

Regular Meeting
South Orange-Maplewood
Board of Education
March 19, 2018

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 March 19, 2018.

Board President Elizabeth Baker called the meeting to order at 7:35 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. E. Baker, Mrs. Lawson-Muhammad, Ms. Maini, Mr. Mazzocchi, Ms. Pai, Mr. Sabin, Ms. Sandor, Mrs. Wright

Absent: Ms. R. Baker

8 MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

BOARD RECOGNITION - Ms. Maini

The Columbia High School Mock Trial Team was a semifinalist in the annual Essex County Mock Trial Competition, the team's highest placement since 2015. The team, advised by history teacher, Matt Borkowski, includes:

Hannah Anthony	Donovan Batzli	Luke Burke
Theo Grayer	Bryn Healy	Teddy Higer-Paris
Allison Kofsky	Daniel Maloof	Sierra McCrear
Jonah Meisels	Teagan Morriss	Devin Mozoul
	Isabel Wolter	

Columbia High School Winter Season Athletic Accomplishments

Columbia High School Wrestling Team advanced to the NJSIAA State Tournament for the first time since 2002. Individual student accomplishments included:

- Naquan Tory, Galileo Hetherington, Devin Rocha & CJ Love all qualified for the District Finals & Advanced to the Regional Tournament
- Hunter Dallison & Blake McGowan finished 3rd in the District & qualified for the Regional Tournament
- Blake McGowan, Devin Rocha & Galileo Hetherington advanced to the Regional Quarterfinals
- Galileo Hetherington finished 3rd in the Region and Advanced to State Finals in Atlantic City
- Devin Rocha, Galileo Hetherington, Hunter Dallison, Ben Morris & Blake McGowan earned SEC Liberty Division 1st Team All-Conference
- CJ Love, Naquan Tory & Nate Rocha earned SEC Liberty Division 2nd Team All-Conference
- Fredrick Holdbrook & Max Moore earned SEC Liberty Division Honorable Mention

Columbia High School Girls Swim Team were the Girls 2018 SEC Division Champions, finishing undefeated in conference meets, and went on to win the 2017-18 Essex County Tournament Championship for the first time since 1983.

Individual student accomplishments in the Meet of Champions include:

- Marie Fagan Finished 9th in the 100m Fly event (School Record)
- Elly Ragone, Raina Hackett, Caroline Cerny & Marie Fagan finished 15th in the 200m Free Style Relay
- Gabby Hayek, Elly Ragone, Caroline Cerny & Marie Fagan finished 23rd in 400m Free Style Relay (School Record)

Six Athletes earned 1st Team All SEC Conference:

Marie Fagan	Kat Dowlin	Caroline Cerny
Raina Hackett	Elly Ragone	Gabby Hayek

Elly Ragone earned 2nd Team All SEC Conference

Columbia High School Boys Fencing Team finished #3 in the state with a win over Morris Hills in State Bronze Medal Match. The team took 2nd place in the District Champions. The team had a 15-2 season record. Team members include: Michael Wallin, Malcolm Mee, Jeremy Giles, Aaron Waldner, Tran Soles-Torres, Nickolas Goguen-Compagnoni, Hikaru Hayakawa, Ben Goldberg, Josh Abdill, Adam Dubowy, Anthony Jackson and Isaiah Ogbeifun. They are coached by Daryl White and Doc Paulina.

Columbia High School Girls Fencing Team finished #2 in the state with a tough loss to Bergen Tech in State Final at Morris Hills. The team finished as District #5 Champions at Montclair and had a 13-2 season record. Team members include: Sophia Heriveaux, Brianna Stellini, Janine Bacchus-Joseph, Mia Zuckerberg, Taylor Brooks, Zander Rhodes, Sara Kasler, Roshana Hyppolite, Ana Cowie, Paloma Diaz, Jasmine LeCount-McClanahan, Isabelle Wendt and Noelle Jamison. They are coached by Tiffini Ginlock and Doc Paulina.

Girls Indoor Track Team won a number of honors including First in the SEC American Division Championships, 2nd in the County Relays, 2nd at Group IV Sectionals.

Individual Accomplishments in the SEC American Division Championship include:

- Ciara French won 55 meter race, 55 hurdles
- Lillian Williams, Briana Reckling, Catherine Jordan, Sabrina McCrear won the 4x400 relay
- Catherine Jordan won 1st in High Jump
- Megan Mosteiro won 1st in Pole Vault

At the NJSIAA State Relays, Briana Reckling, Ciara French, Lillian Williams, Ruth Pasteur finished first in the Girls 4x200 meter

Individual Accomplishment in the Group IV Sectionals Include:

- Briana Reckling finished #1 in 400meter run
- Catherine Jordan took 2nd in high jump & 5th in 800meter run

- 4x400 meter relay team took 3rd
- Ayana Henry took 3rd in 55 meter hurdles

Sabrina McCrear, Briana Reckling, Catherine Jordan, and Lillian Williams were the top Girls 4x400 team in NJ in the State Meet of Champions.

Columbia High School Boys Track Team member David Ives won 2nd in 3200 meter run and Callum Howald won 2nd in Pole Vault at the Group IV Sectionals. Callum Howald also finished top in Pole Vault in the State Meet of Champions.

