

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting – August 26, 2019
6:30 P.M. Executive Session
8:00 P.M. Public Session
West Orange High School
51 Conforti Avenue

Agenda

I. ROLL CALL OF THE MEMBERS

II. NOTICE OF MEETING: Please take notice that adequate notice of this meeting has been provided in the following manner:

- A. That a written notice was sent from the Office of the Secretary of the Board at 4:00 p.m. on January 8, 2019.
- B. That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and the Star-Ledger.
- C. That said notice was posted in the lobby of the Administration Building of the Board of Education.

III. WEST ORANGE BOARD OF EDUCATION RESOLUTION AUTHORIZING EXECUTIVE SESSION

WHEREAS, while the “Sen. Byron M. Baer Open Public Meetings Act” (N.J.S.A. 10:4-6 et seq.) requires all meetings of the West Orange Board of Education to be held in public, N.J.S.A. 10:4-12(b) sets forth nine (9) types of matters that may lawfully be discussed in "Executive Session," without the public being permitted to attend, and

WHEREAS, the Board has determined that nine (9) issues are permitted by N.J.S.A. 10:4-12(b) to be discussed without the public in attendance and shall be discussed during an Executive Session to be held on Monday, August 26, 2019 at 6:30 P.M, and

WHEREAS, the nine (9) exceptions to open public meetings set forth in N.J.S.A. 10:4-12(b) are listed below, and next to each exception is a box which will be marked when the issues to be privately discussed fall within that exception, and after each exception is a space where additional information that will disclose as much information about the discussion as possible without undermining the purpose of the exception shall be written:

☐ “(1) Any matter which, by express provision of Federal law, State statute or rule of court shall be rendered confidential or excluded from public discussion." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

☐ "(2) Any matter in which the release of information would impair a right to receive funds from the federal government." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

■ "(3) Any material the disclosure of which constitutes an unwarranted invasion of individual privacy such as any records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program, including but not limited to information relative to the individual's personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly." The nature of the matters, described as specifically as possible without undermining the need for confidentiality are: Settlement Agreements for the following students: #216038, #1901008, and #2907048.

■ "(4) Any collective bargaining agreement, or the terms and conditions of which are proposed for inclusion in any collective bargaining agreement, including the negotiation of terms and conditions with employees or representatives of employees of the public body." The collective bargaining contract(s) discussed are between the Board and WOAA; Board and Local 68; and Administrative Assistant Longevity.

□ "(5) Any matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates or investment of public funds where it could adversely affect the public interest if discussion of such matters were disclosed." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

□ "(6) Any tactics and techniques utilized in protecting the safety and property of the public, provided that their disclosure could impair such protection. Any investigations of violations or possible violations of the law." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

■ "(7) Any pending or anticipated litigation or contract negotiation in which the public body is, or may become a party. Any matters falling within the attorney-client privilege, to the extent that confidentiality is required in order for the attorney to exercise his ethical duties as a lawyer." The parties to and docket numbers of each item of litigation and/or the parties to each contract discussed are and the nature of the discussion, described as specifically as possible without undermining the need for confidentiality are: Tuition Deposit Non-Resident Procedure.

■ "(8) Any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance, promotion or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the public body, unless all individual employees or appointees whose rights could be adversely affected request in writing that such matter or matters be discussed at a public meeting." Subject to the balancing of the public's interest and the employee's privacy rights under South Jersey Publishing Co. v. New Jersey Expressway Authority, 124 N.J. 478 (1991), the employee(s) and nature of the discussion, described as specifically as possible without undermining the need for confidentiality are: Employee #5006; Employee #4515.

□ "(9) Any deliberation of a public body occurring after a public hearing that may result in the imposition of a specific civil penalty upon the responding party or the suspension or loss of a license or permit belonging to the responding party as a result of an act of omission for which the responding party bears responsibility." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

WHEREAS, the length of the Executive Session is estimated to be ninety (90) minutes after which the public meeting of the Board shall (select one) ☐ reconvene and immediately adjourn or ☒ reconvene and proceed with business where formal action will be taken.

