Regular Meeting
South Orange-Maplewood
Board of Education
September 24, 2026

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 and via an online video conference platform on September 24, 2026.

Board President Meyer called the meeting to order at 6:30 p.m.

ROLL CALL: Present: Board Member Brown, Board Member Callahan, Board Member Higgins, Board Member Kapadia, Board President Meyer, Board Member Sackett-Gable, Board Member Stephan

Absent: Board Member Bennett, Board Member Nayar

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 7:58 a.m. on January 6, 2026.
B. That said notice was sent via email to Maplewood and South Orange Township Clerks and the Editors of the Star-Ledger, TapintoSOMA, and the Village Green.

STUDENT RECOGNITION – *Dr. Antoni, Director of Guidance*

Special recognition was given to Sadie Gewirtz, a Columbia High School student who authored *The Tea About ADHD*, a resource book empowering students with ADHD based on her personal experiences. Over 800 copies have been distributed locally, with Sadie actively advocating for student wellness and self-advocacy.

EXECUTIVE SESSION

WHEREAS, the Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed executive session to discuss certain matters; and

WHEREAS, the length of the Executive Session is estimated to be seventy-five (75) minutes after which the public meeting of the Board shall (select one) ☐ reconvene and immediately adjourn or **X** reconvene and proceed with business where formal action will be taken, now, therefore

BE IT RESOLVED: The Board of Education adjourns to closed session to discuss personnel, legal, and miscellaneous confidential matters.

BE IT FURTHER RESOLVED: The minutes of this closed session will be made public when the need for confidentiality no longer exists.

Motion made by Board Member Sackett-Gable, seconded by Board Member Higgins to adjourn to Executive Session. Motion unanimously approved.

Board Members adjourned to Executive Session at 6:36 p.m.
Board Members reconvened at 7:47 p.m.
Board Members Bennett and Nayar Present
9 VOTING MEMBERS PRESENT

OATH OF OFFICE

Board Secretary Nicole Schoening administered the Oath of Office for Student Representatives to the Board of Education for the 2026-2027 school year Penn Shapiro and Scarlet Strogov [the signed Oath of Office is on file in the Board Secretary's Office].

APPROVAL OF MINUTES

Board Member Callahan made a motion seconded by Board Member Nayar to approve the minutes of the following meetings: August 18, 2026 Board Retreat and August 27, 2026 Executive and Retreat/Regular Meeting Minutes; Motion unanimously approved.

STUDENT REPRESENTATIVE UPDATE: *Reps. Shapiro and Strogov*

The Student Representatives update highlighted benefits and challenges about the new Bell Schedule at Columbia High School.

Benefits:
- Later start times give students more sleep.
- Fewer transitions reduce daily stress.
- All classes have extended 70-minute periods, not just AP STEM labs.

Concerns:
- AP STEM courses lose a sixth weekly lab period, resulting in approximately six fewer weeks of instruction annually, totaling around 12 weeks lost over three years.
- Teachers prioritize lecture and test preparation over hands-on labs due to condensed pacing, leading to students feeling instruction is "teaching to the test" rather than deep understanding.
- Conference period after school shrank from 45 to 20 minutes, limiting opportunities for test retakes and additional teacher support.
- Lunch periods are crowded and hot; reliance on students leaving campus for lunch raises equity and weather-related concerns.

Proposed and Ongoing Adjustments:
- Utilizing extended periods for test retakes was proposed but conflicts with teachers' need to keep pace with curriculum.

- CHS teachers are collaborating with other districts like Randolph, which run similar schedules successfully, to learn pacing and lab integration strategies.
- Optional zero periods before school were considered but rejected by teachers.
- A testing lab is available for some students during study halls and lunch, though underutilized.

Student representatives also provided an update on the MAC mentorship program, which is contributing to greater school pride and fostering connections between seniors and freshmen. The program is progressing well.

Following the update, the student representatives, Board Members and Mr. Bing discussed the following:

AP Science Labs and AP Course Preparation

- Restoring science labs for general education, special education, and multilingual learners was a priority due to equity concerns and declining science scores.
- AP teachers previously lost dedicated lab time; the district is exploring ways to help AP students prepare for exams.
- Teachers are collaborating with Randolph and other districts to identify effective scheduling and curriculum strategies.
- Board members expressed concern about insufficient planning before the school year began and requested data comparing AP results.
- The district plans to use student surveys and testing data to evaluate the schedule changes.
- The Curriculum and Instruction Committee may revisit AP lab scheduling and hear an update on teacher collaboration.

Equity and AP Enrollment

- AP courses remain underrepresented among Black students, multilingual learners, students with disabilities, and lower-income students.
- Reported enrollment figures highlighted disparities, including 68% white and 13% Black students in AP Statistics.
- The district plans to strengthen AP recruitment starting in middle school and address misconceptions about workload.
- AP Seminar is in its second year as an entry point to advanced coursework.
- Black high school students enrolled in AP courses will visit middle schools to share their experiences and encourage participation.

Rigor and Curriculum

- Board members discussed balancing AP exam requirements with deeper learning, critical thinking, and meaningful discussion.
- Student feedback indicated a desire for more in-depth discussion and manageable workloads.
- The district emphasized that academic rigor should focus on learning depth and critical thinking, not simply more assignments.

Columbia High School Lunch Capacity

- Students and board members raised concerns about overcrowding, students eating on hallway floors, and limited seating.
- Students recommended adding tables in the East Gym to create a fourth lunch space.
- Concerns were raised about cleanliness and timely custodial cleanup after lunch.
- Possible improvements include additional trash cans, clearer disposal areas, student reminders, and stronger custodial oversight.
- The district will review lunch arrangements and custodial requirements under the new service contract.

SUPERINTENDENT'S UPDATE

Student Activities and Events

- The girls' soccer team celebrated Senior Night with an undefeated 6–0 record.
- The College, Career, Military and Gap Year Fair is scheduled for September 30, from 6:30–8:00 p.m. in the high school's main gym.
- The district is celebrating Hispanic Heritage Month with school activities and community recognition.
- A districtwide Pink Out is planned for October 5 in recognition of Breast Cancer Awareness Month.
- The Susan G. Komen More Than Pink Walk is scheduled for October 25 at South Mountain Reservation's Waterfront area in West Orange.

Paraprofessionals

- The district is addressing staffing shortages among paraprofessionals. Temporary staffing support has been provided through Precision HR and Horizon.
- A lead paraprofessional model in which experienced staff would support classrooms and train other paraprofessionals will be explored.
- The district acknowledged that staffing shortages and transition issues have created challenges for students, particularly those with IEPs.
- District leaders met with the Governor and the new Commissioner of Education to discuss special education funding and workforce challenges while advocating for a state-level certification pathway for paraprofessionals

Special Education Program Expansion

- The district wants to expand in-district special education programs so more students can receive services within their own community. Officials believe students benefit from remaining in district and learning alongside their peers. Progress has been made with expanding in district Emotional Regulation Impairment (ERI) programming but recognizes that additional work is needed. Families of out-of-district students have expressed feeling disconnected from the district.
- Town halls and parent groups are planned to gather feedback and develop an action plan.

Transportation Challenges

- Transportation remains a significant concern, particularly for special education and out-of-district students. Families have experienced inconsistent service, delays, and difficulties with door-to-door transportation. The district is working with transportation providers Eden, Belair, and First Student to improve routes and service.
- Route changes and additional buses were necessary to address congestion in South Orange Village and along Valley Street. Routes are operating more consistently, although adjustments to stop times are still needed.
- The district acknowledged that transportation communication has been inadequate due to limited staffing and outdated tracking systems. A new Transfinder system is expected to improve real-time route tracking and communication with families.
- The district is considering purchasing two to five vans to improve transportation flexibility and reduce service disruptions.
- The district is also exploring grants for electric buses and evaluating future transportation costs

Preschool

- The next round of preschool placement letters is expected to be sent during the week. The district anticipates filling all available preschool seats.
- Some seats are being reserved for students with IEPs and children undergoing evaluations who may need special education or inclusion placements.

