

Regular Meeting  
South Orange-Maplewood  
Board of Education  
December 18, 2017

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, on December 18, 2017.

Board President Elizabeth Baker called the meeting to order at 7:49 p.m.

Adequate written notice of this meeting of the South Orange-Maplewood Board of Education was sent to the Township and Village Clerks, the Libraries, The Star Ledger, the News Record and all schools.

PLEDGE OF ALLEGIANCE

ROLL CALL: Present: Ms. Adamson, Ms. Baker, Ms. Jones, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin, Ms. Sandor, Ms. Smith, Mrs. Wright

Absent: None

9 VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

BOARD RECOGNITION - Ms. Jones

Mr. Paul Marigliano's students swept the 2017 Ramapo College of New Jersey High School Film Festival in the following categories:

- Best Documentary - Village To Village (Directed by Max Goldstein)
- Best Animation - Super Convention (Created and Animated by Sophie Goodman-Merel)
- Best Film of The Festival - Max's Candy Crush (Directed By Aidan Romanau and Max Goldstein)
- Finalist Trophy - Fosamiso (Created and Animated by recent graduate Andrew Campbell)
- Thirty-one Columbia High School student athletes earned All-Conference Awards for the Fall Season:
- Football - Trey Harris, Cordell Provilon and Luke Hayes
- Boys Soccer - Sam Maidenberg, Joe Dente, Avery Coreschi, Alex Lauder, Julian Lyons, Frederik Hoffmann and Cameron Donald
- Girls Soccer - Hannah Williams, Naomi Joseph, Michelle Aguerro, Cecilia Munoz and Meredith Meyer
- Girls Volleyball - Maya Goldner, Shayla Keegan, Sri Taylor, Maggie Davis and Georgia Longstreet

- Field Hockey - Annie Pasternak, Sarah Wolf, Sam Waldon, Zoe Gonzalez and Erin Lackey
- Cross Country - Sari Rosenberg, David Ives, Tim Depue, Jon Salinaro, Ricky Hankey and Edward Martinez

Columbia High School (CHS) Senior Will Pettigrew, Columbia High School Freshman Anna Pettigrew and South Orange Middle School (SOMS) 8<sup>th</sup> Grader Katie Trzaska performed multiple soloist roles in the New Jersey Dance Theatre Ensemble production of the beloved holiday classic "*The Nutcracker*."

Fifteen Columbia High School students participated in a Model UN Conference at New York University. Elijah Glantz and Christopher Trzaska both won best delegate awards. Valerie Houghton and Danielle Samake were given honorable mentions. Zachary Singer was awarded with a certificate for best position paper.

Columbia High School's Cougar Stars Sophomore Robotics Team is advancing to the State Robotics Championship Tournament in February. Team members include: Zubin Kremer-Guha, Lily Mencarini, Sofia Mencarini, Ben Roberts, Jason Pagan, Alex Glynn, Alex David, Michelle Koenig and Evan Fagan.

Columbia High School Seniors Ricky Hankey, Patrick Lahey and Gavin Wentworth and Junior Cole Donat recently earned the coveted rank of Eagle Scout and were honored at a Boy Scout Court of Honor ceremony on December 2<sup>nd</sup>.

Vanguard Theater Company is Bringing 'Broadway to the Burbs' with a Production of *The Music Man in Concert* co-sponsored by South Orange Middle School, featuring professional actors, pre-professional talent, real SOMA families, and members of the SOMS community.

South Orange Middle School sixth graders Rowan Wechsler and Justice Muhammad will play the two principal child roles in the cast. They will also be joined by South Orange Middle School students Silas Silverman and David Harper, and by SOMS alumnae Sylvie Schuetz and Jacob Tall.

Clinton Fourth Grader Eve Johnson is performing the role of Tessie in the Papermill Playhouse production of *Annie*.

Clinton Third Grader Rianna LaVerdiere is performing in *A Christmas Carol* at the Geva Theatre Center.

The Jefferson School Choir has been invited to sing by the Maplewood Dicken's Village Committee on December 16, 2017. 75 5th grade members of the Jefferson choir will be performing at 1:30 and an incredible 120 4th grade members of the choir will be performing at 3:00. Jefferson Music Teacher Risa Yesotwitz will be leading the students in singing a selection of winter and seasonal songs.

South Mountain Fifth Grader Phoebe Handelman was the driving force behind a new ordinance passed by the South Orange Village Trustees on December 11<sup>th</sup> making it legal to raise and keep chickens in South Orange. According to Village President

Sheena Collum, Phoebe provoked the drafting and approval of the backyard chicken ordinance when she "wrote a very compelling letter to the The Village Green back in July advocating that backyard chickens should be legal and the law needed to be changed in South Orange."

The art work of CHS Art Teacher, and former SOMSD student, Bisa Butler is being featured in an exhibit in Miami.

Maplewood Middle School (MMS) Health and Physical Education Teacher Karen Bonanno is presenting at the SHAPE America National Convention for health and physical education teachers in March of 2018 in Nashville, TN.