NOW, THEREFORE, BE IT RESOLVED that the West Orange Board of Education will go into Executive Session for the above stated reasons only; and

BE IT FURTHER RESOLVED that the Board hereby declares that its discussion of the aforementioned subject(s) will be made public at a time when the public's interest in disclosure is greater than any privacy or governmental interest being protected from disclosure.

IV. PUBLIC SESSION AT 8:00 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF August 8 and 12, 2019 (Att. #1)

VII. SUPERINTENDENT/ BOARD REPORTS

- A. Technology Update - Mr. Santiago
- B. Special Education Audit Year 2 Progress
- C. Air Structure Update

VIII. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

IX. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS

A. PERSONNEL

1. Resignations / Retirements:

- a. Superintendent recommends approval to the Board of Education for the following certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Michael Cadmus	WOHS	English	Resignation	10/18/19*

*or sooner as determined by the Superintendent

- b. Superintendent recommends approval to the Board of Education for the following non-certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Yvonne Henry	Transportation	Bus Driver Part-time	Resignation	8/16/19
Hysen Myrtolli	Transportation	Bus Driver Part-time	Resignation	8/20/19

2. Rescissions

- a. Superintendent recommends approval to the Board of Education for the following rescission(s):

Name	Location	Position	Effective Date
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Kristen Dunleavy	Redwood	Conflict Resolution Advisor	8/22/19
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3. Appointments

- a. Superintendent recommends approval to the Board of Education for the following certificated staff appointment(s).

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Miriam Kargbo-Jackson	Redwood	Kindergarten	Jackson reassigned	BA	3	\$57,681	9/1/19 - 6/30/20
Katherine Westerlund	WOHS	Music Leave Replacement	Lagatic	BA	3	\$57,681 prorated	9/23/19 - 1/31/20
Christine O'Neill	WOHS	Special Education Mathematics Long Term Substitute	Davis	MA	N/A	\$308 per diem	9/3/19 - 11/27/19
Kimya Jackson	Redwood	Assistant Principal	Marti reassigned	MA+45	N/A	\$117,596* plus \$6,404 longevity prorated	8/27/19 - 6/30/20

*pending contract negotiations

- b. Superintendent recommends approval to the Board of Education for the following non-certificated staff appointment(s).

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Charlene Davis-Williams	St. Cloud	Administrative Assistant 10-month	Nevins reassigned	Column I	3	\$37,564	8/26/19 - 6/30/20
Daryl Williams	Edison	Custodian Night-shift	Rinaldi	Custodian	1	\$37,380* prorated includes shift differential of \$580	9/3/19 - 6/30/20
Veronica Moreno	Redwood	Lunch Aide	Stroppa	N/A	N/A	\$18.96 per hour not to exceed 2.5 hours per day	9/5/19 - 6/19/20

*pending contract negotiations

- c. Superintendent recommends approval to the Board of Education for the following additional teaching assignment(s):

Name	Location	Position	Guide	Step	Salary	Effective Dates
Amy Lourenco	WOHS	ESL	MA+15	9	\$11,450.17	2019-2020
Yajing Li	WOHS	Chinese	MA+45	15	\$15,028.67	2019-2020
Jean-Claude Cenatus	Liberty	French	BA+30	14	\$11,772.67	2019-2020
Mathieu Daquin	WOHS	French	MA+45	14	\$13,787.84	2019-2020
Christella Jasmin	Roosevelt	French	MA	9	\$10,756.17	2019-2020
Dana Peart	WOHS	French	MA+45	16	\$16,684.84	2019-2020
Carlo Felici	Liberty	Italian .5 additional	BA	5	\$30.63 per diem	2019-2020
Leanna Amorim	Roosevelt	Spanish	MA+30	16	\$17,255.67	2019-2020
Maria Blanco	WOHS	Spanish	MA	17	\$17,702.15	2019-2020

