

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting August 16, 2021
6:30 P.M. Executive Session
7:30 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, 2021.
- 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 six (6) 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 16, 2021 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: _____.

■ "(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 WOEА.

□ "(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 Agreement; Settlement Agreement: Student #2910114.

■ "(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 Numbers 6378, 4870 and 4129.

□ "(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 sixty (60) 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 7:30 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF July 26, 2021 (Att. #1)

VII. SUPERINTENDENT/ BOARD REPORTS

- A. School Reopening: The Road Forward
- B. Student Safety Data System (SSDS) Report for 2020-2021
- C. Board Goals 2021-2022

VIII. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

IX. BOARD POLICY (IES):

- A. Superintendent recommends a motion to abolish the following policies:
 - 1) 1648.02 Remote Learning Options for Families
 - 2) 1648 Restart and Recovery Plan
- B. **FIRST READING OF THE FOLLOWING BOARD POLICY(IES):**
1648.11 The Road Forward COVID-19 – Health & Safety (Att. #2)
- C. **SECOND READING/ADOPTION OF THE FOLLOWING BOARD POLICY(IES):** (Att. #3)

X. 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
Heidi Brotzman	.5 Liberty / .5 Roosevelt	Student Assistance Counselor	Resignation	9/23/21*
Claudia Builes-Dally	Gregory	Kindergarten Special Education	Resignation	10/4/21*
Rachel Frieman	Kelly	Kindergarten	Resignation	8/5/21

		Leave Replacement		
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*or upon Board approval of a replacement

- 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
Paul Chegwiddden OOD	WOHS	Strength & Conditioning: Summer	Resignation	8/9/21
Paula Goncalves- Healey	Gregory	Administrative Assistant	Resignation	7/30/21
Julia Moore	Kelly	Paraprofessional	Retirement 15 years	9/1/21

2. Rescissions

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

Name	Location	Position	Effective Date
Brooke Alvine	Liberty	Social Studies Leave Replacement	7/20/21
Salma Hassan	Roosevelt	Special Education Mathematics	7/28/21
Caroline Wolf	Gregory	Primary Autism	8/6/21
Grace Altenburg	Buildings & Grounds	Summer Student Custodial Help	8/4/21
Cole Burdek	Buildings & Grounds	Summer Student Custodial Help	8/4/21
Shaquanah Miles	Buildings & Grounds	Summer Student Custodial Help	8/4/21
Alexis Minchala	Buildings & Grounds	Summer Student Custodial Help	8/4/21
Jean Monter Nores	Buildings & Grounds	Summer Student Custodial Help	8/4/21
Marinna Parker	Buildings & Grounds	Summer Student Custodial Help	8/4/21
Ming Zhang	Buildings & Grounds	Summer Student Custodial Help	8/4/21
Paul Chegwiddden OOD	WOHS	Strength & Conditioning: Fall	8/9/21

3. Appointments

- a. **2020-2021 School Year**

- (1) Superintendent recommends approval to the Board of Education for the following Curriculum Writing assignments for the 2020-2021 school year.

Name	Location	Position	Salary/Rate of Pay	Effective Dates
Kimberly Covington	Edison	Curriculum Writing: Science: Honors Grade 6	\$39.78 per hour not to exceed 15 hours amended from 30 hours	2020-2021
Stephanie Rosario	Edison	Curriculum Writing: Science: Honors Grade 6	\$39.78 per hour not to exceed 15 hours amended from 30 hours	2020-2021
Candice Brennan	Liberty	Curriculum Writing: Science: Honors Grade 7	\$39.78 per hour not to exceed 15 hours amended from 30 hours	2020-2021
Tracy Gordon	Roosevelt	Curriculum Writing:	\$39.78 per hour	2020-2021

		Science: Honors Grade 7	not to exceed 15 hours amended from 30 hours	
Hillary Rubenstein	Roosevelt	Curriculum Writing: Science: Honors Grade 8	\$39.78 per hour not to exceed 15 hours amended from 30 hours	2020-2021
Alyssa Sylvester	Liberty	Curriculum Writing: Science: Honors Grade 8	\$39.78 per hour not to exceed 15 hours amended from 30 hours	2020-2021

b. 2021-2022 School Year

(1) Superintendent recommends approval to the Board of Education for the following certificated staff appointment(s). Step and salary may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Michelle Abarbanel	.5 Liberty / .5 WOHS	French	Rice reassigned	MA	17	\$100,713	9/1/21 - 6/30/22
Brooke Alvine	Edison	Social Studies	Carrera reassigned	BA	3	\$57,681	9/1/21 - 6/30/22
Ariana Bauer	Roosevelt	Special Education Mathematics	Hassan	MA+30	13	\$78,287 prorated	10/18/21* - 6/30/22
Joana Bernard-Awumey	WOHS	Social Studies	Bradley	MA+45	10	\$75,584 prorated	10/18/21* - 6/30/22
Erika Caceres	WOHS	School Counselor Leave Replacement	Santos	MA	N/A	\$308 per diem	9/1/21 - 11/30/21
Danielle Cuozzo	.2 BMELC / .2 Hazel / .6 Redwood	School Occupational Therapist	Duval	MA	3	\$61,594	9/1/21 - 6/30/22
Shannon DeKoyer	Gregory	School Nurse	Paulino	BA	15	\$69,437* prorated	9/16/21* - 6/30/22
Orane Foster	WOHS	Physics	Kennedy	BA+30	5	\$61,498	9/1/21** - 6/30/22
Daniella Gonzalez	Liberty	Social Studies Leave Replacement	E Studnicky	BA	3	\$57,681	9/1/21 - 6/30/22
Alec Hamilton	.4 Gregory / .3 Mt. Pleasant / .3 Washington	Music	Busby	BA	3	\$57,681	9/1/21 - 6/30/22
Ashley Hartley	Gregory	Kindergarten Leave Replacement	Dowd	MA	3	\$61,594	9/1/21 - 6/30/22
Salma Hassan	Roosevelt	Special Education / Mathematics Leave Replacement	Meleiro	MA	3	\$61,594	9/1/21 - 6/30/22
Michelle Herrera	Gregory	Grade 1 Special Education	Builes-Dally reassigned	MA	3	\$61,594	9/1/21 - 6/30/22
Karen Miola	Gregory	Reading Specialist	Hack reassigned	MA	17	\$100,713 prorated	10/18/21* - 6/30/22
Katelyn Moll	Redwood	Kindergarten Leave Replacement	McGuire	MA	N/A	\$308 per diem	9/1/21 - 10/15/21

*or upon release from current employer

†must be enrolled in and pending the acquisition of a BA/BS

**pending required certification

(2) Superintendent recommends approval to the Board of Education for the following non-certificated staff appointment(s). Step and salary may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Anne Betkowski	BMELC amended from Washington	Paraprofessional Part-time	Holt amended from New	MA	13	\$32.85 per hour	9/1/21* - 6/30/22
Chantay Bey	Hazel	Lunch Aide	New	N/A	N/A	\$19.34 per hour	9/9/21 - 6/22/21
Linda Boroff	Kelly	Lunch Aide	Gonzales	N/A	N/A	\$19.34 per hour	9/9/21 - 6/22/21
Maria Bugarin	Kelly	Lunch Aide	Menture	N/A	N/A	\$19.34 per hour	9/9/21 - 6/22/21
Coretta Chung	Washington	Paraprofessional Part-time	New	BA	3	\$25.55 per hour	9/1/21 - 6/30/22
Steven Elizaire	Gregory	Paraprofessional	New	BA	3	\$30,655	9/1/21 - 6/30/22
Kalyn Holt	BMELC	Paraprofessional	New	MA	3	\$32,752	9/1/21 - 6/30/22
Ashley Kuglin	BMELC	Paraprofessional	New	BA	3	\$30,655	9/1/21 - 6/30/22
Juan Lopez	Buildings & Grounds	Utility	Cannon	Utility	7	\$43,709	7/1/21 - 6/30/22
Susan Lynch	BMELC	Paraprofessional	New	BA	13	\$37,132	9/1/21 - 6/30/22
Shaliesha Murray	Kelly	Custodian Night-shift	Smith	Custodian	4	\$38,965 prorated includes shift differential of \$580	8/17/21* - 6/30/21
Jacquelin St. Pierre-Rene	Transportation	Bus Driver Part-time	New	N/A	N/A	\$22.70 per hour	9/1/21* - 6/30/22
Barbara Thaxter	Gregory	Lunch Aide	Thaxter	N/A	N/A	\$19.34 per hour	9/9/21 - 6/22/21
Kim Townes	Redwood	Lunch Aide	New	N/A	N/A	\$19.34 per hour	9/9/21 - 6/22/21