The work of the Maplewood Middle School leadership team, Principal Dara Gronau and Assistant Principals Louis Brown and Dion Patterson, was recognized by the NJDOE. Each school that is in Target or Priority status is required to create *School Systems Documents*, including climate and culture plans, school operations, observation best practices, master schedule, and administrator schedules. The documents created by the MMS team were so outstanding that the NJDOE has shared them as a model for first year Target schools.

Seven Marshall staff members were awarded grants from the Montclair State University Network for Educational Renewal: Yves Hart, Michael Wojcio, Skye Sardanopoli, Jaclyn Raviola, Bonita Samuels, Ilana Rakovsky and Vanessa Proietto. These grants are intended for innovative projects in classrooms and throughout the school.

The Achieve Foundation has awarded sixty-nine teacher grants totaling more than \$64,000 to support outstanding, innovative education in all ten SOMSD Schools. The following teachers are receiving funding:

- Columbia High School - Peter Bauer, Noah Brauner, Jennifer Dalton, Jonathan Fisher, Debra Gomer, Tracy McNamara, and Chastity Tedeschi
- Maplewood Middle School - Michael Berezny, Kelli Dios, John Faherty, Suzanne Fein, Meredith Hansen & Brian Kaplan, Debra Hwang, Maureen O'Sullivan, Amy Pitucco, Michele Reisman, Nataly Riera, Samantha Selikoff, Debra Silva, Lorraine Sudol, Eleanya Uche, and Glen Wright
- South Orange Middle School - Caitlin Dennehy, Jacob Ezzo and Angela Forero
- Clinton - Lydia Frasier, Antoinette Gelin, Dawn Gordon, Jordyn Lachmund, and Jennifer Latimer
- Jefferson - Alyssa Olsen
- Marshall - Erin Bolstad, Yves Hart, April Intile, Stephanie Rotondo, Jennifer Scates, and Laura Wood
- Seth Boyden - Kimberly Aquiles, Susan Brody, Dianne Canzonieri, Rosemary Connell, Maureen Davenport, Mary DeSaurno, Erica Dulny, Jillian Gergel, Kristin

Goldsworthy, Benjamin Green, Lynn Kelly, Sheila Murphy, Julie Ann Nolan, Kristin Pei, Elana Ris, Shayna Sackett-Gable, Katherine Subbie and Sandra Smith

- South Mountain - Terri Paisner
- Tuscan- Tivoli Hunt, Amy Popp, Claire Sinclair, Claire VanTine and Rebecca Vezza
- Montrose - Maura Edgington, Lori Smith and Karen Leary

Tracey Woods has served as the chair of the Maplewood Township Green Team for a total of three years and has been an active member of the Maplewood Township Sustainability Committee and the South Orange Maplewood School District Green Team. Tracey developed a concept of collecting data from teachers through an online survey to help the district determine heat conditions in the classrooms. This concept was expanded by applying for a \$10,000 Sustainable New Jersey grant. The grant funds are being used to provide low cost portable monitors that record temperature in various instructional spaces. The information from this data is shared with the district facilities department. The data is used to help balance heat levels. A pilot was conducted in Tuscan elementary school where about a third of the classrooms saw an improvement in heat levels. We are looking forward to continuing this work in other schools within the district this year.

Columbia High School 2008 Graduate SZA is the most nominated woman of the 2018 Grammys, with nominations in five categories:

- Best New Artist
- Best Rap/Sung Performance for Travis Scott collaboration "Love Galore"
- Best R&B song ("Supermodel")
- Best Urban Contemporary Album (*Ctrl*), and
- Best R&B Performance ("The Weekend")

SZA (pronounced "Sizza") was also recently nominated for an MTV Video Music Award, and performed on Saturday Night Live on December 9.

*Father of SZA thanked the Board of education for recognizing his daughter.*

MEMORIALS - Read by Ms. Baker

SPECIAL BOARD RECOGNITION AND APPRECIATION FOR BOARD MEMBER SERVICE

Ms. Baker recognized Maureen Jones and Donna Smith for their years of service on the Board of Education and presented each Board Member with a plaque.

Ms. Jones thanked everyone and reflected on her time and work as a Board member Board and is confident that under Dr. Ficarra's leadership the District is headed in the right direction.

Ms. Pai spoke about the contributions Ms. Smith made as a Board member.

Ms. Smith thanked everyone for the recognition and stated, "Serving on the Board has been hard work but very rewarding".

APPROVAL OF MINUTES

Ms. Pai declared the minutes of the Executive and Public sessions of November 20, 2017 regular meeting and December 5, 2017 Special Meeting (Board Retreat) approved as presented.

SUPERINTENDENT'S MONTHLY UPDATE

Superintendent Dr. Thomas Ficarra updated the Board and community on district progress, including the range of professional development in cultural competency being conducted across the district, the process of revising the Code of Conduct, planning for professional development in restorative practices to support the new regulations, and curriculum realignment work.

BOARD PRESIDENT'S UPDATE

Board President Elizabeth Baker spoke about moving forward with District goals. The Board and Administration collaboratively developed district goals to frame the work going forward. The Board has charged Interim Superintendent Dr. Ficarra with two major priorities:

- Lead the district forward with racial equity, invigorating curriculum and instruction, and integrating our elementary schools
- Look under the hood of every single area of operations and work with the Board to develop a plan to strengthen areas that are weak and to create structures and systems.