Carlos Perez	WOHS	Spanish	MA+30	17	\$19,397.84	2019-2020
Thany Salazar	Liberty	Spanish	BA	17	\$15,570.84	2019-2020
Begonia Viqueira	WOHS	Spanish	MA	17	\$17,702.50	2019-2020
Sandra Marmolejos	Roosevelt	Special Education English	MA+15	14	\$12,515.17	2019-2020
Nicole Eoon	Roosevelt	Special Education Mathematics	MA+30	8	\$12,127.50	2019-2020

- d. Superintendent recommends approval to the Board of Education for the following negotiated co-curricular assignment(s):

Name	Location	Position	Stipend	Effective Dates
Shane Daiek	WOHS	Astronomy	\$732 amended	2019-2020
Paul Tavarone	WOHS	Astronomy	\$732	2019-2020
Melanie Racanelli Redwood	WOHS	Fall Drama: Set Design	\$605	2019-2020
Melanie Racanelli Redwood	WOHS	Spring Musical: Set Design	\$908.50	2019-2020
Mallory DeMarco	WOHS	Spring Musical: Set Design	\$908.50	2019-2020
Daniel Travis OOD	WOHS	Volunteer: Football	N/A	2019-2020
Emmanuel Weaver OOD	WOHS	Volunteer: Football	N/A	2019-2020

- e. Superintendent recommends approval to the Board of Education for the following CST summer assignment(s):

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Anthony Carsillo Kelly	District	Summer IEP Meetings General Education	\$39.78 per hour not to exceed 10 hours	8/13/19 - 8/31/19
Keri Orange Kelly	District	Summer IEP Meetings General Education	\$39.78 per hour not to exceed 10 hours	8/13/19 - 8/31/19
Amy Drost	Special Services District	Summer CST School Psychologist student case management	\$66.30 per hour not to exceed 125 hours amended from 100 hours	8/13/19 - 8/31/19
Suzanne Lee	Special Services District	Summer CST School Psychologist student case management	\$66.30 per hour not to exceed 115 hours amended from 100 hours	8/13/19 - 8/31/19
Cindy Newell	Special Services District	Summer CST School Social Worker student case management	\$66.30 per hour not to exceed 75 hours amended from 50 hours	8/13/19 - 8/31/19

- f. Superintendent recommends approval to the Board of Education for the following additional assignment(s):

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Nancy Evans	WOHS	Student assistance after school academic support	\$23.46 per hour not to exceed 78 hours	9/3/19 - 6/22/20

- g. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2019-2020:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Debra Bassan	Substitute	X	X				
Debra McNeil	Substitute	X					
Carol Nellen	Standard	X					

4. Leaves of Absence:

- a. Superintendent recommends approval to the Board of Education for the following leaves of absence for certificated staff:

Name	Location / Position	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
Heidi Brotzman Family	.5 Liberty / .5 Roosevelt Student Assistance Counselor	11/11/19 - 11/22/19	N/A	11/25/19 - 2/21/20	2/24/20
Victoria Busby Personal	Washington Kindergarten	N/A	N/A	9/24/19 - 6/30/20*	9/1/20
Christella Jasmin Family	Roosevelt French	11/11/19 - 1/3/20	1/6/20 - 3/27/20	3/30/20 - 5/21/20	5/22/20
Maria Lauricella Family	Redwood Resource Room	10/31/19 - 12/13/19	N/A	12/16/19 - 6/30/20	9/1/20

*or sooner as determined by the Superintendent

- b. Superintendent recommends approval to the Board of Education for the following leaves of absence for non-certificated staff:

Name	Location / Position	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
Rachel Mondalto Medical	St. Cloud Paraprofessional	9/3/19 - 9/19/19	9/20/19 - 10/31/19	N/A	11/1/19

5. Transfer(s):

- a. Superintendent recommends approval to the Board of Education for the following transfer(s) of certificated staff:

Name	From	Position	To	Position	Effective Date
Sharon Fumia Voluntary	.5 Edison / .5 Roosevelt	ESL	.5 Liberty / .5 Roosevelt	ESL	9/1/19
Lisette Santa Voluntary	.5 Edison / .5 Liberty	ESL	Edison	ESL	9/1/19
Nicole Payne Non-Voluntary	Hazel	Music	.8 Hazel / .2 Kelly	Music	9/1/19
Michelle Zimmerman Non-Voluntary	Mt. Pleasant	Music	.1 Gregory / .8 Mt. Pleasant / .1 Redwood	Music	9/1/19
Mercedes Asqui Arroba	Redwood	Spanish	.5 Mt. Pleasant / .5 Redwood	ESL	9/1/19

