

Regular Meeting  
South Orange-Maplewood  
Board of Education  
December 19, 2016

A Regular Meeting of the Board of Education of South Orange-Maplewood was held in the Auditorium at the Columbia High School, 17 Parker Avenue, Maplewood, New Jersey, on December 19, 2016.

Board President Elizabeth Baker called the meeting to order at 7:55 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

*Unaccompanied Minors* from Columbia High School performed the Star Spangled Banner.

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

Absent: None

9 VOTING MEMBERS AND ONE STUDENT REPRESENTATIVE PRESENT

BOARD RECOGNITION - *Mrs. Lawson-Muhammad*

Eight Columbia High School musicians received the Vanessa Pollock Music Initiative awards totaling \$11,200. The awards will provide private music instruction this school year for each of the following gifted students: Kayla Bobb, Ino Cintron-Burch, Kristen Daly, Elizabeth DeLuca, Kimberly Dorvil, Ashantah Kerr, Daniel Maloof and Nika Pierre-Paul. The awards were made possible by the initiative established with the Achieve Foundation by Charlie and Vanessa Pollock.

CHS Band Director, Peter Bauer, Choral Director, Jamie Bunce and Orchestra Director, Todd Van Beveren nominated the students for the Pollock awards, because of their extraordinary achievements in music to date. They distinguished themselves with their initiative, effort, dedication and musicianship.

The Boys Cross Country Team won the Essex County Athletic Director's Championship on October 28<sup>th</sup> by defeating Millburn among other schools. Earlier in the year, they won the SEC Conference Championships.

Various Columbia HS choruses achieved the following accomplishments which include:

Five Columbia HS choir students have been accepted into the All-State High School Chorus for this school year. They are: Amanda Bradshaw, Matthew Lintern, Maia Sheinfeld, Holly Haines, and Adam Friedman-Brown.

The women of the CHS a cappella group, The Unaccompanied Minors, participated in and performed at the Faces of Domestic Violence workshop at Rutgers-Newark on October 15th.

The men of CHS choir traveled to Rowan University on October 26th to participate in the Young Men's Festival of Song, directed by Dr. Chris Thomas.

The Columbia High School Girls Varsity Soccer Team won the Liberty Division of the SEC Conference. Members of the team are:

Michelle Aguero	Ellie Bethel	Grace Bratter
Gracie Jo Benn	Caroline Cerny	Isadora Egypt
Charli Holstein	Lia Holstein	Grace Hut
Naomi Joseph	Ava Krasner	Lauren Lake
Meredith Meyer	Ceci Muñoz	Morgan Nash
Sofia Ratkevich	Liana Runcie	Olivia Smith
Hannah Williams		

Ashley Corino is the Head Coach and Meghin Meade is the Assistant Coach.

The Regional Achievement Center and New Jersey Department of Education recognized Principal Ann Bodnar and the entire Clinton School Community on "their significant progress towards closing the achievement gap."

Jeff Kaesshaefer and Rich Tait, physical education teachers at South Mountain School raised \$6,000 to add an additional 5 rock wall panels to extend their current rock wall an additional 20 feet.

Columbia High School Career and Technical Education Teacher Mr. Scott D. Cohen was elected to the New Jersey Business Technical Education Association (NJBTEA) Board. The mission of the New Jersey Business/Technology Education Association is to serve as the advocate of business/technology education within the state and provide opportunities for professional growth leading to quality business/technology education programs.

Columbia High School Choral Director, Ms. Jamie Bunce, completed her Master's Degree in Music Education with a concentration in Choral Pedagogy from Westminster Choir College of Rider University in Princeton, NJ, earning an indication "with distinction" on her degree.

Ms. Bunce was also selected to serve as a rehearsal conductor for the All-State High School Treble Chorus.

Art teacher Ellen Weisbord is exhibiting two weavings in the World of Threads Festival, Oakville, Ontario. This exhibit showcases national and international contemporary fibre and textile art, with 315 works by 134 artists from 23 countries.

#### SPECIAL BOARD RECOGNITION AND APPRECIATION FOR BOARD MEMBER SERVICE

Ms. Baker recognized Mrs. Daugherty for her many contributions as a member of the Board of Education and presented her with a plaque for three terms of service.

Mrs. Daugherty expressed her thanks and reflected about her time on the Board.

#### Board Acknowledgement - Mrs. Lawson-Muhammad

The Board of Education acknowledges and extends its thanks and appreciation to:

- The Achieve Foundation for the donation teacher grants for South Orange and Maplewood School District in the amount of \$39,802.62.

#### APPROVAL OF MINUTES

Ms. Baker declared the minutes of the Executive and Public Sessions of November 16, 2016 Regular Meeting, the November 30, 2016 Special Meeting and the Executive minutes of the November 21, 2016 Special meeting approved as presented. Ms. Baker amends the minutes of the Public session of the November 21, 2016 Special Meeting to reflect that according to the By-Laws a public speak segment is not required during Special Meetings.