The district goals are very aggressive in both of these areas.

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Jamie Hastings Maplewood	Spoke in support of Mr. Frye, Principal of Seth Boyden School. Has seen positive changes at Seth Boyden under Mr. Frye's leadership. Mr. Frye is implementing programs such as the Leadership Program which has positively affected her son.
Jillene Flood Maplewood	Spoke about her sons experiences at Seth Boyden School. Is thankful for the Leadership Program implemented by Principal Frye and hopes the program can be extended through summer.

Nigel Greene  
CHS Alumni  
Seth Boyden Parent

Spoke in support of Principal Frye and Mr. Lucien for their work with the Leadership Program. Mr. Greene feels the Leadership program is detrimental to the development of African American males. Urged the Board to hire more teachers of color.

Amy Straub & Susan Bergin  
Maplewood

Spoke about Policy 5331 Management of Life Threatening Allergies in Schools. Asked the Board to implement the CDC Voluntary Guidelines for Managing Food Allergies in Schools and to set a deadline for doing so. The policy should include: Rapid access to Epinephrine, Prevention of Exposure to Allergens and Inclusion of Students with Food Allergies. Also suggested removing food from classrooms and requests all staff including contracted employees are trained to recognize the signs of an allergic reaction and to administer epinephrine.

Ritu Pancholy  
South Orange

Feels the District goals are a great first step but urged the Board to add teeth to the goals and to include indicators that can be measured, so the community can gauge if goals are being met.

Morgan Hillis  
Maplewood

Thanked Ms. Jones and Ms. Smith for their service as Board members. Spoke about prior pilot programs that combined levels in high school Biology and other programs, listing both the positive aspects and challenges with the program. Feels competent implementation, appropriate supports and quality curriculum are all critical to ensuring students receive the excellent education the District is expected to provide.

Mrs. Gassarò  
Maplewood

Thanked the Board for addressing the need for an allergy policy. Feels the policy needs a complete re-write and parents are willing to help. Concurred with comments made by previous speakers to remove food from classrooms.

Duwan Irby  
South Orange

Spoke about an incident at Columbia High School in which he feels his son was targeted by a teacher. Requested the teacher be removed from the classroom.

ITEM FOR ACTION MOVED FORWARD

Dr. Ficarra introduced Mr. Brad Bertini, candidate for Assistant Principal at Tuscan Elementary School. Mr. Bertini addressed the Board and provided background of his experience.

MOTION made by Ms. Pai seconded by Ms. Jones, that the Board of Education approves the following:

3649A. RETIREMENT

NAME	ASSIGNMENT	EFFECTIVE DATE
Gomer, Debra	T Spanish CHS - 1.0 FTE	7/1/18

3649B. APPOINTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Bertani, Brad	Assistant Principal TUS - 1.0 FTE	2/20/18 6/30/18	\$85,959*
Kazanis, Maria-Daphne	School Library Media Specialist MAR - 1.0 FTE	2/20/18 6/30/18	\$76,263*
Rando, Dr. Donna	Acting Assistant Superintendent of Curriculum & Instruction DIST - 1.0 FTE	1/3/18 6/30/18	\$600 (per day with leave provisions)

3649C. APPOINTMENT OF LEAVE REPLACEMENT STAFF

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Mount-Campbell, Alexandra	T KDG MAR - 1.0 FTE	12/19/17 5/25/18	\$55,610*

3649D. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Carlsen-Gaffney, Kathleen	T 4 JEFF - 1.0 FTE	9/1/17 12/31/17	9/1/17 1/18/18
Geist, James	LR T Social Studies CHS - 1.0 FTE	11/21/17 12/31/17	11/21/17 1/31/18
Soldiviero, Jessica	LR T 4 CLIN - 1.0 FTE	9/1/17 6/30/18	9/1/17 3/31/18

3649E. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Brown, Brenda	T SPED CHS - 1.0 FTE	12/1/17-12/8/17 (Paid Medical Leave)
Jeffries, John	T SS CHS - 1.0 FTE	10/4/17-1/26/18 (Paid Medical Leave)
Lawrence, Stacey	T English CHS 1.0 FTE	11/22/17-11/27/17 (Paid Medical Leave) 11/28/17-1/2/18 (Unpaid FMLA)

