

SPRINGFIELD BOARD OF EDUCATION

FEBRUARY 8, 2021

REGULAR MEETING

The Springfield Board of Education is committed to providing high quality, efficient educational programs through which all students achieve the New Jersey Core Curriculum Contents Standards. Every effort is made to ensure that the district's certificated and support personnel are among the best in their fields.

The staff and Board of Education are dedicated to maintaining excellence in the delivery of child-centered educational programs. Very simply stated, in Springfield...SCHOOLS ARE FOR KIDS!

A Regular Meeting of the Board of Education of the Township of Springfield in the County of Union, New Jersey, was held via electronic media through zoom on Monday, February 8, 2021 at 7:05 P.M.

President's Statement: Pursuant to the New Jersey Open Public Meetings Act, Public Law 1975, Chapter 231, the Board Secretary caused notice of the meeting to be given to the public and the press on January 4, 2021 and revised on February 5, 2021. The public comment format for this meeting is as follows – attendees wishing to comment during the public sessions will enter their name and address in the Q&A. The President of the Board of Education will recognize the attendee at the appropriate time by allowing the attendee to use audio or audio and video function to ask a question or make a comment.

1. CALL TO ORDER

The meeting was called to order by Board President, Mrs. Laura Gamarekian.

Present: Mr. Anthony Delia(*arrived at 7:13PM*), Mr. Marc Miller, Mr. Hector Munoz, Mrs. Meredith Murphy, Mrs. Kristy Rubin, Mrs. Paula Saha, Mr. Scott Silverstein, Mrs. Hilary Turnbull, Mrs. Laura Gamarekian

Also Present:

Mrs. Rachel Goldberg, Superintendent

Mr. Matthew Clarke, Business Administrator/Board Secretary

Mrs. Erica Scudero, Assistant Superintendent for Curriculum, Instruction & Assessment

Mrs. Dana Kelly, Director of Human Resources

2. PLEDGE OF ALLEGIANCE

3. EMERGENCY REGULATIONS

Moved by Mr. Silverstein, seconded by Mr. Munoz, approval of the resolution regarding emergency regulations:

WHEREAS, the New Jersey Department of Community Affairs enacted emergency regulations that require public bodies (e.g., municipalities, boards of education, etc.) to meet certain criteria if the public body is holding a remote public meeting during a state of emergency; and

WHEREAS, the Springfield Board of Education ("Board") is required by the aforementioned regulations to adopt procedures for public comment made during remote meetings during a state of emergency.

NOW THEREFORE, be it resolved that:

1. The Board Secretary shall announce publicly, and shall cause to be entered in the minutes of the meeting, an accurate statement to the effect that either: (1) both adequate and electronic notice of the meeting has been provided, specifying the time, place, and manner in which such notice was provided; or (2) only electronic notice of the meeting has been provided, specifying the time, place, and manner in which such notice was provided, and that discussion and effectuation of public business shall be limited to the matters included in *N.J.A.C. 5:39-1.5(g)*;
 2. In the event the Board conducts a remote meeting during a state of emergency, the Board shall allow members of the public to make comments via audio or audio and video. Individuals will be prompted to enter their name and address in the Q&A function, and the Board shall hear the comments in the order received. All of the Board's Policies and Regulations related to public participation in board meetings shall remain in effect, including, but not limited to, the presiding officer's ability to limit each statement made by a participant to a 3 minute duration;
 3. If a member of the public becomes disruptive during any portion of the remote public meeting, the Board President shall mute, or direct appropriate staff to mute, the disruptive member of the public. The disruptive individual shall receive a warning that continued disruption may result in the individual being removed from the remote meeting or muted at future remote meetings. Disruptive conduct includes, but is not limited to, shouting, interruption, or use of profanity. If time permits, the Board may allow the disruptive individual to make a public comment at the conclusion of the public comment portion, but reserves the right to continue muting or remove the disruptive individual if the disruptive behavior persists.
 4. These procedures and requirements for making public comment, along with an explanation of the audio muting function of the electronic communications platform being used, shall be announced by the Board President at the beginning of each remote public meeting during a state of emergency.
4. COMMUNICATIONS
- a. NJSBA –
 - i. Delegate Assembly is May 15th, cutoff resolution is March 11th at 5PM.
 - ii. Issues special report on student mental health during the pandemic.
 - iii. Leading thru the Chaos, Feb. 24th via online at 7PM.
 - iv. School Board Notes- Jan 26th and Feb. 2nd.
 - b. GSCS –
 - i. News and Notes – January 25th and February 1st.
 - ii. The Best of the Buzz – January 28th and February 4th.
5. MINUTES
- Moved by Mr. Silverstein, seconded by Mr. Munoz, to approve the following minutes:

Present: Mr. Anthony Delia, Mr. Marc Miller, Mr. Hector Munoz, Mrs. Meredith Murphy, Mrs. Kristy Rubin, Mrs. Paula Saha, Mr. Scott Silverstein, Mrs. Hilary Turnbull, Mrs. Laura Gamarekian MOTION CARRIED

6. SUPERINTENDENT’S REPORT

Moved by Mr. Silverstein, seconded by Mrs. Saha, to accept and approve the Superintendent’s Report as presented –

1. Diversity Council
 - Diversity, Equity, Inclusion & Access in Springfield Public Schools. In November 2020, the district presented Goals and Objectives for the 2020-2021 School Year. Recognize Parent Advocates, Ms. Celena Spencer, Dr. Tonisha Joanis and Dr. Jennifer Weberman.
2. Student/Staff Recognitions
 - Congratulations to the JDHS Model UN Conference Team! This weekend, they participated in the Chicago International Model UN Conference via Zoom. President Ava Bertolotti was recognized as an outstanding delegate. JDHS Alumni Harris Laufer, Juliana Pica and Jessica Pica work for the conference, continuing amazing work beyond JDHS!
 - Congratulations to Coach Rennie and the Girls Basketball team currently 3-1 in the division.
 - February is Black History Month!
3. HIB Report (The Board will go into closed session at the end of the meeting if specific clarification is needed.)
4. Building Usage Request
5. Fund Raiser Request
6. Fieldtrip Request
7. Contracts PL2015, Chapter 47

Yeas: Unanimous by all Members present. MOTION CARRIED

7. PUBLIC SESSION (7:43PM-7:46PM)

The following member of the public had question(s) or comment(s) regarding the Superintendent’s Report:

- Lisa Afflito – District hybrid model

8. BOARD SECRETARY’S REPORT

Moved by Mrs. Rubin, seconded by Mr. Munoz, to approve the Board Secretary’s Report dated December 31, 2020 and that it be received and placed on file.

Yeas: Unanimous by all Members present. MOTION CARRIED

9. TREASURERS REPORT

Moved by Mrs. Rubin, seconded by Mr. Munoz, to approve the Treasurer’s Report dated December 31, 2020 and that it be received and placed on file.

Yeas: Unanimous by all Members present. MOTION CARRIED

10. LEGALS DECEMBER 2020

Moved by Mrs. Rubin, seconded by Mr. Munoz, “Pursuant to N.J.A.C. 6:20-2.13 (e) and after review of the Board Secretary’s and Treasurer’s monthly financial reports and upon consultation with the appropriate district officials, I move the Board certify that to the best of its knowledge as of December 31, 2020 no major account or fund has been over expended in violation of N.J.A.C. 6:20-2.13 (b) and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.”

Yeas: Unanimous by all Members present.

MOTION CARRIED

11. FSA AMENDMENT

Moved by Mrs. Rubin, seconded by Mr. Munoz, to approve an amendment to the FSA plan recognizing the changes for CARES ACT eligible within the 2nd stimulus bill of December 27, 2020.

Yeas: Unanimous by all Members present.

MOTION CARRIED

12. PERSONNEL APPOINTMENTS

Moved by Mrs. Saha, seconded by Mr. Silverstein, at the recommendation of the Superintendent, approval of the appointment of personnel on the attachment all such contracts being subject to future action on account of substantial reductions in State School Aid by virtue of the state of emergency and resulting Statewide Financial dislocation. (Attachment A)

Yeas: Unanimous by all Members present.

MOTION CARRIED

13. SPECIAL EDUCATION PLACEMENTS

Moved by Mrs. Saha, seconded by Mr. Silverstein, at the recommendation of the Superintendent, that the Board of Education approve Special Education request for Related Services/Placements on the attachment. (Attachment B)

Yeas: Unanimous by all Members present.