Boys Basketball team member Nasheem Harte earned Second Team in the All SEC Conference Liberty Division. Breizh Askew and Russ Ayala earned Honorable Mention in the SEC Conference Liberty Division.

Columbia High School students Ashley Cisse, Ashley Fanka, and Toyibat Ayunkubi were winners in the Essex County Educators Association Essay Contest. They wrote about the assigned topic, "Identify the Opportunities Your School Has Offered You To Prepare You for Your Future."

Four Columbia High School students have won Scholastic Art & Writing Awards in art - all of them in photography. Max Goldstein won two Gold Key Awards, two Silver Key Awards and three honorable mentions. Mary Arevalo won a Silver Key Award and an honorable mention and Stephen Lehren and Sophia Rothstein won an honorable mention.

Columbia High School Seniors Isabelle Wendt and Sophia Salvato are both recipients of the 2018 Essex County Academic Award, acknowledging their outstanding achievement in academic performance.

Columbia High School Senior Marc Alexandre was honored by The Essex County School Boards Association with the 2018 Essex County Student Recognition Award. This Award acknowledges his hard work and success as a student, athlete and employee, all accomplished while overcoming the challenges of a new culture and language. Marc arrived to CHS as a Sophomore with no English Language.

Seven Columbia High School Students participated in Region and All State Groups:

- Richard Saber - Region High School Mixed Chorus
- Jason Meusel - Region I Orchestra on Bass
- Margaret Riekenberg, Kelsey Stone and Sylvie Schuetz - Region High School Treble Chorus
- Caitlyn Huetz and Lily Wilson - NJ All State Treble Chorus.

Congratulations also to Ms. Bunch who conducted the Region Treble Chorus! Columbia High School Students Quinn Barnitt and Ariana Machado had work featured among the 40 pieces of student art work which were showcased in the 2017-18 State Teen Arts Touring Visual Art Exhibit. The pieces featured in this exhibit were selected among thousands of pieces of artwork showcased from 15 different counties.

Columbia High School Juniors Cecilia Munoz, Leah Miller, Andrew Matos, Kamille Sabio, and Amelia Cintron-Burch scored in the top 2.5 % on the

PSAT/NMSQT among all Hispanic and Latino test takers in our region, and have been invited to participate in the National Hispanic Recognition Program.

South Orange Middle School 7th Grader Clay Hudson received Gold Key recognition for The Scholastic Art & Writing Awards. Jurors select work for national recognition based on three criteria: Originality, Technical Skill, and Emergence of a Personal Vision or Voice.

Emia Lewis, a 7th grader at South Orange Middle School, was selected by Black Girls Code in collaboration with Disney to participate in an exclusive Warriors Who Code Challenge. This coding challenge is based on the new movie A Wrinkle In Time and Emia had the opportunity to travel to Hollywood, California to learn about coding and computer programming. This was a highly selective process where girls had to complete an application process as well as an essay.

South Orange Middle School student Lilly Elliasevich is one of the winners of NJAGC Student Awards Contest. Her work was chosen out of more than 100 other New Jersey students in first grade through high school from 15 counties who sent in essays and poems based on the "Making Connections" theme.

Ten South Orange Middle School 6th Grade Band students have been selected to participate in the North Jersey School Music Association Elementary Region 1 Honors Band:

- Marlo Alexander - clarinet
- Mia Avila - percussion
- Tali Ben-Ari - clarinet
- Aaron Budd - trombone
- Nawal Irfani - flute
- Jacob Pross - alto sax
- Skyler Smith - clarinet
- Sophia Tsioulcas-Sherman - trumpet
- Arushi Vadlamani - clarinet
- Lily Westhelle - trumpet

Don Tighe is the SOMS Director of Bands.

Two South Orange Middle School 6th grade students were participants in the National USA Track and Field Indoor track meet on March 10, 2018. Their 4x400 relay team took First place and broke the meet record! KUDOS and Congratulations to Peyton Hollis and Ava Davis along with their two teammates from Montclair and Newark.

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South Orange Middle School 7th graders Melody Czukoski and Lily Sharma, came in 4th place in the NJ state Vex Competition in Robotics overall and got a bid to go to the World Championship because they came in 1st place for Skills competition.

South Mountain School was recognized on March 13th by the Essex County Freeholder's Office for its status of receiving recognition as a Sustainable NJ School.

Five Jefferson students were chosen to have their work displayed in the Essex County Executive's Office at the Hall of Records in Newark, NJ. At a reception on March 23, 2018, James Overton and Natali Mitial in 5th grade will be exhibiting their self-portraits. Aidan Kleinman in 3rd grade is exhibiting his watercolor birds. Caleb Salmon and Hailey Rulnick also in 3rd grade are exhibiting their glue, chalk pastel abstracts. Their Art Teacher is Eva McNally.

South Orange Middle School Music Teacher Jacob Ezzo was honored by Essex County Freeholder At-Large Patricia Sebold for winning the 2017 Arts Ed Now Competition.

Tuscan Teacher Claire Sinclair received an award recognizing her work with Tuscan students to help families in need at The Annual MEND (Meeting Emergency Needs with Dignity) Celebration.

Principal Kim Hutchinson, and Jefferson Elementary School have been recognized by St. Jude's Children's Research Hospital for their outstanding support for children and families battling cancer and other life threatening diseases. Over the last 5 years, Jefferson 5th graders have hosted a living museum showcasing their research of an influential person. Coin collections at the museum to the sum of \$4500 have been donated to St. Jude's in honor of a former Jefferson 5th grader, Kohl Angelo who has inspired the annual event.