*pending Criminal History Record Check process

(3) Superintendent recommends approval to the Board of Education for the following additional summer assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Todd Cohen	District	Summer CST LDT-C Case Management	\$66.30 per hour not to exceed 100 hours amended from 50 hours	7/1/21 - 8/31/21
Todd Cohen	District	Summer CST LDT-C Evaluations	\$204 per evaluation not to exceed 50 evaluations amended from 20 evaluations	7/1/21 - 8/31/21
Danielle Emmolo	District	Summer CST School Speech Therapist Evaluations	\$204 per evaluation not to exceed 20 evaluations amended from 10 evaluations	7/1/21 - 8/31/21

Elizabeth Rubin	District	Summer CST Special Education Teacher Teacher Meetings	\$39 per hour not to exceed 20 hours	7/1/21 - 8/31/21
Jaclyn Sayers	Preschool	Summer CST School Psychologist Case Management	\$66.30 per hour not to exceed 30 hours amended from 15 hours	7/1/21 - 8/31/21
Kimberly Wilson	District	Summer CST General Education Teacher Teacher Meetings	\$39 per hour not to exceed 40 hours amended from 20 hours	7/1/21 - 8/31/21
Nancy Mullin	WOHS	Supervisor Summer Work Perkins / ACF Grants	\$500 per diem not to exceed 7 days amended from 5 days	7/1/21 - 8/24/21

(4) Superintendent recommends approval to the Board of Education for the following district School Counselors and Student Assistance Counselors to work three (3) days, as assigned, August 26, 27, 30, 31, 2021, to prepare for the Start Strong Assessment, to be administered during Fall, 2021: (Att. #4)

(5) Superintendent recommends approval to the Board of Education for the following additional teaching assignment(s). Step and salary may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Position	Guide	Step	Salary	Effective Dates
Jean-Claude Cenatus	Liberty	French Enrollment	BA+30	14	\$12,690	2021-2022
Carlo Felici	Liberty	Italian Enrollment	BA	5	\$9,751	2021-2022
Thany Salazar	Liberty	Spanish Enrollment	BA	17	\$15,571	2021-2022
Dana Peart	WOHS	French Enrollment amended from Italian	MA+45	16	\$16,684	2021-2022
Rosanna Zamloot	WOHS	Italian Enrollment amended from French	MA+45	12	\$13,054	2021-2022
Katelyn Antico	WOHS	Mathematics Vacancy-Navata	MA+45	12	\$13,054	2021-2022
Francesca Hoffer	WOHS	Mathematics Vacancy-Navata	MA	4	\$10,341	2021-2022
James Matsakis	WOHS	Mathematics Vacancy-Navata	MA+45	17	\$18,738	2021-2022

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

Name	Location	Position	Stipend	Effective Dates
Annabella Schular OOD	WOHS	Soccer: Girls' Volunteer	N/A	2021-2022

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

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Kimberly Stecher	Central Office	Administrative Assistant assigned additional duties to cover Benefits responsibilities for S Phillips	\$1,500 per month as assigned	8/1/21 - 3/31/22

(8) Superintendent recommends approval to the Board of Education for the following Student Teacher assignments:

Student Teacher Candidate	Affiliated University	Assigned School	Effective Dates
Emily Burke	Montclair State University	WOHS	9/1/21 - 5/6/22
Alyssa Kuglin	Montclair State University	Washington	9/1/21 - 6/17/22
Samira Radoncic	Brooklyn College	WOHS	9/1/21 - 6/22/22
Victoria Varghesse	William Paterson	Hazel	9/1/21 - 6/21/22

(9) Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2021-2022:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Erika Caceres	Standard	X					
Abdoulie Conteh	N/A						X
Shpetim Hodaj*	N/A						X
Kayla Moss	Substitute	X	X				

*pending Criminal History Record Check process

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
Constance Salimbeno	BMELC Principal	8/2/21 - 8/12/21 8/19/21 - 8/23/21 8/26/21 - 8/30/21 9/2/21 - 9/17/21	N/A	N/A	9/20/21

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
Jean Rice Voluntary	.5 Liberty / .5 WOHS	French	Roosevelt	French	9/1/21
Christine Lattimer Voluntary	WOHS	Learning Disabilities Teacher-Consultant	Redwood	Learning Disabilities Teacher-Consultant	9/1/21
Jacqueline Dorrity Involuntary	.2 Hazel / .2 St. Cloud / .6 Gregory	School Occupational Therapist	.3 St. Cloud / .7 Gregory	School Occupational Therapist	9/1/21
Katherine Hedlund	.2 Washington /	School Occupational	.4 Washington /	School Occupational	9/1/21

Involuntary	.8 BMELC	Therapist	.6 BMELC	Therapist	
Jeffrey Weiler Involuntary	.2 Edison / .8 BMELC	School Occupational Therapist	BMELC	School Occupational Therapist	9/1/21

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
Henry Chang Involuntary	Roosevelt	Paraprofessional Autism	Liberty	Paraprofessional LLD	9/1/21
Jaroslaw Chranowski Involuntary	Edison	Paraprofessional LLD	WOHS	Paraprofessional TBD	9/1/21
Ebony Corbin Involuntary	Washington	Paraprofessional Preschool	Kelly	Paraprofessional Kindergarten LLD	9/1/21
Markeese Falconer Involuntary	Washington	Paraprofessional Resource	BMELC	Paraprofessional Preschool Full-time	9/1/21
Amal Kheir Involuntary	Roosevelt	Paraprofessional LLD	WOHS	Paraprofessional LLD	9/1/21
Erik Mortenson Involuntary	Redwood	Paraprofessional Resource	Liberty	Paraprofessional ERI	9/1/21
Roseann Przybysz Involuntary	Mt. Pleasant	Paraprofessional Autism	BMELC	Paraprofessional Preschool Full-time	9/1/21

6. Superintendent recommends approval to the Board of Education for the following job description(s): (Att. #5)

Job Description	New	Revised
Dispatcher		X
Registered Nurse	X	

B. CURRICULUM AND INSTRUCTION

1. Recommend approval of the curriculum for the attached courses for the 2021-2022 school year. (Att. #6)
2. Recommend approval of the Memorandum of Understanding /Articulation Agreement of the Rider University Tomorrow’s Teachers Program for the 2021-2022 school year.
3. Recommend approval for field trips for the 2021-2022 school year. (Att. #7)

C. FINANCE

a.) Special Services

1. Recommend approval for the following out of district placements for the 2021-2022 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted

1810076	Benway School	Tuition: \$88,407.68 214 days @ \$413.12 1:1 Aide: \$43,656.00 214 days @ \$204.00/day	Budgeted
2706092	Burlington County Special Services	Extended School Year Tuition: \$4,097.00 1:1 Aide: \$5,834.00	Budgeted
1502037	Cornerstone Day School	Tuition: \$80,865.18 198 days @ \$408.41/day	Budgeted
1007076	Holmstead School	Tuition: \$58,860.00 180 days @ \$327.00/day	Unbudgeted
1409021	Honor Ridge Academy	Tuition: \$76,860.00 183 days @ \$420.00/day	Budgeted
2604108	Lake Drive School	Tuition: \$72,037.00 Extra Occupational Therapy Group \$1,090.00	Budgeted
1705068	Lake Drive School	Tuition: \$72,037.00 Extra Speech Individual \$2,180.00	Budgeted
1406078	Lake Drive School	Tuition: \$72,037.00	Budgeted
226139	New Beginnings	Tuition: \$85,368.16 212 days @ \$402.68/day	Budgeted
2111007	Newmark School	Tuition: \$60,010.20 180 days @ \$333.39/day	Unbudgeted
1508055	Windsor Learning Center	Tuition: \$59,940.00 180 days @ \$333.00/day	Budgeted