MOTION CARRIED

14. STUDENT TEACHERS

Moved by Mrs. Saha, seconded by Mr. Silverstein, to approve the attached list of Student Teacher(s) for the 2020-2021 school year. (Attachment C)

Yeas: Unanimous by all Members present.

MOTION CARRIED

15. EDWIN RUBIN, ESQ.

Moved by Mrs. Saha, seconded by Mr. Silverstein, at the recommendation of the Superintendent, to retain the professional services for a special project to prepare and file an H1B petition for 1901 –

Edwin Rubin
Attorney at Law
197 Route 18 South
Suite 209, North Wing
East Brunswick, NJ 08816

\$2,500/retainer and
\$350/hour, plus fees.

16. NJSBA RESOLUTION

Moved by Mrs. Saha, seconded by Mr. Miller, at the recommendation of the Superintendent, the following resolution –

A RESOLUTION REQUESTING GOVERNOR MURPHY TO INCLUDE PUBLIC SCHOOL DISTRICT PERSONNEL IN THE OFFICIAL EXPERT VACCINE ALLOTMENT PANEL’S DEFINITION OF FRONTLINE WORKERS

WHEREAS, the Springfield Board of Education recognizes that the United States, the State of New Jersey and local health authorities, as well as the World Health Organization, have declared a public health emergency regarding the Coronavirus or COVID-19 pandemic; and

WHEREAS, the federal and state authorities have put in place guidance detailing the precautionary measures schools must implement to stop its spread of this disease; and

WHEREAS, public schools have a profound impact on millions of students, families and staff and are charged with the care, education, nourishment of their students and are an integral part of the health and safety of our communities; and

WHEREAS, our district has responded to the challenges brought about by the COVID-19 pandemic, providing students and staff members with the technology and resources necessary to ensure the efficient delivery of instruction, virtually and in-person; and

WHEREAS, the board has a substantial public interest in protecting the health and safety of its students, staff, and community and ensuring that the district can provide staff and students with a safe and effective educational environment that supports student achievement; and

WHEREAS, the board recognizes that this health emergency made it necessary to close schools and reinvent the educational programs in a virtual setting and that this may have an adverse impact on student achievement and the emotional and social wellbeing of students; and

WHEREAS, the COVID-19 Vaccination Plan published by the State of New Jersey Department of Health (December 15, 2020, pgs. 36-37) prioritizes the availability of vaccines to “essential workers” in Phase 1B of the vaccine protocol; and

WHEREAS, school district staff at all levels are essential to the day-to-day operations of this district, responsible for the thorough and efficient education of all students and their social and emotional wellbeing, are critical for virtual and in-class instruction and are “essential workers;”

NOW, THEREFORE, BE IT RESOLVED the Springfield Board of Education finds a substantial public purpose exists to request that Governor Murphy give appropriate priority in the statewide administration of the COVID-19 vaccine to all public school district personnel.

COVID-19 Vaccination Plan published by the State of New Jersey Department of Health, see: <https://nj.gov/health/legal/covid19/NJ%20Interim%20COVID-19%20Vaccination%20Plan%20-%20Revised%2012-15-20.pdf>

RESOLVED, that a copy of this resolution shall be forwarded to the member of the 21st legislative district Senator Thomas Kean, Jr. and the 21st legislative district delegation Assemblyman Jon Bramnick and Assemblywoman Nancy Munoz, Assembly Speaker Craig J. Coughlin, Senate President Stephen M. Sweeney, Governor Phil Murphy, and to the New Jersey School Boards Association.

Yeas: Unanimous by all Members present.

MOTION CARRIED

17. 2ND AND FINAL POLICY READING

Moved by Mr. Miller, seconded by Mr. Munoz, to approve the second and final reading of the following policy (Attachment D):

- a. 5460 - High School Graduation

Yeas: Unanimous by all Members present.

MOTION CARRIED

18. SIDEBAR AGREEMENT- PARENT CONFERENCES

Moved by Mr. Silverstein, seconded by Mr. Miller, at the recommendation of the Superintendent, to approve a Sidebar Agreement between the Springfield Board of Education and the Springfield Education Association for parent conferences during the 2020-2021 school year (July 2019 – June 2023), negotiated contract. (Attachment E)

Yeas: Unanimous by all Members present.