## 3649F. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Araujo, Vivana	School Bus Aide DIST - .5 FTE	11/1-30/17 (80 hours)	\$6.85 (per hour)	\$548.00
Dalton, Jennifer	T English CHS .2 FTE	11/21/17 12/22/17 (22 days)	\$94.31 (per day)	\$2,074.86
Durant, Oliver	School Bus Driver DIST - .5 FTE	11/1-30/17 (60 hours)	\$12.91 (per hour)	\$774.60
Ellis, Sabina	Technology Integration Trainer DIST - 1.0 FTE	10/23/17 10/26/17 (8 hours)	\$34.00 (per hour)	\$272.00
Gallof, Pam	T SPED CHS .2 FTE	11/6/17 11/20/17 (9 days)	\$78.87 (per day)	\$709.83
Goodman, Treena	Clerical Aide SM 1.0 FTE	11/29/17 12/1/17 (18.5 hours)	\$9.17 (per hour)	\$169.65
Grasso, Linda	T SPED CHS .2 SPED	11/21/17 12/22/17 (22 days)	\$78.87 (per day)	\$1,735.34
Grossfeld, Randi	T SPED CHS .2 FTE	11/21/17 12/22/17 (22 days)	\$63.42 (per day)	\$1,395.24
Johnson, Beth	T English CHS .2 FTE	11/21/17 12/22/17 (22 days)	\$78.87 (per day)	\$1,735.34
Karl, Gwen	T SPED CHS - 1.2 FTE	9/20/17 12/22//17	+\$17,705 (pro-rated)	\$106,230
Koflowitch, Hellana	T SPED CHS .2 FTE	11/21/17 12/22/17 (22 days)	\$59.98 (per day)	\$1,319.56
Lombardo, Joseph	T English CHS .2 FTE	11/21/17 12/22/17 (22 days)	\$94.31 (per day)	\$2,074.86
Maebert, Stacey	S3/10, Secretary SMA 1.0 FTE	11/29/17 12/7/17 (15.45 hours)	\$2.44 (per hour)	\$37.70
McNamara, Tracy	T English CHS .2 FTE	11/21/17 12/22/17 (22 days)	\$60.84 (per day)	\$1,338.46
Ryan, Suzanne	T SPED CHS .2 SPED	11/21/17 12/22/17 (22 days)	\$94.31 (per day)	\$2,074.86
Schiavo, Lynn	T SPED CHS	11/21/17 12/22/17	\$76.26 (per day)	\$1,677.72

	.2 FTE	(22 days)		
Steindler, Phil	T SPED CHS .2 FTE	11/6/17 11/20/17 (9 days)	\$62.28 (per day)	\$560.52
Stewart, Hector	T 5 JEFF - 1.0 FTE	10/1/17 6/30/18	+\$6,201	\$55,610*
Stradford, Karen	T SPED CHS .2 FTE	11/3/17 11/20/17 (10 days)	\$71.44 (per day)	\$714.40
Whitaker, T.J.	T English CHS .2 FTE	11/21/17 12/22/17 (22 days)	\$94.31 (per day)	\$2,074.86
Tyson, Angela	School Bus Aide DIST - 1.0 FTE	11/1-30/17 (70 hours)	\$8.34 (per hour)	\$583.80

3649G. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Beaumont, Timothy	Administrator on Special Assignment DIST - 1.0 FTE	1/3/18 3/31/18	\$15,000
Cudmore, Jennifer	Assistant to the Principal CLIN - 1.0 FTE	11/21/17 3/31/18	\$8,189
Murphy, Theresa	Assistant to the Principal TUS - 1.0 FTE	1/2/18 2/15/18	\$8,189
Nugent, James	GAIA Club CHS - 1.0 FTE	12/12/17 6/30/18	\$3,223
Ringler, Lisa	Assistant to the Principal SM - 1.0 FTE	11/1/17 12/31/17	\$8,189
*White, Dillon	JV Coach, Boys Basketball CHS - 1.0 FTE	12/12/17 2/28/18	\$5,531

ROLL CALL: Motion 3469 A-G, passed. YES: Ms. Adamson, Ms. Baker, Ms. Jones, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin, Ms. Smith NO: none:  
ABSTAIN: Mrs. Wright

DISCUSSION

Auditor's Report 2016-2017 School Year

Mr. Roth introduced Robert Morrison, auditor from the firm of Hodulik & Morrison, who presented the findings of the annual audit. Mr. Morrison described the auditing process and reporting requirements. He reviewed the different sections of the audit and reported on the districts results. No corrective action is required.

Board Discussion included questions regarding the average level of debt service in New Jersey, request for additional details regarding the fixed asset inventory report, clarification of comments made Mr. Morrison regarding the school lunch

program and a request for a detailed audit of funds that were originally bonded for repairs to the Columbia High School pool.

STUDENT REPRESENTATIVE REPORT - Ms. Sandor

Ms. Sandor provided an update on the following events taking place at Columbia High School:

- Spirit Week
- Student council and MAPSO Cares food drive
- Student council scheduled to attend NJASC Winter Forum
- Naviance and college application workshops will be held in December and January during periods 1, 5, 6, 7 and 9.
- AP (Advanced Placement) Information Session scheduled for January 6, 2018 at the Maplewood Hilton Library and the South Orange Library.
- MAPSO Freedom Schools is offering a two day workshop on Undoing Racism and Community Organizing, January 13 - January 14, 2018.

Ms. Sandor informed the Board that access to the library and lab periods continue to be an issue, students reported that they are not receiving accommodations that they are entitled to and that students are being denied the opportunity to take the AP exam if they are not enrolled in an AP course.

Ms. Baker asked Dr. Ficarra to follow up with administration to resolve issues with access to Columbia High School library and lab periods.