#### SUPERINTENDENT'S MONTHLY UPDATE

##### Goal 1

Adoption and Initial Implementation of Strategic Plan:

- The Action Planning Teams presented their plans at a series of events, including:
  - o Special Meeting of the Board of Education November 21, 2016
  - o Education Summit 2 on December 6, 2016
  - o December 12, 2016 forum for staff
  - o December 13, 2016 community forum.
- I have spoken to SOMEA and ASCA leadership to discuss members' questions and concerns about the implications of the Strategic Plan, and want to clarify a few things:
  - o What is the impact of the Strategic Plan on the budget and SOMEA/ASCA jobs?
    - We do not expect the Strategic Plan to impact jobs.
    - Some of the plans require no funding or can be paid for out of existing budget lines.
    - New ideas that require funding will have to go through the budget process and be approved by the board
    - We are actively seeking new revenue to help fund new initiatives.

- How will the plans look when first rolled out?
  - This will be determined as we create the implementation schedule, in collaboration with teachers and administrators.
- How will the strategic plan impact the high school schedule?
  - We will work together with Building SAM and Faculty Council to develop a schedule that meets the needs of students and staff, and provides flexibility for initiatives such as student internships and service projects.
- How will we involve teachers and administrators going forward?
  - We will involve the expertise of teachers and administrators and consult with both unions as we construct the implementation schedule.
  - Teachers, administrators, and other stakeholders will also be involved in assessing the success of initiatives during the implementation phase.

*Dr. Ramos stated that the Strategic Plan will be discussed further later in the evening, but he wanted to address these specific questions at the beginning of the meeting.*

## Goal 2

Responsible Financial Management:

- Each year the audit is filed by 12/5 and reviewed during the December public Board meeting.
- The Essex County Employee Pension's fund did not complete their audit on time and as a result the New Jersey Department of Education provided school districts in Essex County an extension of 12/19 to file the audit.
- As a result the audit will be reviewed publicly on 1/4/2017.

## Goal 3

Execution Plan that Assures Effective Implementation of Board of Education Policies and Monitoring:

- Access and Equity
  - Meeting with high school faculty took place last week.
    - They expressed concerns with Access and Equity - not with the policy itself, but with implementation and supports
    - It was a productive and robust discussion.
    - Continuing to work with Columbia High School staff through building SOMEA Administrative Team (SAM) and faculty council as we look to upgrade and continuously improve the implementation of this and other policies.
  - District Data Team met for their regularly scheduled monthly meeting. In January, the team will present to our administrators in the January District Administrative Team meeting to provide an overview of how School Wide Data Teams will function district wide.

- Academic Placement Regulations Committee was formed and met on Friday, December 16<sup>th</sup>. The committee was comprised of 6 teachers, 2 administrators and 8 supervisors. Recommendations are being finalized and will be available for review by mid-January
- Focus schools are working on plans to implement recommendations identified by the RAC team.
- All of the schools participated in Hour of Code activities with students. Thank you to library/media specialists and other staff who helped ensure that our students were exposed to coding activities.
- Update on the search for the next Director of Special Services -
  - o We had a round of interviews that did not result in recommendation for 2<sup>nd</sup> level interview.
    - While there were viable candidates, we did not have a sufficient pool of candidates who met all the criteria which we have for this position.
  - o District has re-opened the search and re-posted it
  - o Partnership with Atlantic Research Partners, working toward level 1 interviews in February.
  - o We hope to have interviews for Interim Director by early January.

#### Goal 4

Develop Plan to Improve the Climate and Culture in Our School Community:

- Parent teacher conferences took place two weeks ago.
- Dr. Khyati Joshi met with a cohort of 25 teachers from grades K-8 and also met with Columbia High School staff.
- A new teacher cohort completed a series of workshops on "Leaders of their Learning"

#### BOARD PRESIDENT'S UPDATE - Ms. Baker

Ms. Baker discussed the January 4, 2017 Reorganizational meeting including the following:

- Welcomed new Board Member Susie Adamson.
- Ethics training
- Robert's Rules and Governance training
- 2015-2016 Audit Presentation
- Cultural Competency training
- Board Member Retreat

#### HEARING OF INDIVIDUALS AND DELEGATIONS

<u>Name</u>	<u>Topic</u>
Kate Dodd Columbia HS Teacher	Spoke in support of Access & Equity but states teachers have concerns.

Barbara Cokorinos  
Maplewood

Announced that the Orchestra is preparing for a variety of performances naming some of the upcoming performances which can be found at Chsmpa.org.

Ellen Weisbord  
Columbia HS Teacher

Enjoyed speaking with Dr. Ramos regarding Access & Equity. Is concerned there is no conference period and the library closes early.