MOTION CARRIED

19. PUBLIC SESSION(7:56 PM – 7:59 PM)

The following members of the public had questions or comments regarding clarifying of parent conferences:

- Noelle Winer

20. NEW BUSINESS

1. JDHS PTSO Meeting Wednesday.
2. Board members, please complete your survey “Classifying our Core Values”.

21. ADJOURNMENT

Moved by Mr. Miller, seconded by Mr. Silverstein, to adjourn the regular meeting at 8:03 PM.

Yeas: Unanimous by all Members present.

MOTION CARRIED

Upcoming Meetings:

1. Regular Meeting – February 22, 2021 at 7:30 PM in the JDHS IMC
2. Regular Meeting – March 1, 2021 at 7:30 PM in the JDHS IMC

Matthew A. Clarke
Business Administrator/Board Secretary

Last Name	First Name	Position	Location	Guide/Step	Salary	Replacement/ Renewal/New	Additional Information	Effective Date
Certificated Staff								
Harms	Cara	Long-term Coverage	District	Step 1-MA	\$61,930.00	---	Rescind	1/4/2021
Noto	Kimberly	Art Teacher	JCS/TLS	---	---	---	Revised Leave Dates	1/16/2021-2/17/2021
Fiamingo	Jeneva	Leave Replacement Teacher	TLS	Step 1-BA	\$57,197.00	Renewal	Extended Leave PD	2/1/2021- 6/30/2021
De La Llave	Pamela	Elementary Teacher	TLS	---	---	---	Revised Leave Dates	9/2/2020 - Return Date Unknown
Laurencelle	Laura	Special Education Teacher	FMG	---	---	---	Revised Leave Dates	2/2/2021 - 5/23/2021
White	Chris	Ice Hockey Site Supervisor	District	Schedule E	\$42.25/hr	---	---	2/9/2021- 2/22/2021
Dougherty	David	Long-Term Coverage	JCS	Step 1-MA	\$61,930.00	Renewal	Continued Coverage	2/1/2021 - 6/30/2021

Last Name	First Name	Position	Location	Guide/Step	Salary	Renewal/New	Information	Effective Date
Substitute/Home instructor/Volunteer								
Morton	Art	Substitute Custodian	District	---	\$14.50/hr	New	---	2/9/2021 - 6/30/2021

Last Name	First Name	Position	Location	Guide/Step	Salary	Replacement/ Renewal/New	Additional Information	Effective Date
Non-Certificated								
Spangler	Ike	Athletic Trainer	JDHS	---	---	---	Extended Leave	3/1/2021-3/26/2021
Romero	Ashley	Non-Instructional Aide	JDHS	---	\$19.42/hr	Replace	RFH - Attendance	2/9/2021 - 6/30/2021
Buonarota	Angela	Sub Instructional Aide	JCS	---	\$14.50/hr	Renewal	---	2/9/2021 - 6/30/2021

Last Name	First Name	Position	Location	Guide/Step	Salary	Replacement/ Renewal/New	Additional Information	Effective Date
Before and After School Program/Childcare								

" A school district or charter schoolmay employ....for a period not to exceed 90 days pending review by the school district providing all the following are satisfied:
Applicant complied with providing list
School district has no knowledge or information that the applicant would be required to disclose under the law
School district determines special or emergent circumstances exist that justify the temporary employment of this applicant"

Springfield Board of Education Regular Meeting 2/8/2021
*****Resignation subject to the requirements provided by law**

**Special Education Request
Related Services/OOD Placements**

Attachment (B)

RELATED SERVICES REQUEST

<u>Vendor</u>	<u>Related Service</u>	<u>Rate</u>	<u>Hours/days/week</u>	<u>Term</u>	<u>Student</u>
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OF DISTRICT PLACEMENT REQUEST

<u>School/Placement</u>	<u>Student</u>	<u>Tuition</u>	<u>Term</u>	<u>Comments</u>
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Deron School I Union, NJ	0607, 0601	\$19,858.00	19-20SY	19-20SY Adjustment
Deron II Montclair, NJ	0311, 2611	\$6,492.00	19-20SY	19-20SY Adjustment
Rutgers Day School Piscataway, NJ	0814	\$85,620.00	20-21SY	New Student

Student Teacher/Internships
Clinical Practice I and Clinical Practice II
(Junior Practicum and Student Teaching)