Breakfast Programs

- Universal breakfast is now available at every school in the district, expanding access beyond the schools previously participating.

Districtwide Goals and Strategic Planning

- The district is developing a new five-year strategic plan based on community focus groups and district priorities.
- The district introduced three major areas of focus:
    - Connected Learning: Strengthening instruction, closing achievement gaps, improving student supports, and expanding equitable learning opportunities.
    - Learning-Ready Facilities: Modernizing aging buildings, improving safety, addressing accessibility barriers, and upgrading essential infrastructure.
    - Student Wellness and Whole-Child Support: Expanding mental health services, counseling, preventative programs, and community partnerships.

Technology and Instruction

- The district is reducing student screen time and encouraging more face-to-face interaction, reading, discussion, and collaboration.
- The district has ended its one-to-one device initiative introduced during the pandemic and returned to shared device carts.
- YouTube access has been restricted to teachers, and the district has reduced the number of educational technology platforms used.

- A committee is studying how artificial intelligence may be incorporated into classrooms, including reviewing practices in other districts.
- The district is emphasizing Universal Design for Learning, culturally responsive teaching, multi-tiered systems of support, critical thinking, and stronger classroom instruction.

Achievement Gaps and Equity

- District data show disparities in special education classification, AP enrollment, advanced math participation, and student suspensions. Approximately 35–36% of Black students are classified as students with disabilities, according to the reported data.
- Black students account for approximately 73.2% of district suspensions. White students represent about 64.9% of middle school Algebra I enrollment, compared with 13.1% of Black students. In Geometry, approximately 70% of enrolled students are white and 7.5% are Black.
- The district acknowledged that achievement gaps between general education and special education students are widening, particularly in mathematics. Administrators plan to improve curriculum, instructional strategies, student supports, and access to advanced coursework.

Facilities and Infrastructure

- District buildings require significant maintenance after years of deferred upkeep. Reported concerns include missing ceiling tiles, leaking walls, aging bathrooms and cafeterias, outdated auditoriums, and accessibility barriers.
- The district's 2019 bond primarily funded classroom additions and HVAC upgrades. The next phase of facilities planning will focus on safe, modern, ADA-compliant buildings, playground improvements, and updated infrastructure.
- The facilities department is managing more than 350 outstanding maintenance requests with a team of approximately 10 employees. Future facility investments must include adequate staffing and resources for ongoing maintenance.

Student Mental Health and Wellness

- The district reported increased demand for mental health support, including students requiring extended hospital care. Counseling services were maintained during a difficult budget year, and preventative wellness programs are being expanded.
- The district plans to strengthen partnerships with local mental health providers through the Children's Cabinet, which includes approximately 35 organizations. Officials aim to increase community provider participation by at least 20% by the end of the year.
- The district is working to reduce stigma surrounding mental health and neurodivergence so students and families feel comfortable seeking support.
- Mr. Bing emphasized the importance of addressing students' academic, emotional, and social needs as part of a whole-child approach.

Board Member discussion included:

- Concerns that goals are too ambitious for one year and may not align with available budget resources.
- Emphasis on integrating student mental health and disability needs into everyday district decisions.
- Request for specific metrics, timelines, interim targets, and regular progress reports.
- Annual goals should align with the district's long-term strategic plan.
- Questions about whether the goal of 80% Math Achievement proficiency in grades 3–8 is realistic given current performance.
- Raised concerns about disparities in math achievement, AP and Algebra 1 enrollment, suspensions, and graduation rates.
- Request for more data on overclassification, particularly among Black students and boys, while ensuring students retain needed services.
- How are schools covering when paraprofessionals are absent or late.
- Highlighted survey findings about teachers considering leaving due to social media harassment and feeling undervalued.
- Questions about expanding vocational programs, career-focused courses, certifications, and dual-enrollment opportunities.
- Encouraged the district to prioritize fewer goals, track progress quarterly, and address chronic absenteeism and graduation rates.

BUSINESS ADMINISTRATOR'S UPDATE – *Nicole Schoening*

The Business Administrator's update included the following:

- Business Office is strengthening purchasing procedures and internal financial controls through staff training on purchasing requirements, documentation, timelines, and budget responsibilities.
- Auditors will begin their review of the 2025–2026 fiscal year, with fieldwork expected to last approximately two weeks.
- Meetings with principals and administrators to review budgets, address concerns, and identify support needs while beginning preparations for the 2027–2028 budget.
- Budget process and anticipated timeline to share details with the Board.
- Maintenance Department:
    - Open work orders and how they are prioritized.
    - Concerns that the small maintenance team cannot keep up with building repairs; increasing staffing is being considered.
- Anticipated timeline for when the district will better understand self-insured health plan costs; early claims are within budget, but further review is needed. Requesting additional operating funds from the Board of School Estimate, depending on the final health insurance cost increase.

BOARD PRESIDENT'S UPDATE

Board Goals for 2026–2027

The Board is adopting three goals focused on student achievement and equity, governance effectiveness, and strategic stewardship of district resources. Objectives include strengthening oversight, improving communication and Board development, enhancing committee operations, maintaining financial accountability, planning for facilities, and clearly communicating priorities and results. The goals were developed during summer Board retreats and will be available on the district website.

Ritzer Field

No Board vote is scheduled for this month. The redevelopment of the athletic field is expected to be discussed during committee meetings.

Start of the School Year

Achievements

Several areas operated successfully, including teacher readiness, curriculum materials, Chromebook distribution, student class assignments, food services, and building operations. The Board acknowledged the district's efforts while recognizing significant challenges in other areas.

Challenges

Paraprofessional Staffing: The contracted agency Delta-T provided inaccurate assurances about staffing levels, resulting in major shortages at the start of the school year. The administration and Board worked urgently to secure qualified staff, prioritize students with the greatest needs, and communicate with affected families. All positions were filled by the third week, and the district continues to address permanent staffing and prevent future problems.

Transportation Challenges: Despite advance planning, updated routing software, adjusted school start times, and GPS-equipped tablets, numerous bus routes experienced delays and operational problems. Bus company and driver issues contributed to the difficulties, requiring significant administrative intervention.

CHS Lunch Schedule: Concerns remain about whether the single-period lunch schedule adequately accommodates all students. Further adjustments and problem-solving are needed.

Board Oversight and Accountability: In response to community concerns, the Board emphasized its responsibility to hold the administration accountable without directly managing district operations. Given recent service failures, the Board plans to

increase check-ins, request evidence of corrective actions, and closely monitor improvements.

Budget Constraints: Declining revenue relative to expenditures is creating significant financial pressure, with further challenges anticipated next year. The district must evaluate whether programs and services can be sustained within available resources and communicate realistic expectations to the public.

The Board reaffirmed its commitment to close oversight, collaboration with the administration, responsible use of resources, and ensuring the best possible services for students despite financial and operational challenges.

HEARING OF INDIVIDUALS AND DELEGATIONS

Community Members addressed the Board regarding paraprofessional staffing, Ritzer Field redevelopment and Transportation issues.

COMMITTEE REPORTS

Committee reports were presented by the committee chairs. The minutes for these meetings are available on the district website.