Peri Smilow  
South Orange

Congratulated Dr. Ramos for allowing time to produce plans. Is honored to be part of the Action Planning Team.

Barbara Bracey  
Tuscan School Teacher

Concerned there is a shortage of substitute teachers available to cover classes when teachers are absent. Teachers are asked to cover classes and are losing prep time.

*Ms. Baker asked Dr. Ramos to respond to Ms. Bracey later in the meeting. There is currently no policy changes regarding substitute teachers.*

Steven Gordon  
South Orange

Concerned that he was not properly notified of an incident involving his son.

Elissa Malespina  
South Orange

Concerned that 8<sup>th</sup> grade students were told that students that participate in sports should be taking level 3 classes. This goes against the Access and Equity Policy and asks that the statement made is corrected.

Joe Malespina  
South Orange

Spoke about a concern in the community that the Board is approving things before determining if there are funds available. Presented a petition signed by 150 people.

Melanie Conklin  
South Orange

Concerned that classes are split when substitute teachers are not available to cover when a teacher is absent.

Melanie Hochberg  
Maplewood

Agrees there is a need for the Strategic Plan but is concerned that the plan may be over ambitious and may overshadow correcting current issues. Also concerned that math assessments are not shared in a timely manner.

MaryKay Pavol Maplewood	Concerned that so many initiatives have failed. Feels more information is needed and asked the Board to postpone voting on the Strategic Plan.
Toshie Davis South Orange	Feels the substitute teacher shortage is unacceptable. Concerned that two self-contained special education classes were combined due to lack of available substitute teachers.
Sheila Murphy Seth Boyden Teacher	Asked for clarification regarding the district's plan integrate students by class and race.
Zena Hardy South Orange	Stated that African American boys do not do well in this district and is disappointed that the Strategic Plan does not address this. Is also concerned that 504 plans were not implemented in September.
April Merle South Orange	Expressed concern regarding district substitute teacher shortage. Splitting up classes when a Substitute teacher is unavailable does not work.
Jane Bleasdale Maplewood	Applauded the process used to create the Strategic Plan. Encouraged everyone to move forward.
Robin Straus Maplewood	Read a letter on behalf of Janet Bustrin regarding the writing center. The writing center is no longer open all day, it is only available on period per day. Is concerned that we are not supporting students.
Scott Stornetta Columbia HS Teacher	Feels the Strategic Planning process was done correctly and with integrity.
Tammi Steckler	Spoke about the Strategic Plan, stating there is no perfect system, but acknowledges the district's plan to move forward.

*Dr. Ramos responded to the many public speakers whom expressed concerned regarding the shortage of substitute teachers. This issue is not unique to the South Orange Maplewood School District. There is currently no policy in place for splitting classes. The priority is to provide a substitute teacher. When unavailable the next step is to take advantage of teacher prep periods. Splitting classes is a last resort. The substitute service can currently provide up to 40 absences per day. We are working with the Substitute Service to ensure that all steps are taken to have substitutes in place and to try to increase the substitute pool. We are calling out to the community that we are in need of substitute teachers. We are not ignoring the issue.*

Student Liaison Report - Mr. Saulean

Mr. Saulean discussed the following events taking place at Columbia High School:

- Student Discipline Forum
- Future Maplewood South Orange (MAPSO) Freedom Forum
- Scheduling
- Spirit Week

DISCUSSION

STRATEGIC PLANNING PROCESS - Dr. Ramos

Dr. Ramos presented a Powerpoint presentation outlining the South Orange Maplewood School District Strategic Plan detailing the following:

- What the Board is being asked to do.
- The essential question: How do we prepare children with the skills and knowledge they need for a world we have yet to imagine?
- The Community's Plan
- 12 Steps of the Strategic Planning Process
- Synthesis of Data from Education Summit
- SOMSD's New Mission
- 47 Action Plans for 9 Strategies
- What will the Action Plans Do?
- What Happens Next?
- How Will This Impact the Budget

Members of the Board thanked Dr. Ramos and everyone involved in the development of the Strategic Plan.

[Presentation is on file in Board Secretary's office and posted on the district website].

Motion made by Mrs. Daugherty seconded by Ms. Jones that the Board of Education approves the following:

3499. WHEREAS, the South Orange Maplewood School District is engaged in a Strategic Planning process which involves a 12 step process including (1) collecting data, (2) synthesizing data, (3) creating strategic direction, (4) communicating strategic direction, (5) identifying action planning teams, (6) training the action planning teams, (7) action team meetings to develop implementation steps, (8) Action Plan Strategies presented to and accepted by the Strategic Direction Committee, (9) Action Plan Strategies presented to and approved by the



Board of Education, (10) implementation schedule creation, (11) implementation, and (12) feedback and monitoring of implementation;

AND WHEREAS, the Strategic Planning process has progressed through the development of Action Plans which have been presented to the Board of Education and the community;