Columbia High School Principal Elizabeth Aaron attended the 124th annual meeting of the Headmasters' Association at Duke University. The organization is one of the nation's oldest of school leaders. School directors and principals are nominated by their peers. One quarter of the membership are public school principals, and the conference gives attendees a chance to connect with colleagues from across the nation each February.

Karen Weiland, Director of The Parenting Center and Supervisor of the Elementary School Social Work Program, is being honored with the 2018 Citizenship Award by the Rotary Club of Maplewood on May 4, 2018, for her work supporting children and families in South Orange and Maplewood.

APPROVAL OF MINUTES

Ms. Baker declared the minutes of the Executive and Public Sessions of the February 20, 2018 Regular Meeting and March 10, 2018 Special Meeting approved as presented.

DISCUSSION

COMMUNICATION OF SOMSD SCHOOL SECURITY INITIATIVES - Dr. Shea

Director of Safety and Security, Dr. Thomas Shea, presented an update on completed and ongoing school security initiatives. Dr. Shea asked families and staff to support our ongoing efforts to keep our schools safe by cooperating with security reform, communicating to your children the immediate need for reform, staying vigilant, and reporting anything suspicious.

2018-19 Budget - Mr. Roth, Dr. Ficarra

Interim Superintendent, Dr. Thomas Ficarra, and Business Administrator, Mr. Paul Roth, presented an updated preliminary budget for 2018-2019, which incorporates an additional \$484,358 in State Aid. Appropriations are aligned with district goals, and include maintaining current staffing levels, as well as the purchase of a data warehouse so that SOMSD can more effectively use data to drive instruction, the transition to an online registration program, and funding dedicated for professional development in Restorative Practices.

The presentation detailed the following:

- Projected Revenue
- Tax Levy Cap Adjustments & Banked Cap
- Projected Appropriations 2018-19
- Legal Service Fees
- 2018-19 Revenue vs. Appropriations
- Managing the Budget Gap
- 2018-19 Proposed Budget
- Estimated Tax Impact

[Presentation on file in Board Secretary's office]

STUDENT REPRESENTATIVE - Ms. Sandor

Ms. Sandor provided an update on the following Columbia High School events and student matters:

- Student Walk out in honor of lives lost in Parkland, Florida and to protest gun violence.
- Student Safety
- Columbia High School Hall of Fame Selection Assembly
- Lack of lab periods and library time
- Access and Equity Policy
- Teaching staff does not mirror student demographics.

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Greg Lembrich Maplewood Township	Offered support to the Board, Administration and Dr. Ficarra in the 2018-2019 budget process. Spoke about the Maplewood Township Committee's plan to pass a resolution to support reforming the State Employees Health Benefit Plan, consistent with the resolution passed by the SOMSD Board of Education March 10, 2018. Thanked the Board for their service.
Miko Eda Maplewood	Spoke in support of the Columbia High School Fencing Team. Requested additional funding for the program and provided information to the Board to support the request.
Suzanne Holt Maplewood	Concerned with the STEM initiative and implementation.

Jason Tebbe Maplewood	Concerned about spacing issue and the registration process for Clinton School Aftercare Program.
Ronni Schwartz Maplewood	Thanked the Board for de-leveling STEM curriculum.
Susan Bergin Maplewood	Thanked the Board, Mr. Walston and Ms. Butler for the working with parents to develop the Allergy Policy and Regulations. Stressed the importance of implementing these regulations as soon as possible.
Bard Kalos & Barbara Cokorinos CHSMPA	On behalf of Columbia High School Music Parents Association (CHSMPA), shared news of the \$20,000 donation to the Columbia High School music program to purchase instruments and equipment.
Mike Donoghue SEPAC	On behalf of SEPAC would like to recognize the efforts of Special Education Administrators Dr. Reisenauer and Dr. Morano. Is optimistic about the future of special education programming.
Jeff Alexander South Orange	Disappointed the district is not leveraging John Hopkins Center for Talented Youth Testing of gifted students.

POLICIES - Ms. Butler

Ms. Butler reviewed the following policies on the agenda for first and second reading. Policies are being amended to ensure compliance with QSAC requirements, and State law, including policies which had been identified in the NJSBA Wellness Check.

- Policy 5306 Health Services to Nonpublic Schools - 1st reading
- Policy 5307 Nursing Services Plan - 1st reading
- Policy 6220 Budget Prep - 1st reading
- Policy 0144 Board Member Orientation/Training - 2nd reading
- Policy 2230 Curriculum Guides - 2nd reading
- Policy 2431.4 Prevention and Treatment of Sports Related Concussions and Head Injuries - 2nd reading
- Policy 2422 Health & Physical Education - 2nd reading
- Policy 3160 Physical Examination (certificated staff) - 2nd reading
- Policy 3221 Evaluation of Teachers - 2nd reading
- Policy 3223 Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals - 2nd reading
- Policy 3224 Evaluation of Principals, Vice Principals, and Assistant Principals - 2nd reading
- Policy 3282.1 Electronic Communication by School Staff (Teaching Staff) - 2nd reading
- Policy 4160 Physical Examination (support staff) - 2nd reading
- Policy 4283 Electronic Communication Between Support Staff Members and Students - 2nd reading

Committee Reports

Finance, Facilities & Technology - Ms. Adamson

The committee discussed a possible agreement with the Township of Maplewood to rent part of our teacher parking lot and an update from administration regarding the capital plan.