ITEMS FOR ACTION

Board Member Nayar made a motion seconded by Board Member Stephan to move resolutions 5017-5027 for discussion and voting (5021-15 and 5027 severed). Motion unanimously approved.

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

5017A. MEMORIAL

BE IT RESOLVED THAT THE BOARD OF EDUCATION approve the following memorial:

Dr. Peter Horoschak, retired Superintendent of Schools passed away on September 1, 2026;

The Superintendent is asked to convey our condolences to the family and friends of Dr. Horoschak.

5017B. RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Festerling, Dan	T SCI/Chemistry CHS – 1.0 FTE TCH.SCNC.CH.NA.09	1/1/27	26

5017C. RESIGNATIONS

NAME	ASSIGNMENT	EFFECTIVE DATE	YEARS IN DISTRICT
Micial, Rebecca	Dispatcher DIST – 1.0 FTE SUP.SUPV.TP.NA.02	9/4/26	.01
Vassell, Andre	Maintenance DIST – 1.0 FTE MNT.BLDG.BG.NA.03	9/18/26	3

5017D. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Croce, Domenic	T Music (Elem-Strings) DIST – 1.0 FTE	9/5/26	8/31/26
Greenfeld, Douglas	LR T 4 SB – 1.0 FTE	12/8/26	12/9/26
Portnoff, Julia	Social Worker (Non-CST) SB – 1.0 FTE	10/9/26	8/28/26

5017E. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Pereyra, Tatiana	T SPED/ERI SOM – 1.0 FTE	10/16/26 or sooner	9/8/26
Vacca, Thomas	T Music (Elem-Strings) DIST – 1.0 FTE	10/8/26 or sooner	9/1/26

5017F. 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
Gerstel, Mia	LDT-C CL/SM – 1.0 FTE CST.SPED.JF.NA.01	10/7/26 6/30/27	$107,010
Hairston, Beverly	S4/12, Secretary CHS – 1.0 FTE SEC.SCHS.CH.NA.03	10/19/26 6/30/27	$71,336
Hollaway, Danyelle	S5/12, Secretary CHS – 1.0 FTE SEC.SCHS.CH.NA.01	9/1/26 6/30/27	$86,093
Martins, Melissa	LDT-C DB/TUS – 1.0 FTE CST.SPED.CL.NA.01	10/29/26 or sooner 6/30/27	$112,565
Phillips, Jazmine	T SPED/SC-ASD SOM – 1.0 FTE TCH.SPED.SO.NA.07	9/8/26 or sooner 6/30/27	$77,179

5017G. APPOINTMENT OF LEAVE REPLACEMENT STAFF
(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
Beck, Sarah	T SPED/INC Gr. 3 SB – 1.0 FTE	10/9/26 6/17/27	$70,000
Schwartz, Michael	T TV Arts CHS – 1.0 FTE	9/2/26 11/29/26	$77,450

5017H. TRANSFER/REASSIGNMENT

NAME	OLD ASSIGNMENT	NEW ASSIGNMENT	EFFECTIVE DATE
Nwigwe, Abie	School Social Worker (Non-CST) MAR/SB – 1.0 FTE SPS.SWKR.SB.NA.07	School Social Worker (Non-CST) MAR/SB/SM – 1.0 FTE SPS.SWKR.SB.NA.07	9/3/26 6/30/27

5017I. LEAVES OF ABSENCE

NAME	EFFECTIVE DATE
Emp. #4222 TCH.ELEM.SM.KD.02	8/31/26-10/14/26 (Paid Maternity Leave) 10/15/26-1/15/27 (Unpaid NJFLA)
Emp. #4113 TCH.ELEM.SB.05.02	8/31/26-9/16/26 (Paid Maternity Leave) 9/17/26-12/9/26 (Unpaid NJ FLA)
Emp. #4787 TCH.WLNG.SO.NA.01	8/31/26-9/24/26 (1/2 day) (Paid PTO Days) 9/24/26 (1/2 day)-11/20/26 (Unpaid FMLA) 11/21/26-1/4/27 (Unpaid Medical Leave)
Emp. #4381 TCH.SPED.SB.NA.08	8/31/26-10/6/26 (Paid Maternity Leave) 10/7/26-12/18/26 (Unpaid NJFLA)
Emp. #4623 TCH.SPED.SM.NA.13	9/1/26-10/15/26 (1/2 day) (Paid PTO Days) 10/15/26 (1/2 day)-12/1/26 (Unpaid FMLA) 12/2/26-2/26/27 (Unpaid Medical Leave)
Emp. #3948 SPS.SLS.MR.NA.01	9/25/26-12/4/26 (1/2 day) (Paid PTO Days) 12/4/26 (1/2 day)-12/23/26 (Unpaid FMLA) 12/24/26-1/15/27 (Unpaid Medical Leave)

5017J. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Gronau, Dara	Principal SM/SMA – 1.0 FTE	8/26/26 6/30/27	$179,111
Mule, Maggie	School Psychologist DIST – 1.0 FTE	8/31/26 6/30/27	$83,299
Rodriguez, Jade	School Psychologist DIST – 1.0 FTE	8/31/26 6/30/27	$83,299
Parks, Melissa	T WL/ELL MM – 1.2 FTE	9/1/26 6/30/27	$107,795
Falk, Suzanne	T SPED/INC CHS – 1.2 FTE	9/1/26 1/7/27	$128.339 (pro-rated)
Fleming, Aprell	T SPED/INC CHS – 1.2 FTE	9/1/26 1/7/27	$135,078 (pro-rated)
Hatchell, Lucinda	T SPED/INC CHS – 1.2 FTE	9/1/26 1/7/27	$138,540 (pro-rated)
Jacobi, Marissa	T SPED/INC CHS – 1.2 FTE	9/1/26 1/7/27	$102,275 (pro-rated)
Simon, Kenneth	T SPED/INC CHS – 1.2 FTE	9/1/26 1/7/27	$125,183 (pro-rated)
Carter, Leigh	Social Worker CHS - .2 FTE	9/1-10/9/26 (27 days)	$2,763.87
Cifuentes, Katherine	LDTC CHS - .2 FTE	9/1-10/9/26 (27 days)	$3,056.67
Melendez-Pallitto, Laura	School Psychologist CHS - .2 FTE	9/1-10/9/26 (27 days)	$2,999.37
Nicosia, Nicole	School Psychologist CHS - .2 FTE	9/1-10/9/26 (27 days)	$2,837.22
Palmieri, Samantha	LDTC CHS - .2 FTE	9/1-10/9/26 (27 days)	$2,694.87
Benning, Avery	T SPED/INC MM - .2 FTE	9/9-11/20/26 (54 days)	$5,385.84
Bruno, Heather	T SPED/INC MM - .2 FTE	9/9-11/20/26 (54 days)	$6,263.64
Fein, Suzanne	T SPED/INC MM - .2 FTE	9/9-11/20/26 (54 days)	$6,922.56
Benning, Avery	T SPED MM – 1.0 FTE	9/1/26 6/30/27	$89,764
Blackford, Meghan	T SPED MM – 1.0 FTE	9/1/26 6/30/27	$96,979
Chirlo, Nicole	T Science SOM – 1.0 FTE	9/1/26 6/30/27	$96,979
D'Alconzo, Kristin	T 5 TUS – 1.0 FTE	9/1/26 6/30/27	$89,829
Diaz, Kaitlyn	T SPED SOM – 1.0 FTE	9/1/26 6/30/27	$77,450
Dominguez, Leana	School Counselor MM – 1.0 FTE	9/1/26 6/30/27	$85,154