NOW THEREFORE, BE IT RESOLVED THAT the Board of Education adopt the Strategic Direction document, including the new Mission Statement for South Orange and Maplewood School District, and accept the Action Plans developed by volunteer Action Planning Teams;

BE IT FURTHER RESOLVED THAT the Board of Education formally transfers leadership in the next steps of the Strategic Planning Process from Volunteer Action Planning Teams to the Administration, and specifically the superintendent, and to build trust with stakeholders through engagement and transparency the Board authorizes the Administration specifically, to:

- Synthesize and prioritize the action plan steps. This synthesis and prioritization must be cognizant of our current operational capacity, reflect lessons learned during the action planning phase, and must have active participation and collaboration from district teachers, administrators and the Board.
- Develop a specific reporting mechanism to the Board, district teachers and administrators, and the community that details the prioritization rubric, material rework required, trade-offs accepted, contingencies, and specific engagement of District Staff.
- Acknowledge the potential for successfully delivering a collaboratively developed year one implementation plan by February 15<sup>th</sup> in preparation for the budgeting season. This is a critical step to temper the urgent need to move forward with the reality of ensuring long term success.
- Create an implementation schedule for Year 1 collaboratively with district teaching and administrative staff, and align it to the 2017-2018 budget. This budget will incorporate these first year initiatives. Both the 2017-2018 budget and the Year 1 Implementation Plan will be adopted by the Board of Education in March 2017.
- In continued collaboration with District teaching and administrative staff, create a 3 Year Implementation Schedule, which will be incorporated into the respective annual district goals, along with other priorities, and adopted by the Board of Education annually as part of the district goal setting process.

***Board Recessed at 10:22 p.m.***

***Mr. Saulean left at 10:22 p.m.***

***Board Reconvened at 10:31 p.m.***

***9 voting members present***

***Dr. Ramos left at 10:32 p.m.***

2014-2015 PERKINS GRANT AUDIT - Mr. Roth

Mr. Roth presented the results of the 2014-2015 Carl D. Perkins Grant. The audit findings and recommendations were discussed [on file in the Board Secretary's Office].

COMMITTEE REPORTS

Equity and Excellence - Ms. Jones

The committee discussed an update on Focus Schools, Gifted & Talented, how to collect data and meet student needs, status update on Access and Equity process at Columbia High School and the presentation from Effective School Solutions which successfully supports 267 students at Columbia High School.

Community Engagement and Outreach - Ms. Smith

The committee discussed an update provided by the website developer 4Elbows including a detailed content list, 91 dialogues on Let's Talk during the last month, the January 4, 2017 re-organizational meeting and thank you notes sent to Action Planning Teams.

Finance, Facilities and Technology - Mrs. Daugherty

The committee discussed the following:

- 2015-2016 Audit report postponed to January Board Meeting due to the late arrival of information that is submitted to the district from Essex County Pension office.
- Draft committee work plan
- Principals submitted a budget of what they need now.
- Year one action plan implementation will be very moderate.
- Special FFT meeting scheduled in January to discuss redistricting.
- YMCA invoiced for rental space
- Perkins Audit
- Competitive Contacting Approval [Ms. Baker excused herself from the discussion in accordance with School Ethics Advisory Opinion A20-12 due to conflict of interest]

Policy and Monitoring - Ms. Baker

The committee discussed the implementation of the Access and Equity Policy, Phase I course selections taking place at Columbia High School, 3<sup>rd</sup> District-Wide Data Teams meeting will take place in January, implementation of policies, work done to implement new 504 Policy.

Mr. Sayovitz discussed a court case involving a transgender student in Gloucester County School District, located in Gloucester, Virginia. The Board will vote to pass resolution 3509 to join the Amicus Brief in support of the transgender student's right to use the bathroom that he or she identifies with.

Motion made by Mrs. Daugherty, seconded by Mrs. Lawson-Muhammad that the Board of Education approves the following:

3500A. RESIGNATION

NAME	ASSIGNMENT	EFFECTIVE DATE
Schneekloth, Charles	T Language Arts SOM - 1.0 FTE	1/18/17

3500B. APPOINTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Cinquemani, Joanne	School Library Media Specialist MAR - 1.0 FTE	1/20/17 6/30/17	\$76,263
Degnan, Evyn	School Library Media Specialist MM - 1.0 FTE	1/3/17 6/30/17	\$55,610
Fallone, Lisa	S4/11, Secretary JEFF - 1.0 FTE	1/3/17 6/30/17	\$53,421
Hernandez, Cheryl	S5/12, Secretary CHS - 1.0 FTE	1/3/17 6/30/17	\$65,949
Korte, Stirling	T SPED/INC SOM - 1.0 FTE	1/5/17 6/30/17	\$50,565
Kuperman, Jennifer	LDTC DIST - 1.0 FTE	2/20/17 6/30/17	\$65,451
Margolin, Hannah	T Social Studies SOM - 1.0 FTE	12/20/16 6/30/17	\$49,409
Nwigwe, Udoka	School Psychologist DIST - 1.0 FTE	1/17/17 6/30/17	\$62,180
Rowe, Amy	T Language Arts SOM - 1.0 FTE	1/17/17 6/30/17	\$56,570