2. Recommend approval for the following tuition/extraordinary aide services adjustments as certificate by the State of NJ Division of Administration and Finance:

School	Year	Certified Rates Less Adjustments	Tuition Paid	Tuition Adjustment
Princeton Child Development Institute	2019-2020	\$121,835.70	\$118,532.40	\$3,303.30

3. Recommend approval for the following vendor to provide related services for the 2021-2022 school year as follows:

Provider	Type of Service	Cost	Not to Exceed
Kid Clan Services, Inc.	Speech Therapy 32 weeks; 25 hours/week	\$90.00/hour	\$72,000.00

4. Recommend approval for the following service providers for related services for the 2021-2022 school year:

ID Number	Provider	Type of Service	Cost	Not to Exceed	Budgeted/ Unbudgeted
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1805058	ATC Healthcare	Nursing Services	RN \$79.00/hour LPN \$55.00/hour	\$58,000.00	Unbudgeted
1004094	Aveanna Healthcare	Nursing Services	RN \$60.00/hour LPN \$50.00/hour Transport Nurse RN or LPN \$130/trip (up to 2 Hours)	\$83,600.00	Budgeted
1813029 2907054	Horizon Healthcare	Nursing Services	Student Transportation \$75.00/hour (2 hour minimum each way)	\$110,000.00	Budgeted
2111004	Horizon Healthcare	Nursing Services	210 days, 7 hours/day LPN \$52.00/hour	\$76,440.00	Unbudgeted
2807088	Starlight Homecare	Nursing Services	RN \$60.00/hour LPN \$50.00/hour	\$106,000.00	Unbudgeted
2506098	Creative Learning Studios, LLC	Occupational Therapy	\$180.00/60 minutes session once a week	\$11,330.00	Budgeted

5. Recommend approval of the 2021 Extended School Year (ESY) dates of operation for the period of June 28, 2022 through July 29, 2022 (23 days).

b.) Business Office

1. Recommend approval of the 8/16/2021 Bills List:

Payroll/Benefits	\$ 2,958,247.86
Transportation	\$ 78,068.76
Tuition (Spec. Ed./Charter)	\$ 620,044.98
Instruction	\$ 439,690.03
Facilities/Security	\$ 203,014.26
Grants	\$ 89,458.91
Food Service	\$ 12,850.00
Summer Enrichment	\$ 5,017.33
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 134,896.59</u>
	\$ 4,541,288.72

2. Recommend approval of the following insurance policy as per the recommendation of the Board of Education's insurance broker, Balken Risk Management Services, LLC:

Carrier	Type	Term	Amount
ARCH	Excess Workers Compensation	8/1/21-8/1/22	\$73,501

3. Recommend awarding of Bid # 21-08 for Cafeteria/Kitchen Equipment to Chefs Depot Inc. /Culinary Depot Inc. in the total amount of \$120,193.89. (Att. #8)
4. Recommend approval to award the contract to Automated Logic Controls, Inc. of Clifton, New Jersey 07014 for upgrading the Steam Unit Vent Controls in the District, as per the specifications outlined in Bid #21-11.

Pursuant to N.J.A.C. 5:34-9.1 (c), the District notified all potential bidders that Bid #21-11 was a proprietary bid. In accordance with N.J.S.A. 18A:18A-2 (cc) and

N.J.A.C. 5:34-9.1 (b), the Board certified the need to only accept bid responses, the proprietary control products and systems made and distributed by Automated Logic Controls.

The District further certified the steam unit vent control products are of a "specialized nature" and by using any other controls, may undermine the functionality or operational performance of existing systems in our buildings.

Finally, the District certified the proprietary products are "necessary for the conduct of its affairs" as the District has a substantial investment with these products and the proprietary products purchased and installed will complement our current units and systems.

On Wednesday, August 11, 2021 at 10:00 a.m., the District received one (1) response to the bid advertisement. It is recommended the contract be awarded to Automated Logic Controls, Inc., of Clifton, New Jersey 07014, at the lowest responsible bid price of \$1,565,000.

One hundred percent (100%) of this project is funded by Federal ESSER II grant funds.

5. Recommend approval to award a contract to Automated Logic Corporation of Atlanta, GA for the licensing, maintenance and support of the company's proprietary software used by the District. The total cost of the contract is \$38,649. Proprietary computer software support contracts are an exception to bidding, but because of the contract price, are subject to competitive quotations pursuant to N.J.S.A. 18A:18A-37(a), if practicable. The School Business Administrator has determined that it is not practicable to solicit quotations as Automated Logic is the only company that can support its own proprietary software. The term of the contract is from 7/1/2021-6/30/2022 and is funded from account # 11-000-261-420.
6. Recommend approval to reject bid received for Bid # 21-10, Kitchen Equipment Repairs District Wide. On July 29, 2021, the District received one bid for Kitchen Equipment Repairs District Wide from Malachy Parts and Service of Bayonne, New Jersey. Upon review of the \$10,000 per month bid price for the preventative maintenance program, it was the determination, the price substantially exceeded the cost estimate for this contract. The Board of Education hereby rejects this bid pursuant to N.J.S.A. 18A:18A-22 (a).The Board will re-advertise this bid.
7. Recommend acceptance of the following donation(s)/award(s):

Donor	Recipient	Donation
The Blackbaud Giving Fund obo New York Life and its donors	WOHS	\$40

8. Recommend approval of second amendment to agreement between Benecard Services, LLC and the West Orange Board of Education, to provide fixed rate insured prescription drug management services for the period 7/1/21-6/30/22.
9. Recommend approval of the following resolution: (Att. #9)

RESOLUTION OF THE BOARD OF EDUCATION OF THE TOWNSHIP OF WEST ORANGE IN THE COUNTY OF ESSEX, NEW JERSEY DETERMINING TO FINANCE ACQUISITION OF SCHOOL BUSES BY MEANS OF AN EQUIPMENT LEASE PURCHASE FINANCING IN AN AMOUNT NOT EXCEEDING \$142,000, AUTHORIZING AN ADVERTISEMENT FOR BIDS IF NECESSARY, DELEGATING THE AWARD OF THE BID, AUTHORIZING THE EXECUTION OF THE LEASE AND RELATED DOCUMENTS AND AUTHORIZING OTHER ACTIONS NECESSARY TO COMPLETE THE TRANSACTION.

10. Recommend approval of consolidation contract with Classical Academy Charter School to effect the transfer and relinquishment of authority, duties and obligations for the Child Nutrition Programs to the West Orange Board of Education.
11. Recommend approval of agreement with Central Jersey Program for Recruitment of Diverse Educators (CJPRIDE), West Windsor-Plainsboro School District, West Windsor, NJ, a consortium of New Jersey school districts that assists Boards of Education in the identification and recruitment of minority faculty and staff, for a 1st year initiation fee of \$2,000 for the period of 7/1/21 - 6/30/22, membership for succeeding years will be \$100. (Att. #10)
12. Recommend approval of proposed Non Public Technology Program expenditures funded through the Office of State Aid Entitlements and Payments to Non Public Schools (not local funds).

School	Description	Amount
Playhouse Nursery	Google Nest Hub w/2 Wifi Access Points	\$341.52

13. Recommend approval to award a contract to NWEA of Portland, OR for the licensing, maintenance and support of the company's proprietary MAP Growth assessment tool used by the District. The total cost of the contract is \$62,888.30. This contract is an exception to bidding pursuant to N.J.S.A. 18A:18A-5 (a) (19). The term of contract is from July 1, 2021 through June 30, 2022 and it is funded from Account Number 7170/11-000-218-390-40-16-000.
14. Recommend appointment of Melissa Simmons as Treasurer of School Monies, effective 9/1/2021, for the 2021-2022 school year for an annual fee of \$11,000 (prorated), due to the resignation of Joseph Antonucci, effective 8/31/2021.