2020-2021 School Year

Board of Education Meeting: 2/8/2021

Student Teacher/Intern	Patricia Mader-Karan
College / University	NJCU
Assignment Date	January 25, 2021-May 14, 2021
Field of Study	School Nursing/Health Education
School	Edward V. Walton
Cooperating Teacher/Counselor	Roxanne Graham

Student Teacher/Internships
Clinical Practice I and Clinical Practice II
(Junior Practicum and Student Teaching)

2020-2021 School Year

Board of Education Meeting: 2/8/2021

Student Teacher/Intern	Christopher T. Ceci
College / University	University of Phoenix
Assignment Date	12 weeks *Starting 2/10/2021
Field of Study	Elementary Education
School	James Caldwell School/Grade 4
Cooperating Teacher/Counselor	Jessica Ging



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5460 HIGH SCHOOL GRADUATION

The Board will recognize the successful completion of the secondary school instructional program by the award of a State-endorsed diploma certifying the student has met all State and local requirements for high school **graduation**. The Board will annually certify to the Executive County Superintendent each student who has been awarded a diploma has met the requirements for **graduation**.

A. High School **Graduation** Requirements

- A graduating student must have earned a minimum of no fewer than one hundred thirty credits in courses designed to meet all of the New Jersey Student Learning Standards (NJSLS) including, but not limited to, the following credits:
1. Twenty-five (25) credits in language arts literacy aligned to grade nine through twelve standards;
 2. At least twenty credits in mathematics, including Algebra I or the content equivalent (“content equivalent” is defined at N.J.A.C. 6A:8-1.3) including geometry or the content equivalent; and a third year of mathematics that builds on the concepts and skills of algebra and geometry and that prepares students for college and 21st century careers;
 3. At least fifteen credits in social studies, including satisfaction of N.J.S.A. 18A:35-1 and 18A:35-2; five credits in world history; and the integration of civics, economics, geography, and global content in all course offerings;
 4. At least eighteen (18) credits in science, including at least five credits in laboratory biology/life science or the content equivalent; one additional laboratory/inquiry-based science course, which shall include chemistry, environmental science, or physics; and one additional laboratory/inquiry-based science course;
 5. At least three and three-quarters credits in health, safety, and physical education during each year of enrollment, distributed as one hundred fifty minutes per week, as required by N.J.S.A. 18A:35-5, 7 and 8;
 6. At least five credits in visual and performing arts;

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7. At least ten (10) credits in world languages or student demonstration of proficiency as set forth in N.J.A.C. 6A:8-5.1(a)2ii(2);
8. At least two and one-half credits in financial, economic, business, and entrepreneurial literacy;
9. Technological literacy, consistent with the New Jersey Student Learning Standards, integrated throughout the curriculum;
10. At least five credits in 21st century life and careers, or career-technical education; and
11. Electives as determined by the high school program sufficient to meet the total credit requirements as set above.

As defined in N.J.A.C. 6A:8-1.3, “credit” means the award for the equivalent of a class period of instruction which meets for a minimum of forty minutes, one time per week during the school year or as approved through N.J.A.C. 6A:8-5.1(a)2.

The high school **graduation** credit requirement may be met in whole or in part through program completion of a range of experiences that enable students to pursue a variety of personalized learning opportunities, as follows:

1. The school district shall establish a process to approve individualized student learning opportunities that meet or exceed the New Jersey Student Learning Standards NJSLS.
 - a. Individualized student learning opportunities in all NJSLS areas include, but are not limited, to the following:
 - (1) Independent study;
 - (2) Online learning;
 - (3) Study abroad programs;
 - (4) Student exchange programs; and