3500C. APPOINTMENT OF LEAVE REPLACEMENT STAFF

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Clarke-Ross, Suzette	T Art SOM - 1.0 FTE	1/3/17 6/30/17	\$51,820
Colatruglio, Angela	T SPED/INC SM - 1.0 FTE	12/20/16 5/12/17	\$58,152

3500D. CHANGE IN START DATE

NAME	ASSIGNMENT	OLD START DATE	NEW START DATE
Butler, Melissa	Interim Supervisor of ELA, K-12 DIST - 1.0 FTE	TBD 6/30/17	1/9/17 6/30/17
Morgan, Dr. Kalisha	Director of Planning & Assessment DIST - 1.0 FTE	1/17/17 6/30/17	1/3/17 6/30/17
Patterson, Dion	Assistant Principal MM - 1.0 FTE	11/30/16 6/30/17	12/1/16 6/30/17
Pierce, Kyndell	T Language Arts SOM - 1.0 FTE	1/3/17 6/30/17	1/9/17 6/30/17

3500E. CHANGE IN END DATE

NAME	ASSIGNMENT	OLD START DATE	NEW END DATE
Kaplan, Ariel	T 5 CLIN - 1.0 FTE	9/1/16 2/8/17	9/1/16 3/3/17

3500F. LEAVES OF ABSENCE

NAME	ASSIGNMENT	EFFECTIVE DATE
Buckholtz, Carly	T English CHS 1.0 FTE	10/27/16-12/23/16 (Paid Maternity Leave) 1/2/17-3/24/17 (Unpaid FMLA)
Goodman, Treena	Clerical Aide SM 1.0 FTE	1/3/17-3/2/17 (Paid Medical Leave) 3/3/17-3/31/17 (Unpaid Medical Leave)
Lester, Philip	SAC CHS - 1.0 FTE	12/20/16-1/13/17 (Paid Medical Leave)
Lubrano, Lauralee	T English MM 1.0 FTE	11/7/16-12/19/16 (Paid Maternity Leave) 12/20/16-3/20/17 (Unpaid FMLA) 3/31/17-6/30/17 (Unpaid Childcare Leave)

Wrembel, Stefanie	T 5 CLIN - 1.0 FTE	1/27/17-2/28/17 (Unpaid Childcare Leave)
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3500G. SALARY ADJUSTMENTS

NAME	ASSIGNMENT	EFFECTIVE DATE	ADJUSTMENT	ACTUAL SALARY
Copeland, Jeanette	Clerical Aide JEFF - 1.0 FTE	11/14/16 (7 hours)	\$10.85 (per hour)	\$75.95
Edmonds, Kimberly	Clerical Aide MAR - 1.0 FTE	11/4-15/16 (13.5 hours)	\$10.30 (per hour)	\$139.05

3500H. STIPENDS

NAME	ASSIGNMENT	EFFECTIVE DATE	ACTUAL SALARY
Hicks, Marcia	MAC Scholars CHS - 1.0 FTE	9/1/16 6/30/17	\$3,323
Lopes, Kashon	Asst. Coach, Indoor Track CHS - 1.0 FTE	12/1/16 2/28/17	\$3,941
Spriggs, Desiree	Team Leader, Gr 8B MM - 1.0 FTE	9/1/16 11/30/16	\$5,944

3501A. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2016-2017 SCHOOL YEAR

STATE CERTIFIED TEACHER

NAME	INSTITUTION	DATE	DEGREE
Bellini, Sheila	Montclair State University	1974	BA
Herbert, Marina	University of Guyana University of West Indies University of Phoenix	10/1998 10/2001 5/2007	BS MS MS
Lewis-Reimbas, Diane	Montclair State University Bank Street College of Education	5/1991 1998	BA MS
Lowery, Sylvia	New Jersey City University	5/1994	BA
Norwood, Evan	Rowan University	5/2014	BA
Nosa- Omorogiwa, Steve	University of Benin	1982	BS
O'Connor, Carolyn	Boston University Seton Hall University	5/1966 5/1983	BA MA
Onwuzurike, Alphonsus	Fairleigh Dickinson University	5/1984	BA
Walker, Tiffany	Widener University Columbia University	5/2011 5/2012	BSW MS

3501B. APPOINTMENT OF SUBSTITUTE TEACHERS FOR THE 2016-2017 SCHOOL YEAR  
COLLEGE GRADUATE AND STATE SUBSTITUTE CERTIFICATE