SPECIAL EDUCATION PRESENTATION - Dr. Reisenauer

Ms. Reisenauer, Executive Director of Special Services and Youth Development, presented a Powerpoint presentation on Special Education spending [on file in Board Secretary's office]. The presentation included the following topics:

- Guiding Principals
- Referral and Evaluation Process
- District Programs
- Frequently Asked Questions

Board discussion included the following questions and comments:

- How many 504 students require a 1:1 aide?
- How many 504 students attend Columbia High School?
- Additional special education teachers were hired to ensure the District is in compliance with state codes.
- District needs to monitor the number of students receiving intervention and referral services.
- How many special education students transferred into the District with an IEP (individualized education plan)?
- Request for more specific data and measurable goals.

- Are referrals of African American males coming from teachers or parents?
- Have special and regular education teachers been trained in a tiered intervention and referral program?

DISTRICT GOALS 2018-2019

Dr. Ficarra presented the 2018-2019 District Goals and explained why these goals were selected. Ms. Baker provided background to the creation of the goals.

Goal 1: Facilities & Bonding

Develop a Long Range Facilities Plan ("LRFP") that meets priority health, safety and systems needs, creates sufficient capacity and flexibility for increased enrollment and renews the High School, and seek to obtain NJ DOE approval by October, 2018

Seek to obtain bonding approval from the Board of School Estimate within four months of N.J. Department of Education approval of the LRFP but in no event later than January 2019

In conjunction with the approval of the LRFP, develop and approve new organizational and/or zoning models for the District's elementary and middle schools to ensure socioeconomic integration and educational opportunity for all students and as well as socioeconomic integration and educational opportunity within the High School.

Goal 2: Foster student-centered learning, empower student critical thinking, and enhance student engagement as a means to increase student achievement across all groups and implement the Access & Equity and Placement Policies:

- a. Focus curricular realignment on Math and Science in 2017-18 for implementation in 2018-19.
- b. Strengthen guidance and advisory structures in 2017-18 to ensure that all students, especially underrepresented student groups, are encouraged to enroll in higher level courses and receive support to persist in rigorous coursework.
- c. Research various data platforms in 2017-18 to provide systemic structures in 2018-19 that will:
  - i. capture multiple measures of disaggregated student data (i.e. standardized assessments such as PARCC, teacher-generated assessments, district benchmark assessments, referrals to I&RS and Special Education, and indicators of success such as attendance);

- ii. facilitate the longitudinal analysis of student performance;  
and
- iii. inform professional development, lesson planning, teaching practice, assessments, budgeting, and staffing.

- d. Foster a positive school climate and ensure that instructional practices and school communities are culturally responsive and inclusive by providing ongoing professional development; by the start of the 2018-2019 school year, professional development and school climate initiatives shall be informed by multiple measures of student data.
- e. Articulate and implement an ongoing personnel program in 2017-18 to ensure the recruitment and retention of a highly qualified diverse teaching staff that is aligned with the District's mission, the Access & Equity Policy, and the needs of district students.
- f. Finalize and roll out a revised Code of Conduct and H.I.B. policy (with implementing regulations where necessary) for implementation in the 2018-2019 school year, with community and student education, and professional development with respect to positive climate and restorative practices.

Goal 3: Preparation for and Successful Completion of the District's QSAC Review for the 2017-18 school year:

- a. Complete compliance plan for curriculum revision
- b. Develop Gifted & Talented Programming that complies with State mandates
- c. Revise and implement all mandatory policy changes or additions and develop a process to maintain compliance
- d. Ensure compliance with all Special Education code.

Goal 4: Conform District- and school-wide administrative reporting practices and Board oversight processes to the recently-revised QSAC requirements, against which the District will be assessed in 2020-21, by:

- a. Developing a plan for administrative reporting and Board oversight that aligns and supports compliance with the QSAC requirements in the following areas:
  - i. Instruction and Program
  - ii. Fiscal Management
  - iii. Governance
  - iv. Operations
  - v. Personnel ; and

b. Implementing the reporting and oversight plan in 2018-19.

Motion made by Ms. Pai, seconded by Ms. Maini to amend goal 2 to read as follows:

Goal 2: Enhance student engagement as a means to increase student achievement across all groups and implement the Access & Equity and Placement Policies.

Motion to amend District Goal 2 passed; 9 yes, 0 no.

ITEMS FOR ACTION

MOTION made by Ms. Smith seconded by Mr. Sabin, that the Board of Education approves the following:

3650A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2017-2018 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Canela, Esther	Nyack College	7/2010	BS
Gamage, Matthew	Emory University Cornell University	5/2007 5/1999	MA BS
Green, Benjamin	Wilkes University Syracuse University	8/2011 5/2008	MS BA
Rickard, Kathryn	University of Pittsburgh	4/2003	BA
Rodriguez, Antonio	Seton Hall University	5/2014	BS

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Marin, Eva	Universitat de Barcelona Universitat de Barcelona	2000	BA MA
O'Beirne, Renata	School of Visual Arts	6/1996	BFA
Teschemacher, Kimberly	University of Delaware	5/2015	BA