Labor, Relations & Personnel - Ms. Pai

The committee discussed the committee work plan, personnel report and negotiations.

Excellence and Equity

The committee discussed STEM realignment, curriculum development process and special education.

Policy and Monitoring

The committee reviewed the committee charge, policy updates for QSAC review and the process to continue aligning district policies with Strauss Esmay.

ITEMS FOR ACTION

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

3701A. APPOINTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Feeney, Mary Kate	T Math MM - 1.0 FTE	4/23/18 6/30/18	\$55,610*
Morana, Laura	Consultant for Special Services DIST - 1.0 FTE	3/20/18 6/30/18	\$500/day

3701B. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Brick, Jeffrey	T 2 TUS - 1.0 FTE	2/1/18 6/30/18	3/1/18 6/30/18
Cosgrave, Jeffrey	Library Media Specialist CHS - 1.0 FTE	3/5/18 6/30/18	3/19/18 6/30/18

3701C. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD END DATE	NEW END DATE
Brown, Tyese	LR T Music CLIN - 1.0 FTE	9/1/17 4/13/18	9/1/17 4/9/18
Soldiviero, Jessica	LR T-4 CLIN - 1.0 FTE	9/1/17 3/31/18	9/1/17 6/30/18

3701D. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Crowther, Ann	T English CHS - 1.0 FTE	3/21/18 - 4/9/18 (Unpaid Medical Leave)
Fagioli, Katherine	T SPED JEFF 1.0 FTE	1/29/18-3/15/18 (Paid Maternity Leave) 3/16/18 - 3/28/18 (Unpaid Medical Leave) 3/29/18-6/21/18 (Unpaid FMLA)
Gilker, Jacqueline	School Nurse SOM - 1.0 FTE	3/12/18-3/23/18 (Unpaid Medical Leave)
Martelli, Nicole	Guidance Counselor CHS - 1.0 FTE	3/12/18-4/6/18 (Unpaid Medical Leave)

3701E. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Akinrolabu, Jade	School Counselor CHS .2 FTE	3/13/18 4/6/18 (18 days)	\$53.02 (per day)	\$954.36
Araujo, Vivana	School Bus Aide DIST - .5 FTE	2/1-28/18 (72 hours)	\$6.85 (per hour)	\$493.20
Balassone, Falynn	School Counselor CHS .2 FTE	3/13/18 4/6/18 (18 days)	\$57.94 (per day)	\$1,042.92
Buckholtz, Carly	T English CHS .2 FTE	3/5/18 4/9/18 (23 days)	\$60.83 (per day)	\$1,399.09
Bustrin, Janet	T English CHS .2 FTE	2/26/18 3/31/18 (22 days)	\$94.31 (per day)	\$2,074.82
Di Orio, Jerry	Maintenance DIST - 1.0 FTE	7/1/17 6/30/18	-\$491.00	\$70,484
Durant, Oliver	School Bus Driver DIST - .5 FTE	2/1-28/18 (64 hours)	\$12.91 (per hour)	\$826.24
Hicks, Marcia	School Counselor CHS .2 FTE	3/13/18 4/6/18 (18 days)	\$88.15 (per day)	\$1,586.70
Lombardo, Joseph	T English CHS - 1.2 FTE	11/21/17 4/9/18	+\$18,862 (pro-rated)	\$115,174
Maebert, Stacey	S3/10, Secretary SM 1.0 FTE	2/27/18 3/2/18 (14 hours)	\$2.44 (per hour)	\$34.16
Maietta, Sam	School Counselor CHS .2 FTE	3/13/18 4/6/18 (18 days)	\$67.91 (per day)	\$1,222.50
Martling, Lori	T English CHS .2 FTE	3/5/18 4/9/18 (23 days)	\$91.64 (per day)	\$2,107.72
Pollioni, Eugene	T English CHS .2 FTE	3/5/18 4/9/18 (23 days)	\$94.31 (per day)	\$2,169.13
Renelle, Stephanie	School Counselor CHS	3/13/18 4/6/18	\$61.08 (per day)	\$1,099.44

	.2 FTE	(18 days)		
Robinson, Kathleen	Clerical Aide CLIN 1.0 FTE	2/20/18 3/2/18 (12 hours)	\$9.17 (per hour)	\$110.04
Weigel, Edward	Maintenance DIST - 1.0 FTE	7/1/17 6/30/18	-\$491.00	\$71,179
Tyson, Angela	School Bus Aide DIST - 1.0 FTE	2/1-28/18 (32 hours)	\$8.34 (per hour)	\$266.88

3701F. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ANNUAL SALARY
Cudmore, Jennifer	Assistant to the Principal CLIN - 1.0 FTE	4/1/18 6/30/18	\$8,189 (pro-rated)

* Salary based on 2016-17 contracts

3702A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2017-2018 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Mullins, Bridgett	Montclair State University	1/31/20	BA

COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Campbell, Julie	College of the Holy Cross	5/1987	BA
Contreras, Adriana	Drew University	5/2017	BA
Love, Anne	St. Lawrence University	5/1984	BS