D. REPORTS

1. Superintendent recommends to the Board of Education acceptance of the 2020-2021 Student Safety Data System Report dated August 10, 2021. (Att. #11)

XI. PETITIONS AND HEARINGS OF CITIZENS

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

XIII. NEXT BOARD MEETING to be held at 7:30 p.m. on August 30, 2021 at West Orange High School.

XIV. 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.

XV. ADJOURNMENT

POLICY GUIDE

ADMINISTRATION

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The Road Forward COVID-19 – Health and Safety

Aug 21

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[See POLICY ALERT No. 224]

1648.11 THE ROAD FORWARD COVID-19 – HEALTH AND SAFETY

The Board of Education plans to provide full-day, full-time, in-person instruction and operations for the 2021-2022 school year. In June 2021, the New Jersey Department of Health (NJDOH) and the New Jersey Department of Education (NJDOE) worked collaboratively to develop guidance, The Road Forward – Health and Safety Guidance for the 2021-2022 School Year (The Road Forward).

The Road Forward replaces the mandatory anticipated minimum standards outlined in the NJDOE’s “The Road Back – Restart and Recovery Plan for Education” (June 2020) and provides a range of recommendations rather than mandatory standards. These recommendations are meant to assist school districts in implementing protocols to reduce risks to students and staff from COVID-19 while still allowing for full-time learning.

The Board considered many factors as they prepared for the 2021-2022 school year, including the level of COVID-19 transmission in the community at large and in the school community, as well as vaccination coverage rates in both the community at large and the school community.

For the purpose of this Policy, “Order” shall mean any Governor of New Jersey Executive Order, New Jersey State Agency mandate, Centers for Disease Control and Prevention (CDC) guidance, New Jersey statute, or administrative code requiring compliance by the school district.

The Board considered the recommendations outlined in The Road Forward to develop health and safety protocols. The Board will consider all recommended Orders and comply with all mandatory Orders when developing health and safety protocols and reviewing them periodically.

The Board considered the recommendations outlined in The Road Forward to develop the school district’s COVID-19 protocols in the following areas and included in corresponding Appendices:



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The Road Forward COVID-19 – Health and Safety

- A. General Health and Safety Concerns of Students, Staff Members, and Visitors
 - 1. Vaccination – See Appendix A.;
 - 2. Communication with the Local Health Department – See Appendix B.;
 - 3. Mask Wearing Protocol – See Appendix C.;
 - 4. Physical Distancing and Cohorting Protocols – See Appendix D.;
 - 5. Hand Hygiene and Respiratory Etiquette Protocols – See Appendix E.;
 - 6. Provision of Meals – See Appendix F.; and
 - 7. Transportation Protocols – See Appendix G.
- B. Cleaning, Disinfection, and Airflow – See Appendix H.
- C. Screening, Exclusion, and Response to Symptomatic Students and Staff Members – See Appendix I.
- D. Contact Tracing – See Appendix J.
- E. Testing – See Appendix K.
- F. Student and Staff Member Travel – See Appendix L.

The absence of one or more of the recommendations outlined in The Road Forward and/or in the school district’s health and safety protocols will not prevent the reopening of the school(s) in the district for full-day in-person operation with all enrolled students and staff members present.



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The Road Forward COVID-19 –Health and Safety

Pursuant to N.J.S.A. 18A:7F-9, schools must be in session for 180 days to receive State Aid. The statute requires that school facilities be provided for at least 180 days during the school year. N.J.S.A. 18A:7F-9(b) indicates when a school district is required to close the schools of the district for more than three consecutive school days due to a declared state of emergency, declared public health emergency, or a directive and/or recommendation by the appropriate health agency or officer to institute a public health-related closure, days of virtual or remote instruction commensurate with in-person instruction will count toward the school district's 180-day requirement.

The school district may be confronted with the incidence of COVID-19 positive cases among staff and/or students. If the school district is required to exclude a student, group of students, a class, or multiple classes as a result of possible exposure to COVID-19, while the school itself remains open for in-person instruction, the school district may offer virtual or remote instruction to those students in a manner commensurate with in-person instruction to the extent possible. In circumstances when the school facilities remain open and in-person instruction continues in those classrooms that are not required to quarantine, those days in session will also count toward the school district's 180-day requirement in accordance with N.J.S.A. 18A:7F-9.

The school district anticipates updates to The Road Forward and as such this Policy is subject to review by the Superintendent to ensure compliance with Orders that may arise after Board adoption of this Policy. All revisions to Orders affecting this Policy and corresponding Appendices shall be reviewed by the Superintendent with the Board Attorney, School Physician, and Board of Education, if appropriate. The Superintendent may revise the health and safety protocols included in any Appendix as necessary and appropriate. All students, parents, and staff members will be notified of any changes to school district-developed protocols implemented as a result of this Policy, as appropriate.

Adopted:



Template: LEA Plan for Safe Return to In-Person Instruction and Continuity of Services

LEA Name: West Orange Public Schools

Date (05/26/2021):

Date Revised (06/21/2021):

1. Maintaining Health and Safety

For each mitigation strategy listed below (A–H), please describe how the LEA will maintain the health and safety of students, educators, and other staff and the extent to which it has adopted policies, and a description of any such policies, on each of the following safety recommendations established by the CDC. (1000 character limit per section)

A. Universal and correct wearing of masks

All students and staff are expected to wear a protective face covering/face mask that completely covers the nose and mouth when riding the school bus and inside the school building. Students who cannot wear a mask for the entirety of the bus trip may not be permitted on the bus. Refer to “Accommodations” below for information pertaining to medical reasons.

The Center for Disease Control (CDC) provides guidance as follows:

- [How to Wear Masks](#)
- [How to Select, Clean, and Wear Your Mask](#)

To ensure proper use of wearing face covers/face masks:

1. Wash your hands before putting on your mask.
2. Put it over your nose and mouth and secure it under your chin.
3. Try to fit it snugly against the sides of your face.
4. Make sure you can breathe easily.

Face covers/face masks should be washed regularly. The Center for Disease Control (CDC) provides guidance, "[How to Wash Masks.](#)"

To ensure face covers/face masks are laundered properly:

Accommodations:

- If a student is unable to wear a mask due to medical reasons, documentation from a medical professional should be submitted to the School Nurse.
- The School Nurse will consult with the district Physician for review/guidance to determine if the student can be safely accommodated in the school setting.

WASHING:

Using a Washing Machine:

- You can include your mask with your regular laundry.
- Use regular laundry detergent and the warmest appropriate water setting for the cloth used to make the mask.

Washing by Hand:

- Prepare a bleach solution by mixing:
 - 5 tablespoons (1/3rd cup) household bleach per gallon of room temperature water or
 - 4 teaspoons household bleach per quart of room temperature water
- Check the label to see if your bleach is intended for disinfection. Some bleach products, such as those designed for safe use on colored clothing, may not be suitable for disinfection. Ensure the bleach product is not past its expiration date. Never mix household bleach with ammonia or any other cleanser.
- Soak the mask in the bleach solution for 5 minutes.
- Rinse thoroughly with cool or room temperature water.

DRYING

***Clear mouth face covers/face masks should be not be placed in the dryer. Air dry only.**

Dryer:

- Use the highest heat setting and leave in the dryer until completely dry.

Air Dry:

- Lay flat and allow to completely dry. If possible, place the mask in direct sunlight.

Each school may display the posters titled, “[How to Safely Wear and Take Off a Cloth Face Covering](#),” issued by the Center for Disease Control and Prevention (CDC).

B. Physical distancing (e.g., including use of cohorts/podding)

In accordance with the the “[COVID-19 Public Health Recommendations for Local Health Departments for K-12 Schools](#)” issued by the New Jersey Department of Health, the West Orange Public Schools will adhere to the physical distancing guidelines with a minimum of 3 feet when the Regional Risk Matrix remains in the Low and Moderate Risk category. If the Regional Risk Matrix falls into the High Risk category, physical distancing of 3 feet will remain at the elementary level, while physical distancing of 6 feet will be followed at the middle and high school level.