COUNTY SUBSTITUTE CERTIFICATES - NON-DEGREE

Raheem Funderburk
Bridgette Mullins

Leo Ricketts
Michael Terry

3650B. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHER FOR THE 2017-2018 SCHOOL YEAR PAID AT A DAILY RATE OF \$160

Esther Canela

3650C. APPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2017-2018 SCHOOL YEAR PAID AT A HOURLY RATE OF \$10.00

Maria Dunmeyer

3650D. APPOINTMENT OF HOME INSTRUCTOR FOR THE 2017-2018 SCHOOL YEAR PAID AT THE HOURLY RATE OF \$35.00

Name	Certification
Ejimadu	Teacher of Chemistry
Iheanyichukwu	Elementary School Teacher Teacher of Students w/Disabilities

3650E. APPOINTMENT OF VOLUNTEERS FOR THE 2017-2018 SCHOOL YEAR

Name	Assignment
Scott Burrows	Indoor Percussion Group
Cyrus Heidary	Indoor Percussion Group

3650F. RESCIND APPOINTMENT OF OUT-OF-DISTRICT COACH FOR THE 2017-2018 SCHOOL YEAR

Name	Assignment	Contract Year	Stipend
Grace, Jameel	Boys Basketball Asst/JV	12/2017 2/2018	\$5,614

3650G. APPOINTMENT OF OUT-OF-DISTRICT COACH FOR THE 2017-2018 SCHOOL YEAR

Name	Assignment	Effective Dates	Stipend
Grace, Jameel	Boys Basketball Asst/JV	Nov. 20 <sup>th</sup> - 22 <sup>nd</sup> , 2017 (3 days) Nov. 27 <sup>th</sup> - 30 <sup>th</sup> , 2017 (4 days)	\$5,614 (pro-rated)

3651. Approves class field trip destinations added to the following schools "Statement of Assurance":

School	New Destination
CHS	National Constitution Center, Philadelphia, PA
CHS	Liberty Bell, Philadelphia, PA
CHS	Independence Hall., Philadelphia, PA
CHS	Christ Church Burial Ground, Philadelphia, PA
CHS	Schoenfeld Theater, NY
CHS	Essex County Courthouse, Newark, NJ
CHS	Essex County Prosecutor's Office, Newark, NJ
SOMS	Liberty Science Center, Jersey City
South Mountain	The Woodland, Maplewood, NJ
South Mountain	Maplewood Village, Maplewood, NJ

3652. Adopt the following revised curriculum for the 2017-2018 school year.

3652A REVISED ELA- AP English Language and Composition, AP English Literature and Composition Curriculum

3652B REVISED ELA- Gender Identities Across Literary Movements Curriculum

3652C REVISED ELA -Literature of the African Diaspora Curriculum

3652D REVISED ELA-Literature and Performance Curriculum

3652E REVISED ELA-Sports in Literature Curriculum

3652F REVISED ELA-World Literature Curriculum

3652G REVISED STEM -AP Statistics Curriculum

3653A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated November 30, 2017
2. Expense Account Adjustment Analysis dated November 30, 2017
3. Revenue Account Adjustment Analysis dated November 30, 2017
4. Check Register#396633-396977 in the amount of \$3,574,718.07
5. Check Register#200622 and 200624 in the amount of \$1,775,080.44
6. Check Register#200623 for November 2017 payroll in the amount of \$6,412,605.64

7. Treasurer's Report of October 2017

3653B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's office].

3653C. Approves the attendance and related travel expenses for the following work-related events:

<u>Employee</u>	<u>Workshop/Conference</u>	<u>Travel Date (s)</u>	<u>Location</u>	<u>Estimated Cost (s)</u>
Keith Bonds Central Office	Techspo 18	1/25/18- 1/26/18	Atlantic City, NJ	746.00
Thomas Ficarra Central Office	Techspo 18	1/25/18- 1/26/18	Atlantic City, NJ	746.00
Hellana Koflowich Columbia HS	Yoga and Mindfulness in the Classroom	1/18/18	Edison, NJ	200.00
Greg Speth South Orange Middle	Brain Health-Mood, Metabolism & Cognition	1/19/18	Fairfield, NJ	84.00
Michael Zarabi South Orange Middle	Brain Health-Mood, Metabolism & Cognition	1/19/18	Fairfield, NJ	91.00

3653D. Accepts a donation for the Parenting Center in the amount of \$6,375.00.

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

20-019-200-890                      Parenting Center                      \$6,375.00

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.

3653E. Accepts the district's Comprehensive Annual Financial Report for the fiscal year ending June 30, 2017.

3653F. Accepts the Auditor's Management Report on Administrative Findings - Financial, Compliance and Performance for the fiscal year ending June 30, 2017 as prepared by Hodulik & Morrison, Certified Public Accountants.