COUNTY SUBSTITUTE CERTIFICATES - NON-DEGREE

Vanessa Wilson

3702B. APPOINTMENT OF LONG-TERM SUBSTITUTE TEACHERS FOR THE 2017-2018 SCHOOL YEAR PAID AT A DAILY RATE OF \$160

Jeffrey Brick Doris Fernandez Laura Wheeler

3702C. APPOINTMENT OF VOLUNTEER FOR THE 2017-2018 SCHOOL YEAR

Name	Assignment
Kelly Heinze	Musical theater at Seth Boyden

3702D. APPOINTMENT OF HOME INSTRUCTOR FOR THE 2017-2018 SCHOOL YEAR

Name	Certification
Allison Nunes	Supervisor CE-Principal/Supervisor Teacher of the Handicapped

3702E. RESCIND THE APPOINTMENT OF SUBSTITUTE TEACHER FOR THE 2017-2018
SCHOOL YEAR

Michael Healy

3703. Approve revised Board Member liaison assignments as noted on
the attached spreadsheet[on file in Board Secretary's office].

3704A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated February 28, 2018
2. Expense Account Adjustment Analysis dated February 28, 2018
3. Revenue Account Adjustment Analysis dated February 28, 2018
4. Check Register# 397568 in the amount of \$1,166.53
5. Check Register# 397569-397869 in the amount of \$3,644,733.08
6. Check Register# 200630-200631 in the amount of \$2,226,596.45
7. Check Register#200632 for February 2018 payroll in the
amount of \$6,416,415.46
8. Treasurer's Report of January 2018

3704B. Certify the Board Secretary's Monthly Financial Report [signed
certification on file in Board Secretary's office].

3704C. 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>
Kevin Walston Central Office	Rutgers On-Campus Interview day	4/20/18	New Brunswick, NJ	24.99
Monique Durant Central Office	Rutgers On-Campus Interview day	4/20/18	New Brunswick, NJ	24.99
Melissa Butler Columbia High School	Rutgers On-Campus Interview day	4/20/18	New Brunswick, NJ	24.99
Christopher Preston Columbia	Rutgers On-Campus Interview day	4/20/18	New Brunswick, NJ	24.99
Jameel Misbahuddin Columbia High School	Rutgers On-Campus Interview day	4/20/18	New Brunswick, NJ	24.99
Dara Gronau Maplewood Middle School	Rutgers On-Campus Interview day	4/20/18	New Brunswick, NJ	24.99
Kevin Walston Central Office	Kean Teacher Job Fair	3/28/18	Union, NJ	80.00
Monique Durant Central Office	Kean Teacher Job Fair	3/28/18	Union, NJ	4.50
Melissa Butler Columbia High School	Kean Teacher Job Fair	3/28/18	Union, NJ	4.50

Dion Patterson Maplewood Middle School	Kean Teacher Job Fair	3/28/18	Union, NJ	4.50
Ramon Robles Columbia High School	MSU - Educator's Exchange	4/10/18	Montclair, NJ	9.50
Kevin Walston Central Office	AICUNJ Education Career Fair	4/11/18	Jersey City, NJ	79.00
Monique Durant Central Office	AICUNJ Education Career Fair	4/11/18	Jersey City, NJ	9.00

3704D. Approves the following attendance and related travel expenses:

BOARD MEMBER	EVENT	DATE	Location	Estimated Cost (\$'s)
Anne Marie Maini	Analyzing and Constructing Salary Guides	3/23/18	West Trenton, NJ	199.00

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

3704E. Approves the use of the following vendors in excess of the \$40,000 for the 2017-2018 school year:

VENDOR NAME	PRODUCT	TYPE OF VENDOR
Beyer Ford	Vans and Trucks	State Contract
Educere	Virtual Learning	Other

3704F. Accepts State Nonpublic Auxiliary Services (Chapter 192) and Handicapped Services (Chapter 193) Aid Entitlement Funds for 2017-2018 for a total amount of \$78,745.00 allocated as follows:

NP Auxiliary Services	Rate/Pupil	Pupils	State Aid	Allocation
*Compensatory Education	\$ 995.33	39	\$34,548.00	
*E.S.L.	\$1,015.00	0	\$ 0.00	
*Transportation	\$ 0	0	\$ 0	
Total Auxiliary Services				\$34,548.00

NP Handicapped Services	Rate/Pupil	Pupils	State Aid	
*Initial Exam & Class.	\$1,326.17	9	\$14,004.00	
*Annual Exam & Class.	\$ 380.00	14	\$ 5,107.00	
*Corrective Speech	\$ 930.00	13	\$11,606.00	
*Supplemental Instruction	\$ 826.00	17	\$13,480.00	
Total Handicapped Services				\$44,197.00

TOTAL 192/193 Allocation	\$78,745.00
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* Prorated at 96.00%

3704G. Awards the bid for New Electrical Service at Seth Boyden Elementary School to TSUJ Corp of, Kinnelon NJ for the lowest responsible bid of \$263,707.

3704H. Whereas, the Board of Education and the Le Petit Academy share concerns about student safety and security and recognize the need to respond to such concerns on an expedited basis; and

Whereas, the parties recognize that there may be some instances when, in case of an emergency, the Academy students require evacuation to off-site facilities; and

Whereas, the Board has offered to provide such facilities in case of emergency evacuation and the Academy has determined that the Board's facilities are adequate and beneficial to the academy's students for such use.