NAME	INSTITUTION	DATE	DEGREE
Antoine, Claudy	Lincoln University	5/2010	BS
Cahn, Alice	New York University	2/1977	BS
Ekedede, Uzoma	Brooklyn College Brooklyn College	2/2005 2/2008	BS MA
Noel, Kenya	Rutgers University	5/2012	BA
Omoruyi, Henry	University of Nigeria	2003	BA
Provost, Amanda	Montclair State University	1/2017	BS

3501C. APPOINTMENT OF SUBSTITUTE SCHOOL NURSE FOR THE 2016-2017 SCHOOL YEAR  
PAID AT THE DAILY RATE OF \$215

Keith Turpin

3501D. APPOINTMENT OF SUBSTITUTE SECRETARY FOR THE 2016-2017 SCHOOL YEAR  
PAID AT THE HOURLY RATE OF \$10.50

Lisa Fallone

3501E. APPOINTMENT OF HOME INSTRUCTOR FOR THE 2016-2017 SCHOOL YEAR PAID AT  
THE HOURLY RATE OF \$35

Name	Certification
Diane Lewis-Rebimas	Elementary School Teacher

3501F. APPOINTMENT OF VOLUNTEER(S) FOR THE 2016-2017 SCHOOL YEAR

Name	Assignment
Ottis Wright	Wrestling

3501G. APPOINTMENT OF OUT-OF-DISTRICT COACH FOR THE 2016-2017 SCHOOL YEAR

NAME	ASSIGNMENT	CONTRACT YEAR	STIPEND	BACKGROUND
Garwin, Harold	Wrestling Head Coach	12/2016 2/2017	\$7,905	Mr. Garwin is beginning his 10 <sup>th</sup> season as a wrestling coach. He holds a NJ State Substitute Certificate.

3501H. APPOINTMENT OF ATHLETIC EVENT TICKET SELLERS, TICKET TAKERS,  
SUPERVISORS AND OFFICIALS FOR THE 2016-2017 SCHOOL YEAR

Dante Dennis

3502. WHEREAS, in accordance with law, hearings were afforded with regard to the children identified by student number below; and

WHEREAS, the Board has determined that, as to the students identified below, the parents or guardians are not domiciled within the District or the children are not kept in the home of another person domiciled within the school district pursuant to the affidavit pupils statute; now, therefore

BE IT RESOLVED, that the Board hereby orders the transfer or removal of the students identified below.

<u>STUDENT #</u>	<u>SCHOOL</u>	<u>GRADE</u>
52641	CHS	12 <sup>th</sup>
54483	CHS	10 <sup>th</sup>
57686	MMS	6 <sup>th</sup>
52768	SOMS	6 <sup>th</sup>
59790	SB	1 <sup>st</sup>

3503. Adopts the following books:

SUBJECT	GRADE	TITLE/AUTHOR	PUBLISHER/DATE
Italian 1 and 2	9-12	<i>Percorsi L'Italia attraverso la lingua e la cultura, 3<sup>rd</sup> edition</i> Francesca Italiano and Irene Marchegiani	Pearson Education, Inc. 2014
Background: This book contains grammar and vocabulary for Italian 1 and Italian 2 curriculum			

3504. Approves class field trips to the following destination(s):

Governor School of Arts Courtyard Marriott	Norfolk, VA (Special Dance -Regional High School Festival)
Middletown Arts Center	Middletown, NJ
Nano Tech - State University of NY	Albany, NY

3505. Approves the attached list of students who are scheduled to attend

Out-of-District tuition supported programs for the 2016-2017 school year [list on file in Board Secretary's Office].

3506. Approves a resolution agreement with the U.S. Department of Education, Office for Civil Rights (OCR) concerning Case Number 02-16-1479.

3507. Affirms that there were no HIB investigations reported to the South Orange/Maplewood School District for the month of November 2016.

3508A. Receives and accepts the following financial reports:

1. Board Secretary's Report dated November 30, 2016
2. Expense Account Adjustment Analysis dated November 30, 2016
3. Revenue Account Adjustment Analysis dated November 30, 2016
4. Check Register#392466-392819 in the amount of \$5,551,677.44
6. Check Register#200590 in the amount of \$22,668.58
7. Check Register# 200591 for November 2016 payroll in the amount of \$6,175,708.15
8. Treasurer's Report of October 2016

3508B. Certify the Board Secretary's Monthly Financial Report [signed certification on file in Board Secretary's Office].