3653G. Accepts a donation from DonorsChoose of the following items to be used at Seth Boyden Elementary School:

• [3-Pack] Supershieldz for All-New Fire 7 Tablet 7" Screen Protector	\$ 7.99
• Maomi Amazon Fire 7" Case	\$ 9.99
• YUANFAN All New Fire 7 Case	\$ 9.99
• Fire HD 8 Tablet with Alexa, 8" HD Display, 32 GB, Marine Blue	\$109.99
• [3-Pack] Supershieldz Anti-Glare & Anti-Fingerprint (Matte) screen Protector for Fire HD 8 Tablet 8"	\$ 7.99
• Fire 7 Tablet with Alexa, 7" Display, 8 GB, Canary Yellow	\$ 49.99
• Fire 7 Tablet with Alexa, 7" Display, 8 GB, Punch Red	<u>\$ 49.99</u>
Total Value of Donation	\$245.93

3653H. Approves an agreement with Public Consulting Group, Inc. of Boston, Massachusetts, to provide an internet-based special education tool to assist with reporting requirements pursuant to the IDEA Act, for the period of July 1, 2017 through June 30, 2018 at a rate of \$26,500. PCG will also provide the IEP signature module and IEP translation module for up to three languages for an annual fee of \$15,750.

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.

3653I. Approves an agreement with the New Jersey Fencing Alliance to provide space at their facility to the Columbia High School Fencing team, coaches, trainers and related staff for practices and dual meets from December 1, 2017 to March 15, 2018 at the rate of \$12,324.

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.

3653J. Approves the disposal either by auction or as refuse of the following items deemed unusable by the district based on knowledge of existing programs and based on the age and condition of the items.

The following items are recommended for disposal through auction:

- 2008 Blue Bird 54 passenger school bus VIN# 1BAKFCKH59F259616
- 2001 Blue Bird 24 passenger school bus VIN# 1GBJG31RX11202715
- 2001 Blue Bird 24 passenger school bus VIN# 1GBJG31R311203043
- 2002 Blue Bird 24 passenger school bus VIN# 1GBJG31R621112706
- 1999 Dodge Dump Truck Vin#: 3B6MF3650XM569026
- 2006 Chevrolet StepVan - Workhorse VIN#: 5B4KPD24463415508
- 1990 Ford Truck F35 VIN#: 2FDKF37MOLCA96223
- 1973 Chevrolet Stepvan VIN#: PIF011961200504755042

BE IT FURTHER RESOLVED THAT the Board of Education approves the sale of the surplus property through GovDeals pursuant to the terms and conditions of State Contract A-70967/T2581.

Any remaining items after auction will be disposed of as appropriate.

- 3653K. Appoints Spiezle Architectural Group, of Hamilton Township, New Jersey as the architectural firm for the District. Fees are determined per agreement on file in the Board Secretary's Office.

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.

- 3653L. Authorize Spiezle Architectural Group to conduct at capital projects need assessment at a cost of \$12,800 plus reimbursable expenses.

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.

- 3653M. Approves a contract with Alison Brown, of Maplewood, New Jersey to assist with implementation of the Gifted and Talented Policy at a rate not to exceed \$10,000 during the 2017-18 school year.

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.

3654. Adopt the following policies as presented:

- 2423 Bilingual & ESL
- 5339 Screening for Dyslexia

3655. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of November 2017.

3656. Ratifies the agreement between the South Orange-Maplewood Board of Education and the South Orange/Maplewood Education Association (SOMEA) covering the terms and conditions of employment for the 2017-2018 school year and adopts the salary guides generated by the agreement.

3657. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2017-2018 extended school year [list on file in Board Secretary's Office].

3658. Adopt the District Goals 2018-2019 as presented.

Goal 1: Facilities & Bonding

Develop a Long Range Facilities Plan ("LRFP") that meets priority health, safety and systems needs, creates sufficient capacity and flexibility for

increased enrollment and renews the High School, and seek to obtain NJ DOE approval by October, 2018

Seek to obtain bonding approval from the Board of School Estimate within four months of N.J. Department of Education approval of the LRFP but in no event later than January 2019

In conjunction with the approval of the LRFP, develop and approve new organizational and/or zoning models for the District's elementary and middle schools to ensure socioeconomic integration and educational opportunity for all students and as well as socioeconomic integration and educational opportunity within the High School.

Goal 2: Enhance student engagement as a means to increase student achievement across all groups and implement the Access & Equity and Placement Policies.

- a. Focus curricular realignment on Math and Science in 2017-18 for implementation in 2018-19.
- b. Strengthen guidance and advisory structures in 2017-18 to ensure that all students, especially underrepresented student groups, are encouraged to enroll in higher level courses and receive support to persist in rigorous coursework.
- c. Research various data platforms in 2017-18 to provide systemic structures in 2018-19 that will:
  - i. capture multiple measures of disaggregated student data (i.e. standardized assessments such as PARCC, teacher-generated assessments, district benchmark assessments, referrals to I&RS and Special Education, and indicators of success such as attendance);
  - ii. facilitate the longitudinal analysis of student performance; and
  - iii. inform professional development, lesson planning, teaching practice, assessments, budgeting, and staffing.
- d. Foster a positive school climate and ensure that instructional practices and school communities are culturally responsive and inclusive by providing ongoing professional development; by the start of the 2018-2019 school year, professional development and school climate initiatives shall be informed by multiple measures of student data.
- e. Articulate and implement an ongoing personnel program in 2017-18 to ensure the recruitment and retention of a highly qualified diverse teaching staff that is aligned with the District's mission, the Access & Equity Policy, and the needs of district students.
- f. Finalize and roll out a revised Code of Conduct and H.I.B. policy (with implementing regulations where necessary) for implementation in the 2018-2019 school year, with community and student education, and professional development with respect to positive climate and restorative practices.

