



THE SCHOOL DISTRICT OF
**South Orange
& Maplewood**

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South Orange & Maplewood Board of Education

Personnel Committee - December 16, 2024

Agenda

Chairperson: Ms. Regina Eckert

Committee: Ms. Nubia Duvall-Wilson; Mr. Arun Vadlamani; ~~Dr. Qawi Telesford~~

Administrative Liaison(s): Mr. Bing, Superintendent, Dr. Kevin Gilbert, Assistant Superintendent Access/Equity; Mr. Tunde Adedoyin, Director of Human Resources; ~~Ms. Monique Durant~~, Coordinator of Human Resources

[Personnel Question Tracker](#)

- Standing Topics
 - Personnel Recommendations - Committee discussed the following on the Personnel resolution in more detail:
 - Staff members coming back from and going on Administrative Leave
 - Job openings/vacancies update
 - Review monthly report (data and charts)
 - As of 12/13, there are:
 - 37 total vacancies to be filled, 19 within SPED department
 - 8 total leave replacement positions to be filled, 4 within the SPED department
 - Reviewed District's first pass at MOM data and charts - committee appreciated the efforts and has recommendations on how to track/house data moving forward that will enable more clear and concise tables and charts.
 - CHS - Pre-Calc Honors coverage - Committee discussed the recruiting process specific to staff members going on planned, longer term leaves and at this point. The committee expressed concerns around the lack of proactive communication and Mr. Bing acknowledged that there should have been an early communication to students and parents explaining the situation and instructional plan. The committee requested that HR work with C&I to establish a process for notifying students and families about (longer term) teacher leaves and the coverage/instructional plan.

- Pending Investigations/Personnel matters/Litigation, if applicable - Confidential
- [24-25 SY Committee Goal Tracking](#)
 - Progress Monitoring for 5 Year Workforce Diversity Plan (District Goals 2024-25) - No updates to share at the moment. Mr. Adedoyin will present the 5 year workforce diversity plan at the upcoming Rutgers Implementation Committee meeting.
 - Brief discussion around the question: Is there DEI pushback happening in the Education world, similar to what's happening in business/larger corporations? Mr. Adedoyin has not heard anything locally, Mr. Bing mentioned it happened in NY - they kept the spirit of it but rebranded.
 - Timely Staff Performance Evaluations - Mr. Adedoyin shared data provided by C&I dept and committee reinforced the importance of holding building administration accountable to staying on schedule to meet deadlines.
 - Data-Driven Retention & Recruitment - see above in reviewing monthly data/charts
- Policy Updates - No policies to review
- Old Business
 - Retention analysis presentation - pushed to next committee meeting as Mr. Adedoyin is still incorporating feedback from committee members
 - Recruitment
 - Continued conversation around allowing *new* teachers to have their child(ren) attend SOMSD schools as a recruiting tool. Dr. Gilbert and Mr. Adedoyin believe this can help fill some tough positions and bring in more teachers of color based on feedback they've received.
 - Next step: Committee is open to furthering discussions but we need to understand the financial impact. Dr. Gilbert and Mr. Adedoyin to work with the BA office to put together an analysis for the next committee meeting.
- Action Items/Next Steps
 - Dr. Gilbert and Tunde to work with the BA office to put together a financial analysis for allowing new teachers to send their child(ren) to SOMSD schools
 - Mr. Adedoyin to incorporate committee member feedback into Retention presentation
 - Mr. Adedoyin and Regina to regroup re: vacancy tracking, including additional feedback from Board Member Vadlamani

- Meeting ended at 7:38pm
- Next meeting Date: TBD January 2025