Gray, Monica	T SPED DB – 1.0 FTE	9/1/26 6/30/27	$101,679
Grutta, Ashley	T Music MAR – 1.0 FTE	9/1/26 6/30/27	$94,574
Hamilton, Erik	T PE/Health CHS – 1.0 FTE	9/1/26 6/30/27	$80,829
Hayes, Jaime	School Nurse MAR – 1.0 FTE	9/1/26 6/30/27	$92,169
Hein, Jesse	T SS SOM – 1.0 FTE	9/1/26 6/30/27	$85,154
Kaesshaefer, Michele	T SPED MAR – 1.0 FTE	9/1/26 6/30/27	$124,066
King, Denisha	Social Worker SOM – 1.0 FTE	9/1/26 6/30/27	$101,889
LiPuma, Elizabeth	T Math SOM – 1.0 FTE	9/1/26 6/30/27	$87,359
Manikad, Marites	T Math SOM – 1.0 FTE	9/1/26 6/30/27	$92,169
Massung, Patrice	T 4 MAR – 1.0 FTE	9/1/26 6/30/27	$124,066
Masters, Rebecca	T 5 SM – 1.0 FTE	9/1/26 6/30/27	$109,694
Meola, Joseph	T SS MM – 1.0 FTE	9/1/26 6/30/27	$87,529
Miller, Kelley	T Math MM – 1.0 FTE	9/1/26 6/30/27	$89,764
Miller, Sara	T Art TUS – 1.0 FTE	9/1/26 6/30/27	$85,154
Miloscia, Magda	T 5 CLIN – 1.0 FTE	9/1/26 6/30/27	$96,979
Ortiz, Paula	T SPED TUS – 1.0 FTE	9/1/26 6/30/27	$124,066
Point-du-jour, Kandice	T Dance MONT – 1.0 FTE	9/1/26 6/30/27	$119,376
Regalado, Jasmine	T Lang. Arts MM – 1.0 FTE	9/1/26 6/30/27	$82,929
Salerno, Gabrielle	T SPED MAR – 1.0 FTE	9/1/26 6/30/27	$82,929
Santos, Ryan	T SPED MM – 1.0 FTE	9/1/26 6/30/27	$83,299
Stewart, Kandice	T Art CHS – 1.0 FTE	9/1/26 6/30/27	$99,979
Tait, Richard	T PE SM – 1.0 FTE	9/1/26 6/30/27	$99,979
White, Nicholas	School Counselor MM – 1.0 FTE	7/1/26 6/30/27	$87,682

5017K. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Facto, Kate	District Social Work/Parenting Center	9/1/26 6/30/27	$1,987.50

	DIST - .5 FTE		
Hicks, Marcia	District Social Work/Parenting Center DIST - .5 FTE	9/1/26 6/30/27	$1,987.50
Popp, Amy	Bus Duty TUS – .5 FTE	9/1/26 6/30/27	$1,693
Fakhoury, Sarah	Yearbook SB – .5 FTE	9/1/26 6/30/27	-$751
Antunes, Rebecca	Yearbook SB - .5 FTE	9/1/26 6/30/27	$751
McKoy, Chasmar McKoy, Chasmar	Student Council MM - .5 FTE MLKA MM - .5 FTE	9/11/26 6/30/27 9/1/26 6/30/27	$1,367 $1,367
Monero, Bianca	MLKA MM - .5 FTE	9/1/26 6/30/27	$1,380
Moore, Kelly	Bus Duty MONT – 1.0 FTE	9/1/26 6/30/27	$3,386
Sousa, Carissa	Team Leader, Gr. 6 MM – 1.0 FTE	9/1/26 10/20/26	$5,944 (pro-rated)
Mantes, Ray	Team Leader, Gr. 6 MM - .5 FTE	10/21/26 3/31/27	$2,972 (pro-rated)
O'Dell, Ryan	Team Leader, Gr. 6 MM - .5 FTE	10/21/26 3/31/27	$2,972 (pro-rated)
Sumner, Jacob	JV/Asst. Coach, Field Hockey CHS – 1.0 FTE	9/1/26 11/30/26	$5,614
Hollaway, Danyelle	Cheerleading CHS - .5 FTE	9/1/26 11/30/26	$2,807
Post, Randall	Astronomy CHS – 1.0 FTE	9/1/26 6/30/27	$3,323
Campiglia, Anthony	Channel 35 CHS – 1.0 FTE	9/1/26 6/30/27	$6,533
Buckholtz, Carly	Guildscript CHS - .5 FTE	9/1/26 6/30/27	$1,661.50
Malhotra, Cindy	Guildscript CHS - .5 FTE	9/1/26 6/30/27	$1,661.50
Hicks, Marcia	MAC Scholars CHS – 1.0 FTE	9/1/26 6/30/27	$3,323
Borkowski, Matthew	Mock Trial CHS – 1.0 FTE	9/1/26 6/30/27	$2,834
Hannemann, Monika	Model UN CHS - .5 FTE	9/1/26 6/30/27	$1,465
Lam, Dorothy	Model UN CHS - .5 FTE	9/1/26 6/30/27	$1,465
Pociask, Elizabeth	Quiz Bowl CHS – 1.0 FTE	9/1/26 6/30/27	$3,248
Wilburn, Alterik	Senior Class Advisor CHS – 1.0 FTE	9/1/26 6/30/27	$4,904
Trimble, Darrell	Asst. Coach, Football Middle School DIST– 1.0 FTE	9/1/26 11/30/26	$2,999
Stradford,	Team Leader: SPED HS	9/1/26	$5,944

Lynn	CHS – 1.0 FTE	6/30/27	
Hanie, Jessica	Bus Duty DB – 1.0 FTE	9//26 6/30/27	$3,386

5017L. STIPENDS TITLE 1 FUNDED

NAME	ASSIGNMENT	EFFECTIVE DATE	SALARY
Ashe, Joanne	gMac Student Advisor CHS – 1.0 FTE	9/1/26 6/30/27	$2,000
Bernard-Awumey, Joana	gMac Student Advisor CHS – 1.0 FTE	9/1/26 6/30/27	$2,000
Facto, Katie	gMac Student Advisor CHS – 1.0 FTE	9/1/26 6/30/27	$2,000
McDowell, Jennifer	gMac Student Advisor CHS – 1.0 FTE	9/1/26 6/30/27	$2,000
Wilburn, Alterik	gMac Student Advisor CHS – 1.0 FTE	9/1/26 6/30/27	$2,000

5018A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2026-2027 SCHOOL YEAR AT $175/DAY

1. Beck, Sarah

5018B. APPOINTMENT OF SUMMER SUBSTITUTE SECRETARIES FOR THE 2026-2027 SCHOOL YEAR PAID AT AN HOURLY RATE OF $16.42

NAME		
Burns, Nicole	Bethea, Sabrina	Brown, Michaia
Cadorette, Catherine	Clark, Fay	Copeland, Jeanette
Fallone, Lisa	Pierre-LeBris, Elyssa	Maebert, Stacey
Toledo, Maria	Williams, Christine	

5018C. REAPPOINTMENT OF SUBSTITUTE SECRETARIES FOR THE 2026-2027 SCHOOL YEAR PAID AT AN HOURLY RATE OF $15.92

NAME	
Karen Beno	Cory DuValier
Erica Blythe	Deborah Daniel
Melissa Manson	

5018D. APPOINTMENT OF OUT OF DISTRICT COACHES FOR THE 2026-2027 SCHOOL YEAR FALL

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Rahaman, David	Girls JV Soccer Asst. Coach	9/2026 11/2026	$5,490
Thomas, Beaira	Girls Varsity Cross Country Head Coach	9/2026 11/2026	$6,470
Willis, Austin	Boys Varsity Cross Country Head Coach	12/2026 2/2027	$6,470

