date of termination; and

NOW THEREFORE, BE IT RESOLVED THAT the South Orange Maplewood Board of Education hereby resolves to terminate its participation in the State Health Benefits Program, including the Prescription Drug Plan, thereby canceling coverage provided by the School Employees' Health Benefits Program (SEHBP) for all its active and retired employees; and

BE IT FURTHER RESOLVED THAT the Board of Education shall notify all active employees of the date of their termination of coverage under the program; and

BE IT FURTHER RESOLVED THAT the Board of Education understands that the Division of Pensions and Benefits will notify retired employees of the cancellation of their coverage; and

BE IT FURTHER RESOLVED THAT the Board of Education understands that all COBRA participants will be notified by the Division of Pensions and Benefits and advised to contact the District concerning a possible alternative health plan; and

BE IT FURTHER RESOLVED that the School Business Administrator/Board Secretary is hereby authorized and directed to:

1. Transmit a certified copy of Form Resolution (Attachment A) to the School Employees' Health Benefits Commission immediately following adoption;
2. Provide all other required documentation to ensure proper termination of SEHBP participation; and
3. Take all actions necessary to secure replacement coverage for the District's employees effective January 1, 2026.

BE IT FURTHER RESOLVED this resolution shall take effect the first of the month following a 60-day period beginning with the receipt of the resolution by the School Employees' Health Benefits Commission.

4868R. WHEREAS, the South Orange-Maplewood Board of Education requires employee health-insurance coverage effective January 1, 2026 following its withdrawal from the School Employees' Health Benefits Program; and

WHEREAS, the provision of group health-insurance coverage constitutes an Extraordinary Unspecifiable Service (EUS), pursuant to *N.J.S.A. 18A:18A-5(a)(10)* and *N.J.A.C. 5:34-2.1 et seq.*, as the service is specialized and qualitative in nature and not reasonably susceptible to specification or competitive bidding; and

WHEREAS, the School Business Administrator/Qualified Purchasing Agent has submitted a written Certification describing the nature of the service and stating that the procurement of such insurance qualifies as an extraordinary unspecifiable service and that competitive bidding is impracticable; and

WHEREAS, the Board has determined that the selection of a qualified carrier for health insurance coverage is in the best interests of the District and its employees;

NOW, THEREFORE, BE IT RESOLVED that the South Orange-Maplewood Board of Education hereby awards a contract for employee health-insurance coverage to Meritain & Sunlife for Third Party Administration and Stop-Loss reinsurance for the period January 1, 2026 through December 31, 2026, at a total annual cost of approximately \$23 million, in accordance with the terms and conditions set forth in the proposal received and the recommendation of the School Business Administrator; and

BE IT FURTHER RESOLVED that this award is made pursuant to *N.J.S.A. 18A:18A-5(a)(10)* and *N.J.A.C. 5:34-2.1 et seq.* as an Extraordinary Unspecifiable Service, and that the accompanying written certification of the School Business Administrator shall be maintained in the Board's official files; and

BE IT FURTHER RESOLVED that the Board President and School Business Administrator are authorized to execute all necessary contracts and related documents; and

BE IT FURTHER RESOLVED that notice of this contract award shall be published once in the Board's official newspaper within ten (10) days of adoption, in accordance with *N.J.S.A. 18A:18A-5(a)(10)* and *N.J.A.C. 5:34-2.3(c)*.

4868S. WHEREAS, the South Orange-Maplewood Board of Education ("Board") currently maintains a professional-services agreement with a health-insurance broker (the "Current Broker") for the purpose of providing employee benefits brokerage and consulting services; and

WHEREAS, the Board has determined that it is in the best interest of the District to terminate its existing agreement with the Gallagher Benefit Services, Inc. effective December 31, 2025, coinciding with the end of the current plan year; and