Now, therefore, in consideration of the conditions and agreements contained herein and other valuable consideration which has been deemed by each party to be acceptable, the receipt and sufficiency of which are hereby acknowledged, the Board of Education and the Le Petit Academy agree to the following:

The Board of Education will provide, and the Le Petit Academy will utilize, adequate and safe facility space which shall be located in a designated part of the Seth Boyden Elementary School located at 274 Boyden Avenue, Maplewood, New Jersey, for the receipt and placement of La Petit Academy students during an emergency event which jeopardizes the safety of the students or La Petit Academy facilities and/or which necessitates the evacuation of Academy students from the building to off-site location, as may be ordered or determined by law enforcement and/or Academy administration. Such events include but are not limited to, bomb threats, school security and intruder threats and warnings, and facility breakdowns, among other things. The term of this agreement shall be from the date of execution through June 30, 2019.

3704I. WHEREAS, the Alliance For Competitive Energy Services (hereinafter referred to as "ACES"), an alliance composed of the New Jersey School Boards Association (hereinafter referred to as "NJSBA"), the New Jersey Association of School Administrators, and the New Jersey Association of School Business Officials, will from time to time during the Effective Period as defined below solicit bids from electric power suppliers for electric generation services through an energy aggregation program in which NJSBA will act as Lead Agency of the ACES Cooperative Pricing System #E8801-ACESCPS in accordance with the "Public School Contracts Law", N.J.S.A. 18A:18A-1 *et seq.*, and the Electric Discount and Energy Competition Act, N.J.S.A. 48:3-49 *et seq.* ("EDECA") and the regulations promulgated thereunder; and

WHEREAS, the South Orange-Maplewood Board of Education is a Participating member of the ACES Cooperative Pricing System and is

eligible thereby to obtain electric generation services for its own use through one or more contracts to be awarded to electric power suppliers following said bids for electric generation services pursuant to the aggregation program; and

WHEREAS, the Lead Agency will from time to time during the Effective Period (from date of adoption through May, 2018 hereinafter referred to as "Effective Period") issue one or more Requests for Bids for electric generation services on behalf of the ACES Cooperative Pricing System pursuant to the Public School Contracts Law and EDECA; and

WHEREAS, due to significant volatility and the potential for price increases in the wholesale electric market, Participating Members will preauthorize the Lead Agency to award contracts for Electric Generation Service in each service territory to one or more electric power suppliers that submit bids which are reasonably forecasted to provide estimated savings to the Participating Member based upon its previous electric usage and utility provided Basic Generation Service rates; and

WHEREAS, the Lead Agency will only award contracts for said electric generation services to electric power suppliers that submit bids with pricing reasonably estimated to be lower than the utility-provided basic generation service; and

WHEREAS, the District agrees to purchase all electric power needed for its own use (exclusive of on-site electric generation sources) during the Effective Period through any electric power supplier(s) awarded a contract, it being understood that the term of any one contract shall be subject to the provisions of Public School Contracts Law;

WHEREAS, the Lead Agency will notify the Department of Community Affairs' Division of Local Government Services by mail prior to the issuance a Request for Bids for electric generation services, with the understanding that if the Division of Local Government Services does not respond within 10 business days, it will be deemed to have approved the issuance of the Request for Bids or the Request for Rebids.

NOW, THEREFORE BE IT RESOLVED that the District binds itself to the ACES Cooperative Pricing System ##E8801-ACESCPS to purchase all electric power needed for its own use (exclusive of on-site electric generation sources) during the Effective Period from the electric power supplier or suppliers awarded a contract for electric generation services by the Lead Agency; and, be it

FURTHER RESOLVED that the Lead Agency of the ACES Cooperative Pricing System is hereby authorized to execute a master performance agreement that obligates the district to purchase electricity at the terms and conditions stated therein with a third-party supplier or suppliers who have been awarded the contract or contracts by the Lead Agency on behalf of the participating members of the ACES Cooperative Pricing System #E8801-ACESCPS (or any CPS number to be assigned in the

future), and provided further that all such contracts shall be at prices reasonably forecast and estimated by the Lead Agency to provide savings to the Districts relative to the price charged for basic generation service by the electric public utility that would otherwise provide such service; and, be it

FURTHER RESOLVED that ACES is authorized to continue to bid to obtain electric generation services at any time during the Effective Period on behalf of the ACES Cooperative Pricing System including, for example, a rebid if energy market conditions do not initially lead to a successful bid, on additional dates to be determined by the Lead Agency; and

FURTHER RESOLVED that this Resolution shall take effect immediately upon passage. The authorization provided to the NJSBA pursuant to the Local Public Contracts Laws (N.J.S.A. 40A:11-11(5)), and the Local Public and Public School Contracts Laws Administrative Code (N.J.A.C. 5:34-7.1 et seq.) shall be valid until June, 2018 (the Effective Period) at which time the Cooperative Pricing System will be subject to renewal. Any rescission or expiration of this resolution shall not affect any Agreements entered into prior to such rescission or expiration.

- 3704J. Accepts a donation for the Parenting Center in the amount of \$3446.73.

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	\$3446.73
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BE IT FURTHER RESOLVED THAT the Board President, Superintendent and Board Secretary are authorized to execute and deliver any necessary contracts and reports on behalf of the Board.