WINTER

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Breitman, Aaron	Girls Varsity Basketball Head Coach	12/2026 2/2027	$7,891
Keenan, Margaret	Boys Varsity Swimming Head Coach	12/2026 2/2027	$7,891
Keenan, Margaret	Girls Varsity Swimming Head Coach	12/2026 2/2027	$7,891
Rubinstein, Phillip	Boys Freshman Asst. Coach	12/2026 2/2027	$3,811
Sabol, Joseph	Boys Varsity Wrestling Head Coach	12/2026 2/2027	$7,905
Sims, Stevana	Girls JV Basketball Asst. Coach	12/2026 2/2027	$5,614
Synsmir, Gregory	Boys Varsity Asst. Basketball Coach	12/2026 2/2027	$5,614
Thomas, Beaira	Girls Varsity Indoor Track & Field Head Coach	12/2026 2/2027	$6,470
Willis, Austin	Boys Varsity Indoor Track & Field Head Coach	12/2026 2/2027	$7,780

SPRING

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND
Alves, Jennifer	JV Softball Asst. Coach	03/2027 06/2027	$5,614
Mapp, Everett	Freshman Girls Lacrosse Coach	03/2027 06/2027	$3,811
Smith, Cliff	Varsity Softball	03/2027 06/2027	$7,891
Thomas, Beaira	Girls Varsity Outdoor Track & Field Head Coach	03/2027 06/2027	$6,470
Willis, Austin	Boys Varsity Outdoor Track & Field Head Coach	03/2027 06/2027	$7,780

5018E. APPOINTMENT OF OUT OF DISTRICT STIPEND POSITIONS FOR THE 2026-2027 SCHOOL YEAR

NAME	ASSIGNMENT	STIPEND	Effective Dates
Arrington, Jennifer	Student Council	$1,367	9/1/26-9/10/26

5018F. APPOINTMENT OF VOLUNTEERS FOR THE 2026-2027 SCHOOL YEAR

NAME	ASSIGNMENT
Abate, Matthew	Marching Band Truck Driver
Dowd, Mark	Marching Band Truck Driver
Giamella, Nicholas	Tuscan Elementary School Volunteer

Goldstein, Jed	Marching Band Truck Driver
Kraemer, Ken	Marching Band Truck Driver
Lintern, David	Marching Band Truck Driver
Losardo, Michael	Marching Band Truck Driver
Paquette, Michael	Marching Band Truck Driver
Van Nostrand, Jess	Marching Band Truck Driver
Wahlers, Melissa	Marching Band Truck Driver
Wood, Brian	Marching Band Truck Driver

5018G. APPOINTMENT OF EMERGENCY CLERICAL SUBSTITUTES AT AN HOURLY RATE OF $37.50 FROM 8/31/26 – 10/2/26 (TRANSPORTATION DEPARTMENT)

1. Anderson, Esther
2. Brown, Tammi
3. Morrow, Shara

5019A. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2026-2027 school year [list on file in Board Secretary's Office].

5019B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2026-2027 school year [list on file in Board Secretary's Office].

5020A. Receives and accepts the following financial reports:

1. July 2026 Board Secretary's Report
2. July 2026 Treasurer's Reports
3. July 2026 Transfer Report
4. July 2026 Expense Account Adjustment Analyses

5. September 2026 Lease Payments in the amount of $192,175.41
6. Check Registers#430495-430620 in the amount of $ 1,787,500.96
7. Check Register#430621-430782 in the amount of $4,299,641.03
8. July 2026 Payroll in the amount of $2,333,269.40
9. August 2026 Payroll in the amount of $ 1,769,305.06

5020B. Certify the Board Secretary's Monthly Financial Report.

5020C. Approves the attendance and related travel and/or workshop expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE(S)	LOCATION	ESTIMATED COSTS
Jenissa Arnette South Orange MS	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$57.00
Ann Bodnar Central Office	NJPSA/FEA/ASCD Fall Conference	10/15/26-10/16/26	Atlantic City, NJ	$729.70

Anthony Cicenia South Mountain	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$40.00
Zoila Correa Central Office	NJPSA/FEA/ASCD Fall Conference	10/13/26-10/16/26	Atlantic City, NJ	$1,430.90
Katherine Costello Clinton School	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$57.86
Alicia Cuomo Tuscan School	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$40.00
Mary Kate Feeney Maplewood MS	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$60.77
Kayla Fleming Columbia HS	Rutgers – Dance Workshop	10/12/26	Randolph, NJ	$0.00
Vanessa Franco-Laforest Seth Boyden	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$57.00
Valerie Frost Tuscan School	Protecting Students in the Digital Realm	10/22/26	East Hanover, NJ	$0.00
Talaya Hampton South Orange MS	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$57.00
Leroy Johnson Central Office	NJPSA/FEA/ASCD Fall Conference	10/14/26-10/16/26	Atlantic City, NJ	$1,277.69
Yolanda Kirkland Clinton School	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$49.70
Keysha Knight Columbia HS	Managing Multiple Project	10/2/26	Virtual	$149.00
Austin Li South Mountain	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$63.50
Christina Lucas Tuscan School	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$63.50
Krista Jane Maciorowski Seth Boyden	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$52.22
James Manno Columbia HS	MUJC Music & Performing Arts Subcommittee	9/25/26	New Providence, NJ	$0.00
Jennifer McClure South Orange MS	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$68.67
Bridget McMahon Delia Bolden	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$59.74

Nicole Osher Seth Boyden	Protecting Students in the Digital Realm	10/22/26	East Hanover, NJ	$0.00
Corrina Parsio Columbia HS	NJPSA/FEA/ASCD Fall Conference	10/15/26-10/16/26	Atlantic City, NJ	$701.16
Danielle Patterson Seth Boyden	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$54.57
Chris Preston Columbia HS	National Council of Social Studies	12/2/26-12/6/26	Chicago, IL	$2,679.20
Ramon Robles-Fernandez Columbia HS	2026 Taiwan Program for US State & School Administrator	11/20/26-11/30/26	Taipei Taiwan	$0.00
Stephanie Rotondo Marshall School	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$57.00
Debra Silva Maplewood MS	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$72.26
Catherine Sinnicke South Mountain	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$68.29
Sandra Smith Tuscan School	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$69.40
Jessica Squires South Orange MS	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$64.89
Alison Steiner Columbia HS	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$65.00
Sharon Stieve Delia Bolden	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$57.00
Marisa Stoessel Delia Bolden	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$68.67
Aaliyah Suarez Seth Boyden	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$54.73
Kerri Waibel Central Office	NJPSA/FEA/ASCD Fall Conference	10/13/26-10/16/26	Atlantic City, NJ	$484.36
Rhonda Wyche Marshall School	NJAGC Teacher Sharefest	10/13/26	New Brunswick, NJ	$72.04
			Total	**$8,882.82**

5020D. Approves the following provider(s) for the 2026-2027 school year for the service indicated:

Provider Name	Service	Rate	**Not to Exceed**
Essex Regional Educational Services Commission	Paraprofessional Part-time Diapering	$36.47/hour $11.39/per diem	**$500,000.00**
Essex Regional Educational Services Commission	Home Instruction	$70.21	**$15,000.00**
Homecare Therapies dba Horizon Healthcare Staffing	Paraprofessionals/Health Aides/Instructional Aides	$32.00/hour	
	Paraprofessional with Sub Certification	$40.00/hour	
	ABA Paraprofessional	$42.00/hour	**$2,100,000.00**

5020E. Approves the use of the following vendors in excess of 53,000.00 for the 2026-2027 school year:

Vendor Resolutions 26-27	Product	Department	Contract #	Estimated Expenditure
Arctiq Us, Inc.	Cisco, Smartnet Networking	Technology	NVP AR3227 PA# 21-TELE-01506, OMNIA #R240303	$185,000.00
Aspire Technology Partners, LLC	Cisco Networking	Technology	NVP #AR3227 #21-TELE-01506	$118,000.00
Bradyplus Company	Custodial Supplies	Facilities	ED DATA 12286 & 13338	$153,830.00
CDWG		Technology	AEPA-026D K-12 ESCNJ/AEPA 026-D	$600,000.00
IXL Learning Inc.	Curriculum Licensing and PD	Curriculum		$81,984.00
Municipal Capital Corporation	Copier Lease buyout	Business Office		$359,447.15
UGI Energy Services, LLC	Utility	Business Office		$160,000.00

5020F. Accepts a donation of supplies and equipment from the Music & Arts Education Project, Inc. (MAEP). Each teacher will receive an allocation of $500.00 of items (overall value $20,000) to support their respective classrooms or programs.