Outside of classrooms, physical distancing of 6 feet will be followed to the maximum extent possible, specifically in the following scenarios:

- Between staff members in the school building and between staff members and students
- In common areas, such as lobbies and auditoriums.
- When masks can’t be worn, such as when eating.
- During activities when increased exhalation occurs such as singing, shouting, band practice, sports, or exercise (even if masks are worn).
- In community settings outside of the classroom.

C. Handwashing and respiratory etiquette

Handwashing

The Centers for Disease Control and Prevention (CDC) outlines the following guidance, “[When and How to Wash Hand](#).” The West Orange Public Schools will promote handwashing/use of hand sanitizer as a behavior that will help reduce the spread of illnesses, including COVID-19, with an emphasis on the following:

- Before, during, and after food
- Before and after eating food
- Before and after treating a cut or wound
- After using the toilet
- After blowing your nose, coughing, or sneezing
- After touching garbage
- When hands are visibility soiled

Opportunities for handwashing/hand sanitizing will be embedded into the school day.

The CDC outlines the following five steps to wash hands the right way:

1. Wet your hands with clean, running water (warm or cold), turn off the tap, and apply soap.
2. Lather your hands by rubbing them together with the soap. Lather the backs of your hands, between your fingers, and under your nails.
3. Scrub your hands for at least 20 seconds. Need a timer? Hum the “Happy Birthday” song from beginning to end twice.
4. Rinse your hands well under clean, running water.
5. Dry your hands using a clean towel or air dry them.

Additionally, the CDC provides guidance on how to use hand sanitizer as follows:

1. Apply the gel product to the palm of one hand (read the label to learn the correct amount).
2. Rub your hands together.
3. Rub the gel over all the surfaces of your hands and fingers until your hands are dry. This should take around 20 seconds.

Posters for [handwashing](#) will also be displayed around each building.

Respiratory Etiquette

Students will be encouraged to cover coughs and sneezes with a tissue if not wearing a mask. Used tissues should be thrown in the trash and hand hygiene as outlined above should be performed immediately.

D. Cleaning and maintaining healthy facilities, including improving ventilation

DAILY CLEANING PROCEDURE

Daily Bathroom Procedure

- Check Bathrooms routinely throughout the day
- Sign checklist after each inspection
- Each Checklist must include signature, date, and time inspected

- Inspect sinks & toilets
- Ensure soap and paper towels are readily available
- Wipe down handles, faucets, and high contact surfaces
- Clean Toilets and sink areas

Daily Classroom Procedure

- Alcohol wipes available in classrooms for surface wipe down for students & staff
- Hand Sanitizer available in each classroom for student & staff use

Nightly Procedure Classrooms

- Garbage in classrooms disposed of properly
- Floor surfaces swept, cleaned, and mopped accordingly
- Surfaces inspected for cleanliness
- All surfaces sprayed with electrostatic sprayer Nightly

Nightly Bathroom Procedure

- Check and inspect bathrooms
- Sign checklist after cleaning is completed
- Each Checklist must include signature, date, and time inspected
- Wipe down all surfaces, Doorknobs, Door handles, Toilet Handles, Faucets, Sink tops, Toilet surfaces, Divider walls, Bathroom walls, and all high contact surfaces
- Make sure to mop floors
- All surfaces sprayed with the electrostatic sprayer when complete

Common Areas (Hallways, Stairwells, Vestibules, Gyms, Locker rooms, Auditorium)

- Wipe down all touch surfaces
- Railings
- Doorknobs
- Push Bars

- Sanitizing stations
- Lockers
- Thermometers
- When complete, spray the area with the electrostatic sprayer.

***ALL AREAS SPRAYED NIGHTLY USING BRUTAB DISINFECTANT AND ELECTROSTATIC SPRAYER LET BRUTAB DISINFECTANT AIR DRY OVERNIGHT**

HVAC

All hvac units have received new air filters which are changed quarterly. Each unit has one needle point bipolar ionization unit GPS-FC24 which aids in air purification and increased Merv filter rating. Enviroklenz floor model air purification system has been placed in rooms as per location needs district wide. Complete overhaul of automation of hvac controls on all hot water systems. Ongoing HVAC projects include installation of HVAC systems in all areas previously vacant of fresh air intake ventilation systems and a complete overhaul of automation of hvac controls on all hot water systems. Ongoing filter and unit management and maintenance.

E. Contact tracing in combination with isolation and quarantine, in collaboration with the State, local, territorial, or Tribal health departments

It is critical for the District to be made aware when a student and/or staff member tests positive for COVID-19. The District will adhere to all applicable federal and state requirements regarding the privacy of educational records (i.e. FERPA).

If a student and/or staff member tests positive for COVID-19, the building Principal and Assistant Principal, as well as the School Nurse should be made aware. The following protocol will be employed:

- The District will identify any close contact(s) with the confirmed individual. Close contact is defined as "being within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period* starting from 2 days before illness onset (or, for asymptomatic patients, 2 days prior to test specimen collection) until the time the patient is isolated."
- If a close contact is identified (as defined above), a letter will be sent to parents/guardians and/or staff via School Messenger. Individual identifying information will be redacted from any correspondence.

As outlined by the document, "[COVID-19 Public Health Recommendations for Local Health Departments for K-12 Schools](#)" issued by the New Jersey Department of Health," close contacts should quarantine as follows:

High (Orange): Exposed contacts should be excluded from school for 14 days
Moderate or Low (yellow or green): Exposed contacts should be excluded from school for 14 days.

Fully vaccinated individuals who have close contact with someone with COVID-19 do NOT need to quarantine if they meet all of the following criteria:

- Are fully vaccinated (i.e., greater than or equal to two weeks following receipt of the second dose in a 2-dose series, or greater than or equal to 2 weeks following receipt of one dose of a single-dose series
- Have remained asymptomatic since the current COVID-19 exposure

F. Diagnostic and screening testing

Diagnostic Testing

The West Orange Public Schools will provide information regarding local facilities that offer COVID-19 testing.

Screening Testing

The West Orange Public Schools will not be conducting formal screening testing of asymptomatic individuals, however, will follow screening measures.

As outlined by the document, "[COVID-19 Public Health Recommendations for Local Health Departments for K-12 Schools](#)" issued by the New Jersey Department of Health," symptoms of COVID-19 may appear 2-14 days after exposure to the virus.

Recommendations for parents/guardians to consider prior to sending child to school; staff to consider prior to reporting to work:

- Monitor for signs of infectious illness everyday. Symptoms of COVID-19 can include the following:
 - Fever or chills
 - Cough
 - Shortness of breath or difficult breathing
 - Fatigue
 - Muscle or body aches
 - Headache
 - New loss of taste or smell
 - Sore throat
 - Congestion or runny nose
 - Nausea or vomiting
 - Diarrhea/Abdominal pain
- Keep sick child at home; Stay home from work if you are sick.

For Students

- Upon arrival to school, a temperature check will be conducted for each student.
- See letter “B” below for a protocol for student(s) that exhibits a temperature of 100 degrees or higher.

For Staff

- Upon arrival to work, a temperature check will be conducted for each staff member.
- See letter “B” below for a protocol for staff member(s) that exhibits a temperature of 100 degrees or higher.

The following protocol will be followed for students and staff, who exhibited a temperature of 100 degrees or higher based on the screening referenced in letter “A” above:

- Staff member will be sent home.
- Student will be seated in an isolation area with supervision by a staff member. School will contact parent/guardian, family member, or other individual permitted to pick-up the child to facilitate the student in getting home safely.
- School Nurse will facilitate further screening of both staff and students exhibiting a fever as follows:
 - **SCREENING 1: SYMPTOMS:**
 - School Nurse will ask the student and/or staff member if they have exhibited the following symptoms:
 - Temperature of 100 degrees or higher
 - Sore throat
 - New uncontrolled cough that causes difficulty breathing
 - Diarrhea, vomiting, or abdominal pain
 - New onset of severe headache, especially with a fever.
 - **SCREENING 2: CLOSE CONTACT/POTENTIAL EXPOSURE**
 - School Nurse will obtain the following information:
 - Student and/or staff member was within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period* starting from 2 days before illness onset (or, for asymptomatic patients, 2 days prior to test specimen collection) until the time the patient is isolated.
 - Traveled to an area with a high level of COVID-19 transmission
 - [NJ travel advisory](#)
 - [CDC After You Travel](#)

- Below outlines the return-to-school protocols based on the outcome of the screening process:
 - Per the New Jersey Department of Health, *any child with COVID-19 compatible symptoms should not return to school until they have either received a negative viral test (molecular or antigen) for SARS-CoV-2 or they have completed an isolation period of*

at least 10 days since symptom onset and at least 24 hours after resolution of fever without fever-reducing medications with symptom improvement. A purely clinical alternative diagnosis is no longer acceptable. ****Per the district physician, a negative PCR test will be needed for the student to return to school. A negative antigen test will not be accepted.**

- Per the New Jersey Department of Health, students with COVID-19 compatible symptoms are defined in NJDOH K-12 school guidance as follows:
 - At least **two** of the following symptoms: fever (measured or subjective), chills, rigors (shivers), myalgia (muscle aches), headache, sore throat, nausea or vomiting, diarrhea, fatigue, congestion or runny nose; **OR**
 - At least **one** of the following symptoms: cough, shortness of breath, difficult breathing, new olfactory disorder, new taste disorder.