Goal 3: Preparation for and Successful Completion of the District's QSAC Review for the 2017-18 school year:

- e. Complete compliance plan for curriculum revision
- f. Develop Gifted & Talented Programming that complies with State mandates
- g. Revise and implement all mandatory policy changes or additions and develop a process to maintain compliance
- h. Ensure compliance with all Special Education code.

Goal 4: Conform District- and school-wide administrative reporting practices and Board oversight processes to the recently-revised QSAC requirements, against which the District will be assessed in 2020-21, by:

- a. Developing a plan for administrative reporting and Board oversight that aligns and supports compliance with the QSAC requirements in the following areas:
  - i. Instruction and Program
  - ii. Fiscal Management
  - iii. Governance
  - iv. Operations
  - v. Personnel ; and
- b. Implementing the reporting and oversight plan in 2018-19.

ROLL CALL: Motion 3650A-G, 3651, 3653B-M, 3655, 3657, 3658 passed; 8, yes 1, no.

Motion 3652A-G passed. YES: Ms. Adamson, Ms. Baker, Ms. Jones, Mrs. Lawson- Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin, Ms. Smith NO: Mrs. Wright

Motion 3653A passed. YES: Ms. Adamson, Ms. Jones, Mrs. Lawson- Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin, Ms. Smith, Mrs. Wright NO: None ABSTAIN: Ms. Baker (payments to Pomptonian Food Service, Temco Service Industries, Inc. and U.S. Security Associates, Inc.

Motion 3654 passed. YES: Ms. Adamson, Ms. Baker, Ms. Jones, Mrs. Lawson- Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin, Ms. Smith NO: Mrs. Wright

Motion 3656 passed. YES: Ms. Adamson, Ms. Baker, Ms. Jones, Mrs. Lawson- Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin, Ms. Smith, Mrs. Wright NO: None ABSTAIN: Mrs. Wright

#### POLICIES

- Policy 2415.30 Title I - Education Stability For Children In Foster Care - 1<sup>st</sup> reading
- Policy 5330.01 - Administration of Medical Marijuana - 1<sup>st</sup> reading

- Policy 5331 - Management of Life Threatening Allergies in Schools - 1<sup>st</sup> reading
- Policy 8505 - Local Wellness Policy/Nutrient Standards for Meals and Other Foods - 1<sup>st</sup> reading
- Policy 2423 Bilingual and ESL - 2<sup>nd</sup> reading
- Policy 5339 Screening Dyslexia - 2<sup>nd</sup> reading

Board members discussed the proposed changes to Policy 5331 Management of Life Threatening Allergies in Schools to include more detailed procedural information to the policy and regulations to address the concerns raised by the community.

COMMITTEE REPORTS

Policy and Monitoring - Ms. Lawson-Muhammad

The committee reviewed policies presented on tonight's agenda for first and second reading.

Community Engagement and Outreach - Ms. Pai

The committee discussed the following topics:

- Board office hours and identifying events taking place throughout the district that the Board can attend to become more accessible to the community.
- Generating more positive press and celebrating the good things happening throughout the district.
- Identifying a more consistent cadence to get good news to the community.
- Including a link to committee meeting minutes in the post Board meeting newsletter.
- The automated email sent in response to messages sent to the Board members email address. The message is not only to inform the sender that their message has been received but also to clarify the chain of command within the administration before contacting the Board with certain concerns or issues.

Ms. Pai announced the screening of *Someone You Love: The HPV Epidemic* on January 11, 2018 at the Maplewood Library.

Finance & Facilities - Mr. Sabin

The committee did not meet.

Labor and Relations - Ms. Smith

The committee discussed the SOMEA (South Orange Maplewood Education Association) agreement for the 2017-2018 school year.

Equity and Excellence - Ms. Maini

The committee did not meet.

HEARING OF INDIVIDUALS AND DELEGATIONS

NONE.

NEW BUSINESS

The Board meeting scheduled for February 26, 2018 is changed to Tuesday, February 20, 2018.

FUTURE MEETINGS

The Board of Education will meet for its annual Reorganizational Meeting on Wednesday, January 3, 2018 at 7:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Action will be taken.

The Board of Education will meet in Closed Session on Monday, January 22, 2018 at 6:30pm in the Superintendent's Office to discuss personnel and legal issues, negotiations and other matters to be announced at a later date. Immediately following the Closed Session, the Board of Education will meet in Public Session at 7:30pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Action will be taken.

The Board of Education will meet in Closed Session on Tuesday, February 20, 2018 at 6:30pm in the Superintendent's Office to discuss personnel and legal issues, negotiations and other matters to be announced at a later date. Immediately following the Closed Session, the Board of Education will meet in Public Session at 7:30pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Action will be taken.

MOTION made by Ms. Smith, seconded by Ms. Pai, that the Board of Education adjourn Motion unanimously approved at 12:15 p.m.

---

Paul Roth, Board Secretary