- 3704K. Appoints Element Architectural Group, of Paramus, New Jersey as the Architectural Firm to Conduct Close Out Document Reviews for three open projects at a rate of \$150 per hour.

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

- 3705A. 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].

- 3705B. Approves the attached list of students who are scheduled to attend Out-of-District tuition supported programs for the 2017-2018 school year.

3706. Approve the Nursing Services Plan for the 2017-2018 school year in accordance with N.J.A.C. 6A:16-2.1

3707. Adopt the following policies as presented:

- Policy 0144 Board Member Orientation/Training
- Policy 2230 Curriculum Guides
- Policy 2431 Prevention and Treatment of Sports Related Concussions and Head Injuries
- Policy 2422 Health & Physical Education
- Policy 3160 Physical Examination (certificated staff)
- Policy 3221 Evaluation of Teachers
- Policy 3223 Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals
- Policy 3224 Evaluation of Principals, Vice Principals, and Assistant Principals
- Policy 3282.1 Electronic Communication by School Staff (Teaching Staff)
- Policy 4160 Physical Examination (support staff)
- Policy 4283 Electronic Communication Between Support Staff Members and Students
- Policy 4322 Staff Member's Use of Personal Cellular Phones/Other Communication Devices
- Policy 6360 Political Contributions
- Policy 7434 Smoking on School Grounds

3708. Affirms the HIB investigations reported to the South Orange/Maplewood School District for the month of February 2018.

3709A. BE IT RESOLVED THAT, pursuant to Policy 0155, for Calendar Year 2018, the Board of Education charges the Excellence and Equity Committee of the South Orange-Maplewood Board of Education to facilitate the monitoring of the district's efforts to implement the Access and Equity Policy (5755.1), comply with the OCR resolution agreement, and oversee administration's progress toward achieving district 2018 Goals (#2, #3, and #4).

District 2018 Goal #2

Realign curriculum, develop significant systemic support structures, and promote a more culturally sensitive climate to 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 unrepresented 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. summative and formative assessments; both state and teacher-generated, 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) Finalize and roll out a revised Code of Conduct and H.I.B. policy (with implementing
- f) 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:

Complete compliance plan for curriculum revision Develop Gifted & Talented Programming that complies with State mandates 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

Details to follow after release of new QSAC requirements.

Monitoring of excellence and equity shall include, but not be limited to:

Work with the superintendent to prepare for a Review by the full Board information about curriculum, instructional programs and assessment;

Work with the superintendent and administration to maintain oversight in the implementation and development of Access and Equity Policy and the OCR resolution;

Monitor effectiveness of Special Services delivery to our students and families by exploring best practices in programming, compliance, monitoring, communication and parental supports.

Accept and address other business referred to the Committee by the Board.

3709B. BE IT RESOLVED THAT, pursuant to Policy 0155, for the calendar year 2018, the Board of Education charges the Finance, Facilities, and Technology Committee to work with the Superintendent as follows:

BUDGET

- Engage full Board in establishing budget priorities for 2018-2019 school year that support achievement of district goals and are in line with appropriate revenue estimates;
- Manage community workshops in order to share information clearly and solicit timely and robust feedback;
- Manage budget approval process with full Board;
- Work with administration to capture lessons learned from 2018-2019 process and codify systemic changes for 2019-2020 cycle;
- Establish policy/procedures for all extra-District organizations' (e.g., PTAs, HSAs, clubs, etc.) giving that ensures equitable resourcing of schools & alignment with goals

FACILITIES / BONDING

- Oversee comprehensive assessment of all district real properties, their cleanliness, maintenance, facility improvements, safety;
- Update Board of School Estimate (BSE) on budgeting process and priorities for 2018-2019 school year and progress of district facility projects;
- Ensure budget-related line items and bonding levels are appropriate to address district's facility's needs are fiscally responsible, and are aligned to District Goals and policies;
- Ensure that District's Long-Range Facility Plan is updated in compliance with State law;
- Work with administration on the development of the elementary organizational/zoning model to ensure better integration for the 2018-2019 school year;
- Prepare for approval by full Board a long-range capital improvement plan that identifies priorities and projects, supports public engagement, and gains the approval of BSE

SECURITY

- Recommend to full Board those priorities, actions and budgets necessary for the proper care, maintenance, and security of district properties to ensure an environment that supports educational excellence and equity, both in near and long term, and to preserve community investment;

TECHNOLOGY

- Recommend to full Board those priorities, actions and budgets necessary to provide a technology infrastructure, usage, and training that effectively supports consistent educational excellence and equity for all students, both in the near and long term;
- Work with administration to identify and address specific variables contributing to the digital divide in our district;
 - Availability/access at school, in the community, and at home
 - Equitable and consistent distribution of resources

- Oversee more robust utilization of PowerSchool - specifically for registration, data gathering, and third-party systems integration, etc.;
- Ensure that new District website launches for 2018-2019 school year, with community engagement and periodic Board review, in alignment with short- and long-term needs;
- Ensure inclusion of long-term technology needs in long-range capital improvement plan

REGISTRATION / ENROLLMENT

- Move registration process online utilizing PowerSchool
- Digitize annual emergency contact cards utilizing PowerSchool
- Establish process for non-digital enrollment for families with that preference or need
 - Include evening and weekend hours at Seth Boyden, with Community Coordinator, open to entire community

NEW BUSINESS

- Accept and address other business referred to the Committee by the Board.