The District will adhere to the COVID-19 Exclusion Table (page 19) when providing guidance for school exclusion based on the level of COVID-19 risk in their region.

G. Efforts to provide vaccinations to educators, other staff, and students, if eligible

The West Orange Public Schools has disseminated information pertaining to vaccine eligibility and locations on a continuous basis. The District will continue to maintain an open line of communication with staff members and families regarding vaccine locations. Staff members within the District were afforded the opportunity to schedule an appointment for the vaccine. The District partnered with the county during the Spring 2021 to offer vaccines to staff members. The District is currently working with the local health department to provide opportunities for age eligible students to get vaccinated. Preliminary discussion has encompassed setting up vaccine sites within the District where students can get the vaccine.

H. Appropriate accommodations for children with disabilities with respect to the health and safety policies

The West Orange Public School prepared documents to support staff working with students with disabilities in the following areas:

- Guidance for Addressing Student Behavior
- Guidance for Assisting Students with Toileting

2. Ensuring Continuity of Services

A. Describe how the LEA will ensure continuity of services, including but not limited to services to address students' academic needs and students' and staff's social, emotional, mental health, and other needs, which may include student health and food services. (1000 character limit)

Return to Full-Day In-Person Instruction 2021-2022

The District plans to provide full day, in-person instruction to all students for the 2021-2022 school year. All schools will return to the board approved times and schedules and services will be provided with the integration of the health and safety protocols outlined in Section 1: Maintaining Health and Safety. In doing so, it may be that some spaces do not allow for a full three feet of social distancing. The District, however, is committed to implementing multiple strategies for ensuring a safe return to school. These strategies, alongside the additional mitigating measures include:

- Decreasing number of cases in our region allows us to continue to prioritize the safety and health of our school community.
- Teachers will have had the opportunity to be vaccinated
- Students ages 12-18 will have had the opportunity to be vaccinated
- HVAC repairs and number of units - Installation of approximately 50 mechanical systems for the purpose of providing fresh, filtered and tempered air where none exist. Automation of approximately 293 steam systems for accurate automation of damper and thermal controls for fresh air intake and balanced, controlled tempered air.
- Windows will be able to be opened in classrooms more comfortably.
- Plastic dividers for desks to create additional barriers.
- Additional opportunities for meals, to include: eating in classrooms, outdoor snacks (weather permitting) will be added
- Time for community and regional cases to decline further.

Summer Opportunities to Address Learning Loss

An array of in-person and virtual are being offered to students in grades 1-12 for the Summer of 2021, to include ESY, with a specific lens and focus on addressing student learning loss and social emotional learning. Academic program offerings were designed to provide additional support across the content areas. They vary by grade level and interest and provide student support to specifically identified students based on performance data. Detailed information can be accessed by clicking on the brochure link here: [Summer Opportunities 2021](#).

Social Emotional Learning and School Climate and Culture

Social Emotional Learning curriculum, activities and/or lessons will continue to be integrated into the 2021-2022 instructional plan, K-12. Students will continue to:

1. Develop self-awareness and self-management skills to achieve school and life success.
2. Use social-awareness and interpersonal skills to establish and maintain positive relationships.
3. Demonstrate decision-making skills and responsible behaviors in personal, school and community contexts.

The School Counseling Department, in partnerships with various providers, continues to develop and implement social emotional support by way of professional development, support groups, integration of SEL components into lesson planning, and providing a plethora of resources to students, staff and families around social emotional learning and trauma.

Multi-Tiered Systems of Support

Multi-Tiered Systems of Support are currently being utilized as a systematic approach to prevention, intervention, and enrichment in grades PreK- through twelve for academics and behavior. Students, grades K-8, receive academic support via a tiered intervention model by dedicated teachers via pull-out or push-in models. Intervention Scope and Sequence created using the Priority Standards for 2020-21 and aligning them to the i-Ready Lessons as well as the ELA and Math Curriculum.

Wraparound Services

AM breakfast programs, after school tutorials, and in collaboration with community partners, aftercare programs will continue to be provided to eligible students. In partnership with Rutgers University Behavioral Health Care School Community Programs, the district will continue to provide supportive services through a bilingual parent coordinator for ELLs and their families as appropriate.

Behavioral Supports

The District employs two Board Certified Behavior Analysts (BCBAs). These staff members split time between the schools in the district and provide support to the Autism classes in the district, as well behavioral consultation support to students in accordance with Individualized Education Programs (IEPs). The district BCBAs will consult with classroom teachers to provide positive behavior support to students experiencing behavioral difficulties.

Through the work of the I&RS Committee, students will receive additional support and tiered intervention by the classroom teacher, intervention specialists, the school counseling department and a collaborative approach to intervention with parents / guardians.

Assessing Student Learning

The Office of Curriculum & Instruction, worked extensively with teachers in each content area and across all grade levels to (1) analyze the impact of curriculum compacting to identify content areas of focus, mastery, requiring explicit teaching (reteaching) and/or additional review; and (2) student performance on district wide assessments, benchmark assessments, student grades, classroom performance, anecdotal notes and conferencing, and other formative data to measure student progress toward meeting state standards and identify priority areas of focus as well as student strengths specific to the content area standards. A presentation, outlining in detail, the work in the area of assessing student learning in order to close achievement and opportunity gaps was presented to the community and board, to include instructional strategies, interventions and next steps. This presentation can be accessed here: [Assessing Student Learning Presentation](#).

New Staff / Intervention

A district Director of Assessment, Accountability and Intervention is being hired (new position) to support the work around using data to inform instruction, address learning loss, and develop multi-tiered systems of support for providing comprehensive intervention to students across the grade levels. This position is scheduled to be filled by August 2021.

Students requiring greater levels of support and tiered intervention have been identified by multiple assessment measures and scheduled for academic support. Assessment measures include, but are not limited to:

- i-Ready Diagnostic Status in Reading & Math, i-Ready Diagnostic Results in Reading & Math, Tools for Scaffolding Instruction, Instructional Groupings, Diagnostic Growth, Personalized Instruction By Summary, Lesson, and Interactive Practice,
- Prerequisite Skills, Instructional Schedules, Running Records, Fountas and Pinnell, Number Worlds, RazKids Benchmarks, End of Unit Assessments, District Benchmark Assessments.

District Assessments

While the district will implement the Start Strong State Assessments in September, the data these assessments will produce is extremely limited, as the content being assessed is significantly condensed and will only assess one subset of a unit as compared to the NJSLA.

The district, therefore, will implement a rigorous approach to assessing student learning in the Fall by way of district benchmark assessments. Assessment data will be used to address learning gaps, small group instruction, tiered intervention and support programs. The district testing calendar can be accessed here: [2021-2022 District Assessment Calendar](#).

Food Services

With the absence of social distancing in the cafeteria, the following items will be implemented:

- Masks will be required to be worn by all students and staff.
 - Handwashing and sanitizing will be required of students and staff upon entry to the cafeteria.
 - Plexiglass barrier between cashiers and students at the cash registers.
 - All ready-to-serve items will be in covered containers.
 - If the cafeteria becomes full, alternate meal delivery can be made available.
- Kitchen protocol:
- Staff temperatures taken before shift start.
 - Proper sanitizing of all surfaces each morning before starting prep.
 - Masks and gloves worn and changed throughout the day by all kitchen staff.
 - Food storage at proper temperatures.