WHEREAS, the Board has solicited proposals for health-insurance brokerage services through a fair and open process in accordance with N.J.S.A. 19:44A-20.4 et seq. (New Jersey Pay-to-Play Law) and N.J.S.A. 18A:18A-5(a)(10) of the Public School Contracts Law, which exempts contracts for insurance brokerage services from formal bidding as an Extraordinary Unspecifiable service; and

WHEREAS, upon review and evaluation of the proposals received, the Board has determined that Fairview Insurance Associates, A Foundation Risk Partners Company ("New Broker") submitted a responsive and responsible proposal and possesses the necessary qualifications, experience, and resources to provide comprehensive employee benefits consulting and brokerage services to the District; and

WHEREAS, the Board, in consultation with its administration, has determined that awarding a one-year contract to the New Broker, effective January 1, 2026 through December 31, 2026, will serve the best interests of the District, its employees, and taxpayers;

NOW, THEREFORE, BE IT RESOLVED by the South Orange-Maplewood Board of Education, County of Essex, State of New Jersey, as follows:

1. The Board hereby terminates its professional-services agreement with Gallagher Benefit Services, Inc. effective December 31, 2025.
2. The Board hereby awards a contract to Fairview Insurance Agency Associates, A Foundation Risk Partners Company, having an office at 25 Fairview Avenue, Verona, NJ 07044, to serve as the District's Health-Insurance Broker of Record for the period January 1, 2026 through December 31, 2026, at an annual compensation not to exceed \$45 per employee per month subject to the negotiation and execution of a written professional-services agreement satisfactory in form to Board counsel.
3. The contract is awarded pursuant to N.J.S.A. 18A:18A-5(a)(10) as a professional service, and the New Broker shall comply with all applicable provisions of the New Jersey Pay-to-Play Law, N.J.S.A. 19:44A-20.4 et seq.
4. The School Business Administrator/Board Secretary is hereby authorized and directed to issue written notice of termination to the Current Broker, to prepare and execute all necessary documents with the New Broker, and to take such other actions as may be required to effectuate this Resolution.
5. A copy of this Resolution, the executed contract, and the required Political Contribution Disclosure Form shall be placed on file in the Office of the Business Administrator and made available for public inspection.

BE IT FURTHER RESOLVED that notice of this award shall be published in the official newspaper of the Board in accordance with N.J.S.A. 18A:18A-5(a)(1).

4869. Approves the addition of the following class field trip destinations based upon the attached "Statements of Assurance."

| DESTINATION | CITY | STATE |
|-------------|------|-------|
|-------------|------|-------|



|                                           |            |    |
|-------------------------------------------|------------|----|
| Jersey Mike's Arena at Rutgers University | Piscataway | NJ |
| Costa del Sol                             | Union      | NJ |
| Sound on Sound Studios                    | Montclair  | NJ |

4870. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of September 2025.
- 4871A. Adopt Policy 2431 Athletic Competition.
- 4871B. Adopt Policy 5460 High School Graduation.
- 4871C. Adopt Policy 5516 Use of Electronic Communication and Recording Devices.
- 4871D. Adopt Policy 6111 Special Education Medicaid Initiative (SEMI) Program.
- 4871E. Adopt Policy 6220 Budget Preparation.
- 4871F. Adopt Policy 6472 Tuition Assistance.
- 4871G. Adopt Policy 7441 Electronic Surveillance in School Buildings and on School Grounds.
- 4871H. Adopt Policy 8500 Food Services.
- 4872A. Abolish Board Policy 1648.15 Recordkeeping for Healthcare Settings in School Buildings - COVID-19.
- 1648.15 Recordkeeping for Healthcare Settings in School Buildings - COVID-19
- 4872-1. Approves the first reading of Policy 0143 Board Member Election and Appointment.
- 4872-2. Approves the first reading of Policy 0173 Duties of Public School Accountant.
- 4872-3. Approves the first reading of Policy 0174 Legal Services.
- 4872-4. Approves the first reading of Policy 0177 Professional Services.
- 4872-5. Approves the first reading of Policy 1570 Internal Controls.
- 4872-6. Approves the first reading of Policy 1620 Administrative Employment Contracts.
- 4872-7. Approves the first reading of Regulation 1510 Americans with Disabilities Act.
- 4872-8. Approves the first reading of Regulation 1570 Internal Controls.
4873. 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>NJ State ID #</u> | <u>School</u> | <u>Grade</u> |
|----------------------|---------------|--------------|
| 7408509398           | SB            | 4th          |