Voluntary					
Elsa Batistia Voluntary	Gregory	Spanish	.7 Gregory / .3 Hazel	Spanish	9/1/19
Claudia Moncayo Voluntary	.5 St. Cloud / .5 Edison	Spanish	Edison	Spanish	9/1/19
Amalia Morales Voluntary	Edison	Spanish	.5 Edison / .5 Liberty	Spanish / ESL	9/1/19
Maria Pirovano Voluntary	Washington	Spanish	.2 Hazel / .8 Washington	Spanish	9/1/19
Veronica Traversari Voluntary	.6 Hazel / .4 St. Cloud	Spanish	.2 Mt. Pleasant / .8 Redwood	Spanish	9/1/19

- b. Superintendent recommends approval to the Board of Education for the following transfer(s) of non-certificated staff:**

Name	From	Position	To	Position	Effective Date
Robert Farrell	WOHS	Utility Step 4 \$39,272	WOHS	Maintenance Step 1 \$44,680*	9/1/19

*pending contract negotiations

6. Superintendent recommends to the Board of Education the submission of the proposed Comprehensive Equity Plan for the years 2019-2020 through 2021-2022 and the Affirmative Action Team that participated in the development of the Needs Assessment and Comprehensive Equity Plan.

B. CURRICULUM AND INSTRUCTION

1. Recommend approval of Applications for School Business requests. (Att. #2)
2. Recommend approval of the following overnight field trip(s)for the 2019-2020 school year:

School	Grades	Course / Group	Destination	City	State
WOHS	9-12	Girls Soccer Team	Wildwood Catholic High School	North Wildwood	NJ

3. Recommend approval for the following student teaching for the 2019-2020 school year:

Student Teacher Candidate	Affiliated University	Effective Dates
Lauren Katimbang	Montclair University	9/3/2019 - 12/12/2019

4. Superintendent recommends approval of Affiliation Agreement between West Orange School District and Caldwell University for student teaching and field experience placement for the 2019-2020 school year.
5. Superintendent recommends approval of Affiliation Agreement between West Orange School District and Seton Hall University School of Health and Medical Sciences for student teaching and field experience placement for the 2019-2020 school year.

C. FINANCE

a.) Special Services

1. Recommend approval for the following out of district placements for the 2019-2020 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1913011	Windsor Bergen Academy	Tuition: \$56,045.58 183 days @ \$306.26/day	Unbudgeted

2. Recommend approval of tuition contracts for the 2019-2020 school year as follows:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1901008	North Jersey Behavioral Health Services	Tuition: \$54,000.00 34 days @ \$1,600.00/day	Unbudgeted
1901008	Spectrum Consulting, Inc.	Tuition: \$93,600.00 9/4/2019 - 6/19/2020 Home Support Programming: \$58,500.00 (26 Weeks)	Unbudgeted

3. Recommend approval for the following providers for services for the 2019-2020 school year:

ID Number	Provider	Type of Service	Cost	Not to Exceed
1308109	Kid Clan, Services, Inc.	Occupational Therapy Evaluation	\$275.00	\$275.00
1805058	Cerebral Palsy of North Jersey, Inc.	Occupational Therapy 1 hour/week	\$98.00/hour	\$1,500.00
2910114	Para-Plus Translations, Inc. 2 Coleman Avenue Cherry Hill, NJ 08034	Translation at Annual Review Meetings	\$93.50/hr - meetings \$25.00/hour - travel \$0.58/mile for gas	\$500.00