3709C. BE IT RESOLVED THAT, pursuant to Policy 0155, for Calendar Year 2018, the Board of Education charges the Labor Relations & personnel Committee of the South Orange-Maplewood Board of Education to administer the Board evaluation of the Superintendent; negotiate employee contracts within the district; and make recommendations to the Board for possible Board action:

1. Negotiate, within the parameters approved by the Board, all employee contracts within the District; provide regular updates to the Board concerning the progress of negotiations.
2. Monitor compliance with and enforcement of the terms and conditions of any negotiated labor contract within the District.
3. Monitor and keep the Board informed regarding all litigation arising out of applicability and enforcement of any labor relations contract.
4. Monitor employee contractual grievances and resolution thereof.
5. Monitor District's human resources practices including recruitment, hiring, retention, discipline and termination to ensure identification of and adherence to best practices aligned with District programmatic goals, including compliance with affirmative action and non-discrimination policies, and State/Federal monitoring standards related to Personnel including QSAC.

6. Ensure that job descriptions are prepared for all jobs within the District and monitor the District employee evaluation program.
7. Recommend to the Board evaluation of Board solicitor, labor relations attorney, auditor, architect and other special employees of the Board.
8. Receive updates from Administration regarding the status of recruitment and hiring of key personnel, midyear vacancies, and annual hiring and onboarding of new District staff.

The Personnel and Labor Committee's work is aligned to District Goal 2.5/Personnel and Goal 4 (QSAC alignment)

Meetings: Monthly, except during contract negotiations, when more meetings will be held.

3709D. BE IT RESOLVED THAT, Pursuant to Policy 0155, for the 2017-2018 school year, the Board of Education charges the Policy & Monitoring Committee of the South Orange-Maplewood Board of Education to:

- Develop, review and evaluate district policies for recommendation to the full Board to i) ensure consistency with District goals, State and Federal law and regulations, and ii) guide the formulation and implementation of educational programs and management operations.

3710. Approve the school calendar for the 2018-2019 school year as presented.

3711. Approves entering into a settlement agreement with Educational Resource Group, LLP, and authorizes the Board President to execute the settlement agreement consistent with the terms discussed in Executive Session.

3712. Approves the following:

WHEREAS, Student ID No. 60699 has been duly noticed, and has been afforded the appropriate due process rights, and has been afforded the opportunity to participate in a hearing before the Board of Education; and

WHEREAS, the student's parents were advised of their right to appeal any Board of Education hearing decision to the Commissioner of Education; and,

WHEREAS, the student's parents do not wish to contest the administration's disciplinary recommendation and have determined that they do not wish a Board hearing at this time; and

WHEREAS, the student has admitted that he/she engaged in prohibited conduct on February 23, 2018 and that said behavior constitutes good cause for further discipline.

NOW, THEREFORE, BE IT RESOLVED THAT Student ID No. 60699 will receive home instruction until placed in an out of district placement for the remainder of the school year.

BE IT FURTHER RESOLVED THAT Student ID No. 60699 will be excluded from participating in all Columbia High School extracurricular school activities and is not permitted on any school property or at any other school function without prior approval of the superintendent during the period ending.

ROLL CALL: Motion 3701A passed. YES: Ms. Adamson, Ms. E. Baker, Mrs. Lawson- Muhammad, Ms. Maini, Mr. Mazzocchi, Ms. Pai, Mr. Sabin, Mrs. Wright NO: None

Motion 3701B-F, 3702, 3703, 3705, 3706, 3708, 3709, 3710, 3711, 3712 Passed; 8 yes, 0 no.

Motion 3704A passed. YES: Ms. Adamson, Mrs. Lawson- Muhammad, Ms. Maini, Mr. Mazzocchi, Ms. Pai, Mr. Sabin, Mrs. Wright
NO: None ABSTAIN: Ms. Baker (payments to Pomptonian Food Service, Temco Service Industries, Inc. and U.S. Security Associates, Inc)

Motion 3707 passed. YES: Ms. Adamson, Ms. E. Baker, Mrs. Lawson- Muhammad, Ms. Maini, Mr. Mazzocchi, Ms. Pai, Mr. Sabin, Mrs. Wright NO: None

HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Shannon Cuttle Maplewood	Thanked the Board for supporting students in their advocacy efforts.

NEW BUSINESS

Future Meetings - Read by Ms. Baker

The Board of Education will meet in Closed Session on Monday, March 26, 2018, at 6:30 pm 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 a Special Meeting at 7:30 pm to discuss the 2018-2019 school budget, personnel, curriculum, policies and financial matters in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Action may be taken.

The Board of Education will meet in Closed Session on Monday, April 23, 2018, at 6:30 pm 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 7:30 pm in the District Meeting Room, 525 Academy Street, Maplewood, NJ. Action will be taken.

MOTION made by Mrs. Wright, seconded by Mr. Sabin, that the Board of Education meet in Executive Session prior to the April 23, 2018 Public Meeting to discuss personnel, legal and Special Education matters, and negotiations, the nature of which will be made public at a future date. Motion unanimously approved.

MOTION made by Mrs. Wright, seconded by Mr. Sabin, that the Board of Education adjourn. Motion unanimously approved at 10:09 p.m.

Paul Roth, Board Secretary