5020G. Accepts a donation from the Achieve Foundation in the amount of $2,573.33.

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

20-006-200-890	Education Foundation	$2,572.33

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.

5020H. 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.

5020I. Approves a Memorandum of Understanding with the South Orange Symphony Orchestra and authorizes the Business Administrator to enter into an agreement for the use of facilities at South Orange Middle School.The agreement shall provide for the waiver of facility use fees, with the South Orange Symphony Orchestra responsible for any required security and custodial services.

5020J. Authorizes the enrollment of Students 8174262665 and 6910924125 for the 2026-2027 school year through June 30, 2027, on the basis of tuition, in accordance with the terms and conditions set forth in the tuition contracts.

5020K. Approves the 2027-2028 Budget Calendar as presented.

5020L. Amends parental transportation agreement #26/27-2 to reflect the correct compensation amount of $20,750.00 for the period September 8, 2026 through June 30, 2027.

5020M. WHEREAS South Orange Maplewood School District desires to ensure compliance with IRS regulation regarding the administration and management of its 403(b), 457(b) and/or 401(a) retirement plan(s);

WHEREAS it is in the best interest of South Orange Maplewood School District and its employees to engage the services of a qualified third-party administrator specializing in 403(b), 457(b) and/or 401(a) plan administration;

WHEREAS, after careful consideration, South Orange Maplewood School District has identified PenServ Plan Services, Inc. as a reputable and experienced provider of 403(b), 457(b) and/or 401(a) administrative services.

NOW, THEREFORE, BE IT RESOLVED THAT:

The South Orange Maplewood School District Board of Education hereby authorizes and engages PenServ Plan Services, Inc. to provide comprehensive third-party administrative services for its

403(b), 457(b) and/or 401(a) retirement plan(s), effective September 24, 2026.

The Superintendent or designee is hereby authorized to enter into a service agreement with PenServ Plan Services, Inc., outlining the terms, conditions, and fees for the provision of 403(b), 457(b) and/or 401(a) administrative services.

PenServ Plan Services, Inc. is authorized to perform the following services related to the 403(b), 457(b) and/or 401(a) retirement plan(s):

a. Plan document preparation and maintenance, including required amendments.
b. Compliance monitoring and reporting, ensuring adherence to all applicable laws, regulations, and reporting requirements.
c. Participant enrollment and education, providing assistance and resources to employees to help them make informed decisions about their retirement savings.
d. Recordkeeping and reporting, maintaining accurate and up-to-date records of employee contributions, investments, and plan distributions.
e. Assistance with annual nondiscrimination testing, participant disclosures, and other regulatory requirements.

South Orange Maplewood School District shall cooperate with PenServ Plan Services, Inc. by providing necessary information and access to relevant plan documents and records to ensure the effective provision of 403(b), 457(b) and/or 401(a) administrative services.

The Superintendent or designee is authorized to take all actions necessary to implement this resolution and to execute any documents or agreements related to the engagement of PenServ Plan Services, Inc.

This resolution shall remain in effect until amended or rescinded by the South Orange Maplewood Board of Education.

5020N. Approves the 2026-27 Business Office Standard Operating Procedures (SOP) Manual as presented.

5020O. Approves a clinical affiliation agreement with Fordham University of New York, NY, for students enrolled in the Graduate School of Social Service program, effective September 1, 2026, through August 31, 2029.

5020P. WHEREAS, the South Orange Maplewood Board of Education ("Board") has determined that it requires the highly specialized services a licensed architectural firm to provide Architectural Services for the 2026-2027 school year; and

WHEREAS, architectural services constitute "Professional Services" pursuant to the New Jersey Public School Contracts Law, N.J.S.A. 18A:18A-5(a)(1), which permits the Board to award contracts for such services without public advertising for bids; and

WHEREAS, the Board, in the interest of fiscal accountability, equity, and transparency, desires to utilize a competitive Request for Proposals (RFP) process to evaluate the qualifications, experience, and fee structures of responding professionals;

NOW, THEREFORE, BE IT RESOLVED by the South Orange Maplewood Board of Education authorizes the Business Administrator to administer the Competitive Contracting Process for this Professional Service.

5020Q. WHEREAS, the Board of Education of the South Orange Maplewood Board of Education ("Board") requires specialized professional and consulting services regarding its employee health benefits insurance programs and its commercial property, casualty, and liability insurance risk management programs; and

WHEREAS, such insurance brokerage and advisory services constitute Extraordinary Unspecifiable Services ("EUS") in accordance with *N.J.S.A. 18A:18A-5(a)(2)* and *N.J.A.C. 5:34-2.1* et seq., which exempts professional brokerage contracts from formal public competitive bidding requirements; and

WHEREAS, while exempt from public bidding, the Board desires to promote open, fair, and transparent competition to secure the highest quality services at the most competitive terms and cost structures for the taxpayers and employees of the district; and

WHEREAS, the Board has determined that its operational and administrative interests are best served by evaluating these distinct professional disciplines through two separate, specialized procurement processes rather than a single combined solicitation;

NOW, THEREFORE, BE IT RESOLVED by the South Orange Maplewood Board of Education authorizes the Business Administrator to administer the Competitive Contracting Process for these Professional Services.

5020R. Accepts FY 2027 Individuals with Disabilities Education Improvement Act entitlement funds as follows:

- Part B Allocation $1,646,932.00
- Preschool Allocation $ 48,935.00

5020S. Authorize the following Clubs, Parent Organizations and PTAs be covered as additionally insured under the District’s NJSIG

policy for the 2026-2027 school year.

CHS Clubs

Architecture and Building Club

Comfort Project 360

Community Service Club

Chinese Language Culture Club

Junior Twig

Paws for a Cause

This list must be approved annually and may be amended throughout the school year.

5020T. Approves a tuition agreement with Essex County Vocational Schools for the 2026-2027 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

5020U. Accepts a donation of a Collegiate by Holton Double Horn (Serial #336690, manufactured 1961) to benefit the Columbia High School Band Program. The approximate value of the donation is $1,000.