3. Public Comment

- A. Describe how the LEA sought public comment on its plan, and how it took those public comments into account in the development of its plan. Note, the ARP requires that LEAs seek public comment for each 60-day revision to the plan. (1000 character limit)
- Meetings / Focus Sessions were held with the following stakeholders to review reopening plan elements and seek community input. District Administration.
 - Buildings and Grounds
 - Personnel
 - Transportation
 - Special Services
 - Curriculum & Instruction
 - Technology
 - School Leadership
 - Teachers and Staff
 - Association Leadership
 - West Orange Health Administration
 - Public comment in the form of written feedback will be collected via Google Forms June 7th through June 18, 2021.

- Letter was sent to parents and community the week of June 7th with a link to the district's Safe Return to In-Person Instruction and Continuity of Services Plan 2021-2022. Parents and community members were given the opportunity to provide public comment on the plan by June 18, 2021. Comments and feedback were incorporated into the plan's revision.
- Safe Return to In-Person Instruction and Continuity of Services Plan 2021-2022 was presented to the Board on June 21, 2021. Public Comment and Board Comment were received and final revisions were made to the plan prior to this submission.

American Recovery Plan ESSER III Grant (ARP ESSER) (1000 character limit)

As part of the ARP ESSER Grant, the West Orange Public Schools is being awarded a total of \$6,882,885 to use over a two year period for the safe return to in-person instruction and continuity of services for all in schools in 2021-2022.

Grant funds will be awarded to the district in two (2) separate disbursements:

- June 24, 2021: \$4,588,590
- Disbursement date to be Determined by NJDOE: \$2,294,295

The table below identifies spending priorities for the use of the total award of ESSER III funds to ensure the safe reopening of schools in 2021-2022 over a two year period.

Major Area	Description / Purpose	Funding Amount
Buildings & Grounds		
HVAC / Mechanical Unit Installations	Installation of Mechanical Systems in spaces currently not possessing them and thus not being occupied.	Approximately \$2,000,000
Steam Automation	Automation of Steam univent systems to enable the damper systems to function automatically rather than manually.	Approximately \$1,257,885
Additional Substitute Custodians and/or Overtime	Additional Custodial personnel and/or hours will be utilized: to address high touch areas in the facilities, bi-weekly weekend deep cleanings.	Approximately \$250,000 over two years
S3434		
18-21 Program	Funding tuition and/or compensatory services for students aging out and thus eligible for an additional year of services as pursuant to the state statute.	Approximately \$1,025,000 over two years
Instruction		
Effective School Solutions	Provide a therapeutic instructional and behavioral program at the high school level as a step up program for gen ed students and/or step down for Special Education students currently out of district or being considered for out of district placement	\$400,000 in year 2

	for emotional disabilities.	
During Year Sidecar Support/Learning loss/Acceleration Summer 2022 Programming	Continuation of summer learning loss programs to be offered during the year in after school format. Expand to also include learning acceleration and enrichment/social emotional.	\$500,000 over two years
Mental Health / SEL	Rutgers University Behavioral Partnership-Addition of trained professional clinicians (4) to augment the district school counseling department to offer 1 on1 services, group therapy and social skills, and risk assessments.	\$725,000 over two years
Parent Liaison	Haitian Creole and Spanish-Add human resources capacity to the district's Bilingual and ELL parent outreach programs and initiatives.	\$75,000 over two years
Professional Development		
Social Emotional Learning / Trauma	Offer training to staff on recognizing signs of trauma in students, strategies for creating and sustaining welcoming and nurturing classroom and school environments.	\$200,000 over two years
Addressing Student Learning Loss Accelerated Learning by Content Area of Instruction	Offer training in the utilization of diagnostic and formative assessment data to appropriately group and differentiate instruction. Build capacity of classroom staff to design and utilize Tier 1 and 2 intervention strategies.	\$250,000 over two years
Diversity, Equity, Access		
Diversity, Equity, & Access Training and Coaching Models	Equity Leadership Group to provide training in the areas of anti-bias teaching and learning, administrator coaching and having difficult conversations about race, in support of not only achieving the district's diversity, equity, and inclusion goals for creating a culturally responsive and racially equitable school district; but also disproportionalities in student achievement along demographic lines which have been observed in student performance data.	\$200,000 over two years

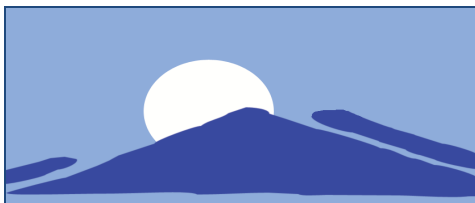
B. Describe how the LEA ensured that the plan is in an understandable and uniform format; is to the extent practicable written in a language that parents can understand or, if not practicable to provide written translations to a parent with limited English proficiency, will be orally translated for such a parent; and upon request by a parent who is an individual with a disability as defined by the ADA, will be provided in an alternative format accessible to that parent.

- The District's Safe Return to In-Person Instruction and Continuity of Services Plan 2021-2022 was written in practicable language and translated into Spanish and Haitian Creole for parents with limited English Proficiency.
- Safe Return to In-Person Instruction and Continuity of Services Plan 2021-2022s were posted on the district's website in English, Spanish and Haitian Creole and can be accessed by clicking on the links.
- Alternative formats for an individual with a disability as defined by the ADA will be provided upon parent request.

POLICY #	POLICY TITLE
2000	PROGRAM
2415	Every Student Succeeds Act (M)
2415.02	Title I – Fiscal Responsibilities (M)
2415.05	Student Surveys, Analysis, and/or Evaluations (M)
2415.20	Every Student Succeeds Act Complaints (M)
5000	STUDENTS
5250	Excusal from Class or Program
5561	Use of Physical Restraint and Seclusion Techniques for Students with Disabilities (M)
5570	Sportsmanship
5700	Student Rights
5701	Plagiarism
5842	Equal Access of Student Organizations
5880	Public Performances by Students
7000	PROPERTY
7424	Bed Bugs

Start Strong Assessment Prep
At approved contractual rate of \$408 per diem

First Name	Last Name	School	August 26	August 27	August 30	August 31
Jeff	Lafoon	Edison		X	X	
Rebecca	Beutel	Redwood	X		X	X
Rene	Wells	Washington	X		X	
Pamela	Halstead	Edison		X	X	
Michele	Ellingham	RMS	X	X		
Sarah	McIntosh	St. Cloud	X	X	X	X
Karen	Peyragrosse	RMS	X	X		
Margaret	Fahey	WOHS	X	X		
Delisa	Jackson	Hazel	X	X		
Lisa	Struncis	Mt Pleasant	X	X		
Florence	Chirichiello	Kelly	X			
Tara	Donatiello	Gregory			X	X
Stephanie	Nesbitt	Liberty	X	X		
Lauren	Volpe	Liberty	X	X		
Mary	Kehoe	WOHS	X	X		
Anna	D'Elia	WOHS	X	X		
Guerlyne	Millington	WOHS	X			
Lou	Pallante	WOHS	X			X



West Orange Public Schools
West Orange, New Jersey

Title: Dispatcher
Location: Transportation Department
Organizational Responsibilities Reports to: Director of Transportation
Terms of Employment: Twelve-month WOE A
Job Goal: To assist the Director of Transportation with the scheduling of drivers and monitors and handling the 2-way radio of the Transportation Department
Qualifications: <ol style="list-style-type: none">1. Prior experience in public school transportation services2. Hold a Class B CDL with a School and Passenger Endorsements3. Required criminal history background check and proof of U.S. citizenship or legal resident alien status
Performance Responsibilities: <ol style="list-style-type: none">1. Assists in the supervision with the scheduling of drivers and monitors in the transportation department, to ensure coverage of all routes.2. Remains in regular contact with all district bus drivers while on their routes.3. Receives staff absence communications and schedules coverage.4. Answers parent, school and driver calls.5. Performs other related duties which may be assigned by the Superintendent/designee or required by law, code, and regulation/Board policy.
Evaluation: Performance of this job will be evaluated annually in accordance with state law and the provisions of the Board's policy on evaluation of non-certified staff.