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- (5) Structured learning experiences, including, but not limited to, work-based programs, internships, apprenticeships, and service learning experiences.
 - b. Individualized student learning opportunities based upon specific instructional objectives aimed at meeting or exceeding the NJSLs shall:
 - (1) Be based on student interest and career goals as reflected in the Personalized Student Learning Plans;
 - (2) Include demonstration of student competency;
 - (3) Be certified for completion based on the school district process adopted according to 2. below; and
 - (4) Be on file in the school district and subject to review by the Commissioner or designee.
 - c. Group programs based upon specific instructional objectives aimed at meeting or exceeding the NJSLs shall be permitted and shall be approved in the same manner as other approved courses.
 2. The school district shall establish a process for granting of credits through successful completion of assessments that verify student achievement in meeting or exceeding the NJSLs at the high school level, including standards achieved by means of the individualized student learning opportunities enumerated as outlined in N.J.A.C. 6A:8-5.1(a)2. Such programs or assessments may occur all or in part prior to a student's high school enrollment; no such locally administered assessments shall preclude or exempt student participation in applicable Statewide assessments at grades three through twelve.
 - a. The school district shall choose assessments that are aligned with or exceed the NJSLs and may include locally designed assessments.
 - b. The school district shall choose from among the following assessment options to determine if students have achieved the level of language proficiency designated as Novice-High as defined by the American Council on the Teaching of Foreign Languages (ACTFL) and recognized as fulfilling the world languages requirement of the NJSLs:

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- (1) The Standards-based Measurement of Proficiency (STAMP) online assessment;
 - (2) The ACTFL Oral Proficiency Interview (OPI) or Modified Oral Proficiency Interview (MOPI); or
 - (3) Department of Education-approved locally designed competency-based assessments.
3. The school district shall establish a process to approve post-secondary learning opportunities that may consist of: Advanced Placement (AP) courses; the College-Level Examination Program (CLEP); or concurrent/dual enrollment at accredited higher education institutions.
- a. The school district shall award credit for successful completion of an approved, accredited college course that assures achievement of knowledge and skills that meets or exceeds the NJSLS.

B. Additional **Graduation** Requirements

1. In order to earn a JDHS diploma, students are required to complete a minimum of 30 hours of meaningful community service and/or volunteer work each year. Service hours will be reviewed quarterly. Hours in excess of 30, in any given academic year, do not carry over to subsequent years.
2. Attendance requirements as indicated in Policy and Regulation 5200; as noted in D. below.
3. Any statutorily mandated requirements for earning a high school diploma; and
4. Any Statewide assessment **graduation** requirements as determined by the New Jersey Department of Education (NJDOE), and as outlined in C. below.

C. Statewide Assessment **Graduation** Requirements

1. The requirement that all students demonstrate proficiency in the high school end-of-course NJSLA/PARCC in ELA 10 and Algebra I, or through the alternate means set forth at N.J.A.C. 6A:8-5.1(f) through (i);

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2. The Board will provide students who have not demonstrated proficiency on the high school end-of-course NJSLA/PARCC in ELA 10 and Algebra I with the opportunity to demonstrate such competence through one of the alternate means set forth below:
 - a. For the graduating classes of 2016, 2017, 2018, and 2019, students who do not take both the ELA 10 and the Algebra I end-of-course NJSLA/PARCC assessments or who take, but do not achieve a passing score on both assessments, as required by N.J.A.C. 6A:8-5.1(a)6, may satisfy the State requirement to demonstrate proficiency in English language arts and mathematics in one of the following ways:
 - (1) Achieve a passing score, as determined by the Commissioner, on a corresponding substitute competency test in English Language Arts and/or Mathematics, as applicable, or substitute a passing score on another end-of-course NJSLA/PARCC assessment, including ELA 9, ELA 11, Geometry, or Algebra II; or
 - (2) Meet the criteria of the portfolio appeals process; and
 - b. For the graduating class of 2020, students who take all applicable high school end-of-course NJSLA/PARCC assessments for all courses in which they are enrolled, including those students who received a waiver for ELA 11 pursuant to N.J.A.C. 6A:8-4.1(c)3i, as of September 6, 2016, and thereafter, but do not achieve a passing score on both the ELA 10 and Algebra I end-of-course NJSLA/PARCC assessments pursuant to N.J.A.C. 6A:8-5.1 (a)6, may satisfy the State requirement to demonstrate proficiency in English language arts and mathematics in one of the following ways:
 - (1) Achieve a passing score, as determined by the Commissioner, on a corresponding substitute competency test in English language arts and/or mathematics, as applicable, or substitute a passing score on another end-of-course NJSLA/PARCC assessment, including ELA 9, ELA 11, Geometry, or Algebra II; or
 - (2) Meet the criteria of the portfolio appeals process.