4874. Approves the revised Board of Education Committee Liaisons for the 2025 calendar year as presented.

4875. WHEREAS, the South Orange Board of Education (the "Board") and the Administrators, Supervisors, and Coordinators Association ("ASCA") are parties to a Collective Negotiated Agreement (CNA) covering the period of July 1, 2025, through June 30, 2028; and

WHEREAS, the CNA requires that any amendments to its terms must be set forth in writing and signed by all parties; and

WHEREAS, the Board and ASCA have negotiated and agreed to a Sidebar Agreement regarding a Rooster Administrator Stipend; and

WHEREAS, the position of Rooster Monitor involves supervising students who arrive at school before the official start time, ensuring a safe and structured environment, and is an extra-compensation position that provides a valuable service to the school community; and

WHEREAS, the Sidebar Agreement memorializes a stipend in the amount of \$4,000 annually for one (1) ASCA member to act as a Rooster Monitor at the following locations: SOMS, Clinton, SM Annex, SM Elementary, and Montrose (assignments that begin mid-school year or that are less than one school year shall be prorated); and

WHEREAS, this Agreement shall be effective upon execution and shall expire on June 30, 2026, unless mutually extended in writing;

NOW, THEREFORE, BE IT RESOLVED, that the South Orange Board of Education hereby approves the Sidebar Agreement with the Administrators, Supervisors, and Coordinators Association (ASCA) regarding the Rooster Administrator Stipend; and

BE IT FURTHER RESOLVED, that the President of the Board and/or the Superintendent of Schools are authorized to execute the Sidebar Agreement.

4876. Approves the school calendar for the 2026-2027 school year as presented.

4877. WHEREAS, the South Orange-Maplewood Education Association (SOMEA) filed a Level IV Grievance and a meeting was scheduled on October 7, 2025, concerning the alleged violation of the Collective Bargaining Agreement (CBA) by the assignment of non-negotiated duties (corridor duty, office support duty, and content area lab duty) outside of scheduled lunch periods; and

WHEREAS, the Association contends that these assignments violate Article XXI.7.g and other relevant sections of the CBA; and

WHEREAS, the Superintendent and a committee of the board have reviewed the evidence and contractual language presented by both parties; and

WHEREAS, it has been determined that the assigned duties constitute reasonable and necessary supervisory responsibilities inherent to the role of teaching staff members and do not violate the specific provisions cited, as they are not deemed "lunch-related duties" that infringe upon the contractually defined duty-free lunch period;

NOW, THEREFORE, BE IT RESOLVED that the South Orange-Maplewood School District AFFIRMS in part, and DENIES in part the Level IV Grievance filed by the South Orange-Maplewood Education Association (SOMEA).

The Maplewood Middle School administration will cease assignment of the office support duty.

4877A. WHEREAS, the South Orange-Maplewood Education Association (SOMEA) filed a Level IV Grievance and a meeting was scheduled October 7, 2025, concerning the alleged violation of the Collective Bargaining Agreement (CBA), that staff throughout the district have been involuntarily transferred without consultation, as required by the collective bargaining agreement, with the decision being shared with the members with less than a week left in the school year; and

WHEREAS, the Association contends that the action of the District described above is in violation of the collective bargaining agreement, including but not limited to Article XIV.2.b and c and all relevant statutes, regulations, and legal decisions; and

WHEREAS, the Superintendent, and a committee of the board, has reviewed the evidence and contractual language presented by both parties; and

WHEREAS, it has been determined that the District followed the agreement memorialized on August 20, 2024 that provided: 1. Human Resources will request a list of volunteers for open positions. As acknowledged, the District may determine that a non-volunteer is the best fit for the position and involuntarily transfer. 2. Building administration will meet with staff to discuss an anticipated involuntary transfer. The meeting does not divest administration of the decision to recommend transfer to the Board. The final decision on transfer is the Board approval of the same.