5021. Adopt the following curricula:

Resolution Number	New/Revised	Department	Subject
5021-1	Revised	Fine Arts K-12	Art 2 (HS)
5021-2	Revised	Fine Arts K-12	Select Drama 8th Grade
5021-3	Revised	Fine Arts K-12	2D Art Grades 6-8
5021-4	Revised	Fine Arts K-12	Animation 1
5021-5	Revised	Fine Arts K-12	Animation 2
5021-6	Revised	Fine Arts K-12	Drawing
5021-7	Revised	Fine Arts K-12	Symphonic Choir HN
5021-8	Revised	Fine Arts K-12	Canens Vocem
5021-9	New	Fine Arts K-12	General Music 6-8

5021-10	Revised	World Languages/ELL K-12	Grade 6 Chinese
5021-11	Revised	World Languages/ELL K-12	Grade 7 Chinese
5021-12	Revised	World Languages/ELL K-12	Grade 8 Chinese
5021-13	Revised	World Languages/ELL K-12	Grade 6 Spanish
5021-14	Revised	World Languages/ELL K-12	Grade 7 Spanish
5021-15	Revised	World Languages/ELL K-12	Grade 8 Spanish

5022. 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 Libraries 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 South Orange/Maplewood Parks, Community Centers & Pools	South Orange/Maplewood	NJ
All South Orange/Maplewood Township Buildings	South Orange/Maplewood	NJ
All-Star Music Resort	Lake Buena Vista	FL
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
Baird Community Center	South Orange	NJ
Barclays Center	Brooklyn	NY
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
BAPS Swaminarayan Akshardham Buddhist Temple	Robbinsville	NJ
Buehler Challenger & Science Center	Paramus	NJ
Bryant Park	New York	NY
Calvin Klein Corporate Museum	New York	NY
Carnegie Hall	New York	NY
CBS Morning Show	New York	NY
Center Court Athletic Club of Chatham	Chatham	NJ
Chelsea Galleries & Markets	New York	NY
Christ Church Burial Grounds	Philadelphia	PA
City Center	New York	NY
Consulate General of the People's Republic of China	New York	NY
CO-OP Extensions	Morris, Essex and Union County	NJ
Courtyard by Marriott Alexandria Old Town/Southwest	Alexandria	VA
Dance Theater of Harlem	New York	NY
Daughters of Israel	West Orange	NJ
Dave and Busters Arcade	Woodbridge/Wayne	NJ
Dim Sum Palace	New York	NY
Disney Springs	Lake Buena Vista	FL
Disney World & Universal Studios	Orlando	FL
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	Leonia	NJ
Florham Park Roller Skating Rink	Florham Park	NJ
Flushing Townhall	New York	NY
Food Pantry	Hillside	NJ
Forest Lodge	Warren	NJ
Fox News Channel	New York	NY
Funplex	Livingston/East Hanover	NJ
George R. Brown Convention Center	Houston	TX
Georgia World Congress Center	Atlanta	TX
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
Harrah's Resort	Atlantic City	NJ
Heritage Place Houston Brookhollow Hotel	Houston	TX
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
J. Birney Crum Stadium	Allentown	PA
JA Biztown (Junior Achievement of New Jersey)	Edison	NJ
Jacobs Chapel AME Church	Mt. Laurel	NJ
Jersey Cares	Essex County Locations	NJ
Jersey Mike Arena	Piscataway	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
Kaufman Music Center (Merkin Hall)	New York	NY
Lake George Six Flags	Lake George	NY
Lake George Village	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
Maplewood Country Club	Maplewood	NJ
Maplewood Pool	Maplewood	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
Miti Restaurant	South Orange	NJ
Monster Mini-Golf	Edison	NJ
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 Jersey State House	Trenton	NJ
New Jade Lake Asian Cuisine	Millburn	NJ
New Jersey Convention & Expo Center	Edison	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
Our Lady of the Lake	Verona	NJ
Palazzone 1960	Wayne	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

Renaissance Atlanta Wavery Hotel & Convention Center	Atlanta	GA
Repertorio Espanol Theater	New York	NY
Richfield Regency	Verona	NJ
Rise NY	New York	NY
Rizzo's Wildlife World	Flanders	NJ
Rochester's BBQ and Grill	Lawnside	NJ
Roman Gourmet	Maplewood	NJ
Kaufman Music Center (Merkin Hall)	New York	NY
Rockefeller Center	New York	NY
Rolee Skating Rink	Florham Park	NJ
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
Somerset Patriots	Bridgewater	NJ
Sound on Sound Studios	Montclair	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
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
The Armory	Jersey City	NJ
The Challenger Learning Center	Suffern	NY
The Gravity Vault	Chatham	NJ
The Highline	New York	NY
The Maplewood Bike Shed	Maplewood	NJ
The Met Cloisters	New York	NY
The Paley Center for Media	New York	NY
The Seeing Eye Institute	Morristown	NJ
The Wildlife Conservation & Education Center	Garfield	NJ
The Woodland	Maplewood	NJ
Tiger Sugar	New York	NY
Timbuctoo Village	Westhampton	NJ

Ot Topgolf	Edison/Parsippany	NJ
Township of Berkeley Heights Municipal Facilities	Berkeley Heights	NJ
Treescape Aerial Adventure Park	Vernon Township	NJ
United Methodist Church	Morristown	NJ
UniverSoul Circus	Newark	NJ
Urban Air Trampoline & Adventure Park	Avenel	NJ
Village Diner	South Orange	NJ
Visual Arts Center of New Jersey	Summit	NJ
Vybes 109 Restaurant	New York	NY
Walia Restaurant	South Orange	NJ
Wall Street/Stock Exchange	New York	NY
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

5023A. Abolish Board Regulation 2200 Curriculum Content.

5023B. Adopts Policy 2200 Curriculum.

5023C. Adopts Policy 2411 Career Education and Academic Counseling.

5023D. Adopts Policy 5460 High School Graduation.

5023E. Adopts Policy 5561 Use of Physical Restraint and Seclusion Techniques for Students with Disabilities.

5024A. WHEREAS, the South Orange Maplewood Board of Education ("Board") and the Administrators, Supervisors, and Coordinators Association ("ASCA") have negotiated a Sidebar Agreement concerning the establishment of an annual stipend position entitled Coordinator of Career & Technical Education (CTE) & 21st Century Programs; and

WHEREAS, the Sidebar Agreement provides for an annual stipend of $7,500.00 per school year for an active member of the ASCA bargaining unit; and

WHEREAS, the position is designated as a non-guide, annual stipend assignment, is not placed on the ASCA salary guide, and the stipend is non-pensionable; and

WHEREAS, the Sidebar Agreement provides that the Board retains the sole right and discretion to offer, assign, continue, or

discontinue the stipend position in any given school year based upon district operational and programmatic needs; and

WHEREAS, upon ratification of the Memorandum of Agreement with ASCA, the Sidebar Agreement shall become part of the Collective Bargaining Agreement between the Board and ASCA; and

NOW, THEREFORE, BE IT RESOLVED, that the South Orange Maplewood Board of Education hereby approves the Sidebar Agreement between the Board and the Administrators, Supervisors, and Coordinators Association (ASCA) establishing the annual Coordinator of Career & Technical Education (CTE) & 21st Century Programs stipend position in the amount of $7,500.00 per school year, subject to the terms and conditions set forth in the Agreement; and

BE IT FURTHER RESOLVED, that the Board President and Superintendent of Schools are hereby authorized to execute the Sidebar Agreement and any documents necessary to effectuate the terms of this resolution.