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3. Beginning with the graduating class of 2021, students who take all applicable high school end-of-course NJSLA/PARCC assessments for all courses in which they are enrolled, including those students who received a waiver for ELA 11 pursuant to N.J.A.C. 6A:8-4.1(c)3i, as of September 6, 2016, and thereafter, but do not achieve a passing score on both the ELA 10 and Algebra I end-of-course NJSLA/PARCC assessments pursuant to N.J.A.C. 6A:8-5.1(a)6, by the conclusion of their senior year and after multiple opportunities to take the assessments, may satisfy the State requirement to demonstrate proficiency in English language arts and mathematics by meeting the criteria of the portfolio appeals process.
4. In accordance with a NJDOE Memorandum dated January 24, 2017, students in the graduating cohort of 2020 and 2021 who completed an Algebra I course prior to September 6, 2016 and:
 - a. Took the NJSLA/PARCC Algebra I assessment, but did not pass and are now in an advanced mathematics course (e.g. Geometry or Algebra II); or
 - b. Did not receive a valid test score, but are now in an advanced mathematics course (e.g. Geometry or Algebra II); or
 - c. Did not have an opportunity to take the NJSLA/PARCC Algebra I assessment because the NJDOE did not offer a summer test administration, but are now in advanced mathematics course (e.g. Geometry or Algebra II). Only students in the graduating cohorts of 2020 and 2021 described in the three specific groups above in a. b., and c. are eligible to utilize the following pathways to demonstrate proficiency in mathematics:
 - (1) Take or retake the NJSLA/PARCC Algebra I assessment and pass; or
 - (2) Utilize the NJDOE portfolio appeals process, provided they take the NJSLA/PARCC Geometry assessment and the NJSLA/PARCC Algebra II assessment (if enrolled in the Algebra II course) and receive valid scores; or
 - (3) Take and pass the Geometry or Algebra II assessment.
5. All English Language Learners (ELLs) shall satisfy the requirements for high school **graduation**, except ELLs may demonstrate they have attained State

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minimum levels of proficiency through passage of the portfolio appeals process in their native language, when available, and passage of a Department of Education-approved English fluency assessment.

6. Students with disabilities as defined in N.J.A.C. 6A:14-1.3 or eligible under Section 504 of the Rehabilitation Act who participate in the alternative assessment for students with disabilities are not required to participate in repeated administration of high school end-of-course NJSLA/PARCC assessments.

D. Attendance

Regular attendance is required for the successful completion of a course of study and **graduation**. Students are expected to be present in every scheduled class except as their attendance is excused in accordance with Board Policy 5200.

E. Students with Disabilities

1. Through the Individualized Educational Plan (IEP) process and pursuant to N.J.A.C. 6A:14-4.11 - **Graduation**, the school district may specify alternate requirements for a State-endorsed diploma for individual students with disabilities as defined in N.J.A.C. 6A:14-1.3.
 - a. The school district shall specifically address any alternate requirements for **graduation** in a student's IEP, in accordance with N.J.A.C. 6A:14-4.11.
 - b. The school district shall develop and implement procedures for assessing whether a student with a disability has met the specified alternate requirements for **graduation** individually determined in an IEP.
2. If a student with a disability attends a school other than that of the school district of residence, which is empowered to grant a diploma, the student shall have the choice of receiving the diploma of the school attended or the diploma of the school district of residence.
 - a. If the school the student is attending declines to issue a diploma to the student, the school district of residence Board of Education shall issue the student a diploma if the student has satisfied all State and local **graduation** requirements, as specified in the student's IEP.

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3. If the Board grants an elementary school diploma, a student with a disability who fulfills the requirements of his or her IEP shall qualify for and receive a diploma.
4. Students with disabilities who meet the standards for **graduation** according to the school district's **graduation** requirements shall have the opportunity to participate in **graduation** exercises and related activities on a nondiscriminatory basis.
5. A student with a disability whose IEP prescribes continued special education programs beyond the fourth year of high school shall be permitted to participate in commencement ceremonies with his/her graduating class and shall receive a certificate of attendance, provided the student has attended four years of high school.
6. When a student with a disability graduates or exceeds the age of eligibility, the student shall be provided a written summary of his or her academic achievement and functional performance prior to the date of the student's **graduation** or the conclusion of the school year in which he or she exceeds the age of eligibility. The summary shall include recommendations to assist the child in meeting his or her postsecondary goals.