3508C. Approves the attendance and related travel expenses for the following work-related events:

EMPLOYEE	WORKSHOP/CONFERENCE	DATE	Location	Estimated Cost \$'s)
Marv Alexander Columbia High School	SHAPE America National Convention & Expo	3/15/17- 3/18/17	Boston, MA	801.50
Manjit Basra Central Office	Powerschool Online Training	2/1/17- 2/2/17	Maplewood, NJ	800.00
Manjit Basra Central Office	Powerschool Online Training	2/6/17- 2/7/17	Maplewood, NJ	800.00
Jasmine Bloch Tuscan School	Biennial Eastern Division Conference 2017	4/5/17- 4/8/17	Atlantic City, NJ	350.00
Viola E. DeLuca Columbia High School	SHAPE America National Convention & Expo	3/15/17- 3/18/17	Boston, MA	1,430.46
Judy Lobianco Columbia High School	Shape America Convention	3/13/17- 3/18/17	Boston, MA	1,385.20
Jennifer Hershfield Tuscan	NAFME Eastern Division Conference	4/5/17- 4/8/17	Atlantic City, NJ	180.00
Susan Grierson Central Office	Reducing Racial Disparities in	1/9/17	Monroe, NJ	181.63



	Discipline			
Susan Grierson Central Office	Seton Hall University Superintendent's Study Council Book Study	1/20/17, 2/28/17 & 4/20/17	Glen Rock, NJ	91.94
Susan Grierson Central Office	Standards-Based Report Cards: 2.0	1/20/17- 1/20/17	Monroe, NJ	181.63
Nathan Hollis Columbia High School	Transition Planning	1/10/17- 1/10/17	Blackwood, NJ	149.00
John J. Ramos Central Office	Seton Hall University Superintendent's Study Council Book Study	1/20/17, 2/28/17 & 4/20/17	Glen Rock, NJ	91.94

3508D. Approves the following providers for 2016-17 school year for the service indicated:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Brookfield Schools Cherry Hill, NJ	Home Instruction	\$35/hr
Minding Miracles Learning Center, Inc. Matawan, NJ	Behavior Therapy	\$198.00/session
American Tutor Hillsborough, NJ	Home Instruction	\$58.00/session

3508E. Accepts a donation of \$27,000 from the Columbia High School Music Parents' Association (CHSMPA) to the Columbia High School Fine arts department to purchase marching band uniforms.

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

20-048-200-890	CHS Music	\$27,000
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3508F. Approves the carry-over of Fiscal Year 2016 Federal Individuals with Disabilities Education Improvement Act, (IDEIA) Part B Basic and Preschool funds in the amount of \$384,323 as listed below:

<u>Program</u>	<u>Carryover</u>
IDEIA Basic (public)	\$ 344,501
IDEIA Basic (non-public)	0
Total Basic	\$ 344,501
IDEIA Preschool (public)	\$ 39,822
IDEIA Preschool (nonpublic)	0
Total Preschool	\$ 39,822

Total Carryover	\$ 384,323
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3508G. Approves the submission of an amendment to the Fiscal Year 2017 Federal Individuals with Disabilities Education Improvement Act (IDEIA), Part B-Basic and Preschool funds application in the amount of \$1,849,690 as listed below.

<u>Program</u>	<u>Amount</u>
IDEIA-Basic Public	\$1,756,475
IDEIA-Basic Nonpublic	\$ 12,902
Total Basic	\$1,769,377
IDEIA-Preschool Public	\$ 80,313
IDEIA-Preschool Nonpublic	0
Total Preschool	\$ 80,313
Total IDEIA Application	\$1,849,690

3508H. Approves the carry-over of Fiscal Year 2016 No Child Left Behind (NCLB) Consolidated Entitlement Funds in the amount of \$187,248 as listed below:

<u>Program</u>	<u>Carryover</u>
Title I, Part A Improving Basic Programs	\$ 115,122
Title II-A, Part A: Teacher / Principal/ Training/Recruiting	\$ 53,073
Title III: English Language Acquisition/ Language Enhancement	\$ 19,053
Total Carryover	\$ 187,248

3508I. Approves the submission of an amendment application for Federal FY2017 No Child Left Behind (NCLB) Consolidated Entitlement Funds (Grant NCLB490017) in the amount of \$745,543 as follows: Title I \$553,104; Title II, Part A - \$146,296; Title III \$35,720; and Title III-Immigrant \$10,423, for program activities from July 1, 2016 to June 30, 2017.

<u>Public School</u>	
Title I, Part A: Improving Basic Programs	\$553,104
Title II, Part A: Teacher/Principal Training/Recruiting	143,900
Title III, English Language Acquisition/Language Enhancement	35,720

Title III, Immigrant	<u>10,423</u>
Total Public School Allocation	\$743,147

Non-Public School Title I	TitleII-A	TitleII-D	TitleIII	TitleIV	TitleV
Our Lady of Sorrows	<u>2,396</u>				
Total Non-Public Allocation	2,396	0	0	0	0
					<u>2,396</u>

TOTAL NCLB ALLOCATION	\$745,543
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3508J. Accepts a donation for the Parenting Center in the amount of \$5,965.

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	\$5,965
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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.

3508K. Accepts a donation from the Benevity Community Impact Fund in the amount of \$200.00.

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

20-057-200-890	Clinton School	\$200.00
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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.