5024B. WHEREAS, the South Orange-Maplewood Board of Education ("Board") and the Administrators, Supervisors, and Coordinators Association ("ASCA") are parties to a Collective Negotiated Agreement covering the period July 1, 2025 through June 30, 2028; and

WHEREAS, the Board and ASCA have negotiated an agreement concerning compensation for ASCA members designated to serve as Rooster Monitors during the 2026-2027 school year; and

WHEREAS, Rooster Monitors supervise students who arrive at school prior to the official start time, thereby providing a safe and structured environment for students who arrive early; and

WHEREAS, the Board and ASCA have agreed that an ASCA member designated by the Superintendent to serve as a Rooster Monitor shall receive a stipend of $4,000 for the 2026-2027 school year; and

WHEREAS, the Board and ASCA have further agreed that the District reserves the right, in its sole discretion, to use or not use the Rooster Monitor stipend in any given year; and

WHEREAS, the Agreement shall be effective upon execution and shall expire on June 30, 2027, unless extended by mutual written agreement of the parties; and

WHEREAS, the Agreement provides that the necessary steps shall be taken to incorporate the agreed-upon changes into the Collective Negotiated Agreement, as appropriate;

NOW, THEREFORE, BE IT RESOLVED, that the South Orange-Maplewood Board of Education hereby approves the Agreement between the Board

and the Administrators, Supervisors, and Coordinators Association concerning the Rooster Monitor stipend for the 2026-2027 school year, substantially in the form presented to the Board; and

BE IT FURTHER RESOLVED, that the Board President and Superintendent of Schools are hereby authorized to execute the Sidebar Agreement and any documents necessary to effectuate the terms of this resolution.

5025A. WHEREAS, the South Orange-Maplewood Board of Education (hereinafter "Board") and the South Orange-Maplewood Education Association (hereinafter "SOMEA") are parties to a Collective Negotiations Agreement ("CNA"); and

WHEREAS, Article III(C) of the CNA provides that the Agreement shall not be modified in whole or in part except by a written instrument duly executed by both Parties; and

WHEREAS, the Board and SOMEA desire to continue the 6–12 Counselor Leader stipend position for the 2026–2027 school year with revised duties and responsibilities, including coordination of Section 504 Plans, High School Test Coordinator responsibilities, and leadership of the counseling department; and

WHEREAS, the Sidebar Agreement establishes a pensionable annual stipend of $10,000 for the position for the 2026–2027 school year, expiring on June 30, 2027;

NOW, THEREFORE, BE IT RESOLVED, that the South Orange-Maplewood Board of Education hereby approves and ratifies the Sidebar Agreement with SOMEA for the 6th–12th Grade Counselor Leader position for the 2026–2027 school year; and

BE IT FURTHER RESOLVED, that the Superintendent or designee and Board President are hereby authorized to execute the Sidebar Agreement on behalf of the Board.

5025B. WHEREAS, the South Orange-Maplewood Board of Education (hereinafter "Board") and the South Orange-Maplewood Education Association (hereinafter "SOMEA") are parties to a Collective Negotiations Agreement ("CNA"); and

WHEREAS, Article III(C) of the CNA provides that the Agreement shall not be modified in whole or in part except by a written instrument duly executed by both Parties; and

WHEREAS, the Board and SOMEA desire to establish a co-curricular, non-pensionable Elementary Inclement Weather Monitor stipend position at elementary schools; and

WHEREAS, the position requires a valid teaching certification and involves early morning supervision of students for the fifteen

(15) minutes immediately preceding the regular student start time on designated inclement weather days;

NOW, THEREFORE, BE IT RESOLVED, that the South Orange-Maplewood Board of Education hereby approves and ratifies the Sidebar Agreement with SOMEA establishing the Elementary Inclement Weather Monitor position; and

BE IT FURTHER RESOLVED, that the Superintendent or designee and Board President are hereby authorized to execute the Sidebar Agreement on behalf of the Board.

5026. BE IT RESOLVED THAT, the Board of Education approve the following Board Goals for the 2026-2027 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:

Goal 1: Student Achievement Oversight – The Board will strengthen its governance oversight of student achievement, equity, and student success by establishing a consistent framework for monitoring progress toward Board-approved District goals and ensuring that the Board receives timely, meaningful, and actionable information regarding student outcomes, achievement and opportunity gaps, and the effectiveness of District initiatives across student groups. The Board will use this information to inform policy, priorities, resource allocation, and future goal-setting.

Goal 2: Governance Effectiveness – The Board will strengthen its effectiveness as a governing body by improving communication, onboarding and Board development, committee structure and operations, collective Board deliberation, and accountability for Board goals and priorities. The Board will maintain clear structures and processes that support effective oversight, informed decision-making, and alignment of Board work with Board-approved goals and priorities.

Goal 3: Strategic Stewardship – The Board will strengthen long-term stewardship of District resources through disciplined financial oversight, long-range facilities planning, personnel oversight, and clear public communication regarding priorities, tradeoffs, and results. The Board will work collaboratively with the Superintendent and administration to ensure that resources are aligned with Board-approved goals and priorities and that the Board receives the information necessary to make informed, sustainable decisions.

5027. Approve the following District Goals for the 2026-2027 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. Goal I: Connected Learning Framework – The South Orange & Maplewood School District establishes a coherent instructional system designed to ensure every student learns, belongs, and thrives toward their "Portrait of a Graduate" goals. This framework unifies six research-based foundations—Universal Design for Learning (UDL), Culturally Responsive Teaching, John Hattie's Visible Learning, Bill Daggett's Rigor/Relevance/Resilience, NJTSS/MTSS, and Ross Greene's Collaborative & Proactive Solutions (CPS)—into everyday classroom practices like Claim-Evidence-Reasoning, Academic Discourse, and Strong Tier 1 Instruction. Supported by adaptive digital tools like IXL and iReady to target individual growth, and guided by administrative alignment, equity-focused goals, and non-evaluative Instructional Rounds, the district continuously refines system-wide practices to accelerate learning and remove barriers to opportunity.

2. Goal II: Learning-Ready Facilities & Infrastructure – SOMSD is committed to modernizing infrastructure and developing Learning-Ready Facilities while maintaining strict alignment with New Jersey Quality Single Accountability Continuum (NJ QSAC) standards. By upgrading core building systems, enhancing health and safety protocols, and creating flexible, tech-rich learning environments, the district ensures physical spaces actively support modern instructional needs. This dual focus guarantees fully compliant, safe, and sustainable facilities that foster student achievement, fulfill state operational requirements, and provide equitable, high-quality learning environments across all schools.

3. Goal III: Student Wellness – SOMSD is prioritizing student mental health and well-being by building a comprehensive network of support through strong community partnerships. By collaborating with local mental health providers, community organizations, and families, the district is expanding access to school-based counseling, preventative wellness programs, and wraparound mental health services. This holistic approach fosters inclusive, supportive school environments that de-stigmatize mental health, address student needs proactively, and ensure every learner has the emotional resilience and resources required for academic and personal success.

ROLL CALL: Motion 5017A-L,5018A-G, 5019A-B, 5020A-U, 5021 (1-14), 5022, 5023, 5024A-B, 5025A-B, 5026 YES: Bennett, Brown, Callahan, Higgins Kapadia, Meyer, Nayar, Sackett-Gable, Stephan
NO: None

Motion 5021-15 YES: Callahan, Higgins, Meyer, Nayar, Sackett-Gable, Stephan NO: Bennett, Brown, Kapadia

Motion 5027 YES: Bennett, Brown, Callahan, Higgins Kapadia, Meyer, Nayar, Sackett-Gable, Stephan NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

Community Member and Clinton School PTA President Ifeoma Nwigwe addressed the Board regarding the paraprofessional shortage and compromises to student safety and required IEP/504 supports.

NEW BUSINESS

NONE.

FUTURE MEETINGS

The Board of Education will meet in Public Session on Thursday, October 29, 2026 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. Action will be taken.

Motion made by Board Member Stephan, seconded by Board Member Bennett to adjourn. Motion to adjourn was unanimously approved on September 25, 2026 at 1:31 a.m.

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Nicole Schoening, Board Secretary