F. High School Diploma

1. The Board shall award a State-endorsed high school diploma to prospective graduates who have met all of the requirements adopted in accordance with State and local Board of Education requirements.
2. The Board shall not issue a high school diploma to any student not meeting the criteria specified in State and local requirements.
 - a. The school district shall provide students exiting grade twelve without a diploma the opportunity for continued high school enrollment to age twenty or until the requirements for a State-endorsed diploma have been met, whichever comes first.
 - b. The school district shall allow any out-of-school individual to age twenty who has otherwise met all State and local **graduation** requirements, but has failed to pass high school end-of-course NJSLA/PARCC assessments to demonstrate proficiency as set forth in N.J.A.C. 6A:8-5.1(f) pursuant to the standards applicable to the student's graduating class. Students in

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graduating classes prior to 2016 shall demonstrate proficiency as set forth in N.J.A.C. 6A:8-5.1(f)1. Upon certification of passing the test applicable to the student's class in accordance with N.J.A.C. 6A:8, a State-endorsed diploma shall be granted by the high school of record.

3. The Commissioner shall award a State-issued high school diploma in accordance with the provisions of N.J.A.C. 6A:8-5.2(c) and (d).
4. The Board shall award a State-endorsed high school diploma to any currently enrolled student, regardless of grade level, who:
 - a. Has demonstrated proficiency in the high school end-of-course NJSLA/PARCC assessments in ELA 10 and Algebra I, or as set forth in N.J.A.C. 6A:8-5.1(f);
 - b. Has presented official transcripts showing at least thirty general education credits leading to a degree at an accredited institution of higher education; and
 - c. Has formally requested such early award of a State-endorsed high school diploma.

G. Notification

Each student who enters or transfers into the high school and the student's parent(s) will be provided a copy of the school district's requirements for a State-endorsed diploma, and the programs available to assist students in attaining the State-endorsed diploma, in accordance with N.J.S.A. 18A:7C-5.

H. Reporting

The Superintendent, in accordance with N.J.S.A. 18A:7C-7 and 18A:7E-3, shall report annually to the Board at a public meeting not later than September 30, and to the Commissioner:

1. The total number of students graduated;
2. The number of students graduated under the substitute competency test process;

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3. The number of students graduated under the portfolio appeals process;
 4. The number of students receiving State-endorsed high school diplomas as a result of meeting any alternative requirements for **graduation** as specified in their IEP's;
 5. The total number of students denied **graduation** from the twelfth-grade class; and
 6. The number of students denied **graduation** from the twelfth-grade class solely because of failure to pass the high school end-of-course NJSLA/PARCC assessments, substitute competency tests, or portfolio appeals process based on the provisions of N.J.A.C. 6A:8.
- I. The Superintendent shall provide to the Executive County Superintendent the school district's **graduation** requirements each year they are evaluated through the Quality Single Accountability Continuum (QSAC) and update the filed copy each time the **graduation** policy is revised.

N.J.S.A. 18A:7C-1; 18A:35-1; 18A:35-4.9; 18A:35-7; 18A:36-17
N.J.A.C. 6A:8-1 et seq.; 6A:8-5.1; 6A:8-5.2; 6A:14-4.11 et seq.

Adopted: 18 March 2019
Revised:

Sidebar Agreement between the
Springfield Education Association and the
Springfield Board of Education
Regarding Parent/Teacher Conferences

Both parties enter into this Sidebar Agreement on _____.

1. The Parties have agreed that, in response to the scheduling changes made in response to the COVID-19 outbreak, the language regarding the parent conferences in Part III, Article 23, Section D.3, as agreed upon in the contract, shall be changed for the conferences scheduled March 9, 2021 and March 11, 2021 to read as follows:

Conferences shall consist of two days as follows: (i) the first day shall consist of an early dismissal for students with afternoon conferences through the end of the school day and evening conferences which shall run from 6:00 p.m. until 8:00 p.m.; (ii) the second day shall consist of an early dismissal for students with conferences through the end of the school day.

2. This agreement shall be in effect during the 2020-2021 academic year only.
3. All of the remaining terms and conditions in the Parties Collective Bargaining Agreement

not specifically modified herein shall remain in full force and shall not be impacted by the terms of this Sidebar Agreement.

For the Board of Education

For the Association