4. Recommend approval of the District's 2019-2020 School Nursing Service Plan.

b.) Business Office

1. Recommend approval of the 8/26/19 Bills List:

Payroll/Benefits	\$ 396,403.37
Transportation	\$ 143,394.76
Tuition (Spec. Ed./Charter)	\$ 440,201.67
Instruction	\$ 555,711.61
Facilities/Security	\$ 333,306.28
Capital Outlay	\$ 45,027.93
Grants	\$ 107,525.74
Summer Enrichment	\$ 3,240.00

Support Svcs/Co-Curricular/Athletics/Misc. \$ 183,706.02
\$ 2,208,517.38

2. Recommend approval of Settlement Agreement of Worker's Compensation claims in the matter of Employee #4515 in the amount of \$104,400, and \$10,000 under Section 20, as stipulated in closed session.
3. Recommend approval of Settlement Agreement between the parents of Student #216038 and the West Orange Board of Education, as stipulated in closed session.
4. Recommend approval of Settlement Agreement between the parents of Student #1901008 and the West Orange Board of Education, as stipulated in closed session.
5. Recommend approval of Settlement Agreement between the parents of Student #2907048 and the West Orange Board of Education, as stipulated in closed session.
6. Recommend acceptance of the following grants/donations:

Donor	Recipient	Donation
DonorsChoose.org Team	Hazel School - Ursula McGee's Classroom	Carpet/Storage Drawer valued at \$487

7. Recommend approval of the following Athletic Event Fees:

High School	
Sport Officials	Amount
Football - Varsity	\$91
Football - Sub Varsity	\$60
Volleyball - Varsity	\$70
Volleyball - Sub Varsity	\$45
Wrestling - Varsity	\$81
Wrestling - Sub Varsity	\$52
Swimming - Varsity	\$95**
Ice Hockey - Varsity	\$89
Ice Hockey - Sub Varsity	\$67
Basketball - Varsity	\$81
Basketball - Sub Varsity	\$58
Baseball - Varsity	\$83
Baseball - Sub Varsity	\$60
Baseball - Varsity - Pitch Counter	\$55

Softball - Varsity	\$77
Softball - Sub Varsity	\$58
Lacrosse - Varsity	\$85
Lacrosse - Sub Varsity	\$60
Track & Field - Starter - 5 Teams + up	\$112
Track & Field - 5 Teams + up	\$97
Track & Field - Starter - 4 Teams + under	\$93
Track & Field - 4 Teams + under	\$83
Soccer - Varsity	\$80
Soccer - Sub Varsity	\$58
Fencing - Varsity	\$85
Fencing - Sub Varsity	\$55
Game Personnel	Amount
Ticket Sellers/Takers	\$55/\$85.68/ \$146.88 ***
Crowd Control	\$55/\$84 *
Staff Parking Attendant	\$25/hour
Announcer (Varsity only)	\$55
Clock (Varsity Football)	\$75
Videographer	\$125
Scoreboard Operator	\$55/\$84 *
Site Manager	\$75/hour
Scorebook Keeper	\$55/\$84 *

* \$55 per game, \$84 for doubleheaders

** Includes \$10 for parking

*** \$55 per game, \$85.68 for doubleheaders, \$146.88 for tripleheaders

Middle School	
Sport Officials	Amount
Sport Official (Middle School) - 1 per game	\$65
Sport Official (Middle School) - 2 per game	\$45
Game Personnel	Amount
Crowd Control	\$55

8. Recommend approval of ChromeBook/Laptop Insurance, full coverage inclusive of

accidental damage and theft, for 1,700 devices, provided by Worth Ave. Group, in the amount of \$44,200 for the 2019-2020 school year.

D. REPORTS

X. PETITIONS AND HEARINGS OF CITIZENS

XI. REPORT FROM THE BOARD PRESIDENT AND/OR BOARD MEMBERS

1. Review of Board Self-Evaluation.

XII. NEXT BOARD MEETING to be held at 8:00 p.m. on September 23, 2019 at West Orange High School.

XIII. EXECUTIVE SESSION (as deemed necessary)

WHEREAS: The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED: The Board of Education adjourns to closed session to personnel, legal and miscellaneous confidential matters. Be it further

RESOLVED: The minutes of this closed session will be made public when the need for confidentiality no longer exists.

IX. ADJOURNMENT