3508L. Approves the following rates to be used for Beyond the Bell Afterschool Program:

\$95 per student [full price lunch]  
 \$25 per student [if approved for reduced price lunch]  
 FREE [if approved for free lunch]

3508M. Accepts State Nonpublic Auxiliary Services (Chapter 192) and Handicapped Services (Chapter 193) Aid Entitlement Funds for 2016-2017 for a total amount of \$80,125.00 allocated as follows:

NP Auxiliary Services	Rate/Pupil	Pupils	State Aid	Allocation
*Compensatory Education	\$ 995.33	42	\$37,624.00	
*E.S.L.	\$1,015.00	1	\$ 914.00	

Transportation	\$	0	\$	0
Total Auxiliary Services				\$38,538.00

NP Handicapped Services	Rate/Pupil	Pupils	State Aid
*Initial Exam & Class.	\$1,326.17	11	\$13,858.00
*Annual Exam & Class.	\$ 380.00	10	\$ 3,610.00
<b>*Corrective Speech</b>	<b>\$ 930.00</b>	<b>13</b>	<b>\$10,779.00</b>
*Supplemental Instruction	\$ 826.00	17	\$13,340.00
Total Handicapped Services			<u>\$41,587.00</u>

TOTAL 192/193 Allocation	\$80,125.00
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\* Prorated at 95.00%

3508N. Approves the following providers for 2016-17 school year to provide Substitute Nursing Services at the rate indicated below:

<u>Provider</u>	<u>Service</u>	<u>Rate</u>
Maxim Healthcare Services,dba	Registered Nurse (RN)	\$51.50/hr
Maxim Staffing Solutions	Licensed Practical Nurse (LPN)	\$47.75/hr
Parsippany, New Jersey		
Delta-T Group	Licensed Practical Nurse (LPN)	\$33.00/hr
Woodbridge, New Jersey	Registered Nurse (RN)	\$41.25/hr

3508O. Authorizes the use of competitive contracting as the term is defined by law to procure the services of a custodial management company. The competitive contracting process will be administered by the School Business Administrator.

3508P. Approve the services of Servpro of Nutley/Belleville, Kelin Plumbing and Heating and Temco Service Industries, Inc on a time and material basis to provide sewer line repair, clean-up and remediation at South Mountain Annex in response to the emergency/life safety condition resulting from sewer line damage.

3508Q. Accepts a donation from the Achieve Foundation in the amount of \$39,802.62.

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

20-006-100-610	Education Foundation	\$39,802.62
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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.

3509. WHEREAS, the United States Supreme Court is considering whether to review a lower court decision in Gloucester City School Board, VA v. G.G., Case No. 16-273;

WHEREAS, the aforementioned case involves the legal rights of transgender students; and

WHEREAS, the Board of Education wishes to express its support of the Respondent Student, G.G.

NOW THEREFORE BE IT RESOLVED, that the Board of Education agrees to join in the brief to be submitted by G.G. to the U.S. Supreme Court and authorize the execution of a retainer agreement, at no cost, with Amicus Counsel supporting G.G.

ROLL CALL: Motion 3500A, 3500D-H, 3501A-H, 3502, 3504, 3505, 3506, 3507, 3508A-N, 3508P-Q Passed; 9 yes, 0 no.

Motion 3508O passed 8 yes, 0 no, 1 abstain (Ms. Baker)

Motion 3500B-C, 3503, 3509 passed. Yes: Ms. Baker, Mrs. Daugherty, Ms. Jones, Mrs. Lawson-Muhammad, Ms. Maini, Ms. Pai, Mr. Sabin, Ms. Smith, Mrs. Wright NO: None

Mr. Walston amends resolution 3500D to reflect a change in start date for Melissa Butler from January 3, 2017 to January 9, 2017.

#### HEARING OF INDIVIDUALS AND DELEGATIONS

None.

#### NEW BUSINESS

None.

#### FUTURE MEETINGS

The Board of Education will meet for its annual Reorganizational Meeting on Wednesday, January 4, 2017 at 7:30 pm in the Columbia High School Auditorium, 17 Parker Avenue, Maplewood, NJ. Action will be taken.

The Board of Education will meet in Closed Session on Monday, January 23, 2017 at 6:30pm in the Columbia High School Guidance 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 Columbia High School Auditorium at 7:30pm in the

District Meeting Room, 17 Parker Avenue, Maplewood, NJ. Action will be taken.

Motion made by Mrs. Daugherty, seconded by Mrs. Lawson-Muhammad that the Board of Education will meet in Executive Session prior to the January 23, 2017 Public Meeting to discuss personnel and legal issues, negotiations and other matters to be announced at a later time. Motion unanimously approved.

MOTION made by Mrs. Daugherty, seconded by Mrs. Lawson-Muhammad, that the Board of Education adjourn Motion unanimously approved at 11:13 p.m.

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Paul Roth, Board Secretary