NOW, THEREFORE, BE IT RESOLVED that the South Orange-Maplewood School District DENIES the Level IV Grievance filed by the South Orange-Maplewood Education Association (SOMEA).

4877B. WHEREAS, the South Orange-Maplewood Education Association (SOMEA) filed a Level IV Grievance and a meeting was scheduled October 7, 2025, concerning the alleged violation of the Collective Bargaining Agreement (CBA) by the assignment of non-negotiated duties (corridor duty, office support duty, and content area lab duty) outside of scheduled lunch periods; and

WHEREAS, the Association contends that these assignments violate Article XXI.7.g and other relevant sections of the CBA; and

WHEREAS, the Superintendent, and a committee of the board has reviewed the evidence and contractual language presented by both parties; and

WHEREAS, it has been determined that the assigned duties constitute reasonable and necessary supervisory responsibilities inherent to the role of teaching staff members and do not violate the specific provisions cited, as they are not deemed "lunch-related duties" that infringe upon the contractually defined duty-free lunch period;

NOW, THEREFORE, BE IT RESOLVED that the South Orange-Maplewood School District AFFIRMS IN PART AND DENIES IN PART the Level IV Grievance filed by the South Orange-Maplewood Education Association (SOMEA).

Maplewood Middle School will cease the assignment of the office support duty. The other duty assignments are student supervisory duties that are not subject to negotiation and may be assigned by the administration.

4877C. WHEREAS, the South Orange-Maplewood Education Association (SOMEA) filed a Level IV Grievance and a meeting was scheduled October 7, 2025, concerning the alleged violation of the Collective Bargaining Agreement (CBA) that the District failed to give retroactive pay to members who received a sixth period assignment during the 2024-2025 school year; and

WHEREAS, the Association that Members who taught a sixth class, whether for the full year or partial year, are eligible for retroactive compensation; and

WHEREAS, the Superintendent, and a committee of the board has reviewed the evidence and contractual language presented by both parties; and

WHEREAS, it has been determined that the request seeks retroactive payment for extra compensation and not salary. The language of the MOA provides only for retroactive compensation for salaries whereas temporary 6th period assignments are extra compensation. The Board has a longstanding past practice over several negotiated contracts whereby it does not pay extra compensation retroactively. The Association did not negotiate a change to this past practice;

NOW, THEREFORE, BE IT RESOLVED that the South Orange-Maplewood School District DENIES the Level IV Grievance filed by the South Orange-Maplewood Education Association (SOMEA).

ROLL CALL: Motion 4865A-L, 4866A-D, 4867A-B, 4868A-S, 4869, 4870, 4871, 4872, 4873, 4874, 4875, 4876 YES: Bennett, Brown, Callahan, DuVall Wilson, Eckert, Gifford, Kapadia, Meyer, Sackett-Gable NO: None

Motion made by Board Secretary Moody to move resolutions 4877, 4877A-C for discussion and voting.

ROLL CALL: Motion 4877 PASSED YES: Bennett, Brown, Callahan, DuVall Wilson, Eckert, Gifford, Kapadia, Meyer, Sackett-Gable NO: None

#### HEARING OF INDIVIDUALS AND DELEGATIONS

NONE.

#### NEW BUSINESS

None.

#### Future Meetings

The Board of Education will hold a public Board Retreat on Wednesday, November 19, 2025, at 6:30 p.m. in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Following the opening, the Board will immediately adjourn to continue the retreat in person. The retreat will focus on reviewing the SOMSD Board Manual and a SEED Presentation. Action will not be taken.

The Board of Education will meet in Public Session on Thursday, November 20, 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 11:41 p.m.

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Imani Moody, Board Secretary