Revised: August 16, 2021

Board Approved Date: June 21, 2010



West Orange Public Schools
West Orange, New Jersey

Title:

Registered Nurse

Organizational Responsibilities

Reports to: Executive Director of Special Services and Building Principal

Terms of Employment:

Ten-month position, WOE A

Job Goals:

To work in consultation and collaboration with a certificated School Nurse within the district to ensure the following:

- Promote health and safety in the school environment
- Provide health services to students, faculty and staff; and
- Assist with the teaching of sound health practices.

Qualifications:

1. Valid New Jersey Registered Nurse License
2. Demonstrated expertise in school health nursing practice and emergency procedures
3. Knowledge of child growth and development, community and family dynamics, current health issues, and wellness education
4. Knowledge of community health and social services resources and ability to communicate effectively with non-school health professionals and social service agencies
5. Required criminal history background check and proof of U.S. citizenship or legal resident alien status

Performance Responsibilities:

1. Works in cooperation with the district physician, local health department, other school health professionals, members of the staff, and parents/guardians to ensure a healthy school climate and to minimize absence due to illness
2. Conducts health services and screening programs as required by law and/or board policies
3. Assists the district physician with physical examinations; makes referrals and conducts follow-up activities as necessary
4. Provides emergency care in case of sudden illness and administers first-aid in case of injury to students or staff according to established policies and procedures. Is

responsible for the availability and maintenance of required medical supplies and equipment

5. Maintains up-to-date health records on all students, maintains separate records of immunizations for the purpose of immunization record auditor and ensures their confidentiality
6. Helps prevent and control communicable disease through lectures, inspections, exclusion and re-admission of students and staff in keeping with state and local health regulations and school policies
7. Notifies principal or his/her designee to arrange for immediate examination of any pupil who appears to be under the influence of alcohol or other drugs
8. Confers with and advises students, parents/guardians, and staff members on matters pertaining to the health and safety of students. Participates in the development and implementation of the district's emergency and crisis management plan
9. Promotes healthy/safe school environment by assisting the administration and staff to maintain safe and sanitary conditions throughout the school. Reports problems promptly to the principal
10. Administers prescribed medication to students in accordance with law and board policy. Provides training and supervision of the emergency administration of epinephrine for designated school staff
11. Collaborates with community and other non-school health agencies to meet the health needs of children and families
12. Assists the principal with the preparation of the school's health budget
13. Maintains professional competence through in-service education and participation in other professional development activities. Receives training in the treatment of asthma and maintains a valid current Cardiopulmonary Resuscitation certificate as required by law and administrative code
14. Prepares health and safety reports as required by law and/or requested by the principal
15. Reports any suspicion of child abuse to the Division of Child Protection and Permanency and building principal or his/her designee
16. Performs such other appropriate duties as required under law or as may be assigned by the Executive Director of Special Services or Principal

Evaluation

Performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation of non-certified staff.

Board Approved Date: August 16, 2021

August 16, 2021

Curriculum 2021 - 2022

Department	Title of Curriculum
Science	Science Honors Grade 6
	Science Honors Grade 7
	Science Honors Grade 8
World Languages	Spanish Grade K

**West Orange School District Field Trips / Overnight Field Trips
2021 - 2022 School Year
August 16, 2021**

School	Grades	Course / Group	Destination	City	State
WOHS	9-12	JROTC	United States Military Academy	West Point	NY

**West Orange School District
Overnight Field Trips**

School	Grades	Course / Group	Destination	City	State
WOHS	9-12	Cheerleading	Pine Forest Camp	Greeley	PA

**West Orange Public Schools
West Orange, New Jersey 07052**

BID SUMMARY AND CONTRACT AWARD RECOMMENDATION

On authorization of the Business Administrator formal bids were solicited for Cafeteria/Kitchen Equipment, Bid #21-08. This solicitation was made by advertised Public Notice appearing in the Newark Star Ledger on June 4, 2021.

Bids were sent to the following vendors:

Culinary Depot
Grady's Food Service Equipment & Supplies
TriMark USA
The Sam Tell Companies
Economy Paper & Restaurant Supply Co., Inc.
E & A Supply
Prime Vendor Inc.

Sealed bids were opened and read aloud on Wednesday, June 22, 2021 at 10:00 AM at the Administration Building, 179 Eagle Rock Avenue, West Orange, NJ 07052.

Those in attendance were:

<u>Name</u>	<u>Firm</u>
Tonya Flowers	WOBOE
Kathy Bissett	WOBOE

Proposals were received from the following companies:

Chefs Depot Inc./Culinary Depot Inc.	Total Bid: \$120,193.89
TriMark/Strategic Equipment, LLC	Total Bid: \$137,625.00
Pueblo Hotel Supply	Incomplete Bid

Recommend award of a contract to Chefs Depot Inc./Culinary Depot Inc., Spring Valley, NY for Cafeteria/Kitchen Equipment, Bid #21-08, in the total bid amount of \$120,193.89.

RESOLUTION OF THE BOARD OF EDUCATION OF THE TOWNSHIP OF WEST ORANGE IN THE COUNTY OF ESSEX, NEW JERSEY DETERMINING TO FINANCE ACQUISITION OF SCHOOL BUSES BY MEANS OF AN EQUIPMENT LEASE PURCHASE FINANCING IN AN AMOUNT NOT EXCEEDING \$142,000, AUTHORIZING AN ADVERTISEMENT FOR BIDS IF NECESSARY, DELEGATING THE AWARD OF THE BID, AUTHORIZING THE EXECUTION OF THE LEASE AND RELATED DOCUMENTS AND AUTHORIZING OTHER ACTIONS NECESSARY TO COMPLETE THE TRANSACTION

WHEREAS, The Board of Education of the Township of West Orange in the County of Essex, New Jersey (the "Board") is created and is charged by law with the responsibility to provide a system of public education within the school district over which it has jurisdiction and to acquire and install equipment therefor; and

WHEREAS, the Board has determined to fund the acquisition of a two passenger buses including if necessary related equipment, financing and incidental or related costs (the "Equipment") by means of an equipment lease purchase financing for a term that does not exceed five (5) years pursuant to the provisions of N.J.S.A. 18A:20-4.2(f) and N.J.S.A. 18A:18A-1 *et. seq.*; and

WHEREAS, the Board has selected the Hunterdon County Educational Services Commission as financial advisor (the "Financial Advisor") and McManimon, Scotland & Baumann, LLC, as special counsel (the "Special Counsel") for the purpose of advising and assisting with the proposed lease purchase financing of the Equipment; and

WHEREAS, in accordance with the procedures set forth in N.J.S.A 18A:18A-1 *et. seq.* (the "Public School Contracts Law") and the regulations promulgated thereunder, a notice of the bid will be published if required and bids or quotes (hereinafter simply referred to as "bids") are scheduled to be returned to the Business Administrator, who, with the assistance of the Special

Counsel and the Financial Advisor, will determine the lowest responsive and responsible bidder to purchase the Lease (as hereinafter defined) from the Board (hereinafter referred to as the "Purchaser"); and

WHEREAS, the Board will enter into a lease purchase agreement (the "Lease") and other related documents with the Purchaser in an amount not to exceed \$142,000 to finance the Equipment; and

WHEREAS, the Board desires to authorize the delegation of the award of the bid to the Business Administrator and further authorizes the Board President, Business Administrator/Board Secretary, Financial Advisor and Special Counsel to prepare and to execute the Lease and certain other documents and agreements necessary or incidental to the transactions contemplated thereby;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE TOWNSHIP OF WEST ORANGE IN THE COUNTY OF ESSEX, as follows:

Section 1. The Board hereby determines to finance the Equipment by means of a lease purchase financing in a principal amount not exceeding \$142,000 in accordance with the requirements of the Public School Contracts Law. The lease shall be for a period not to exceed five years and the interest portion of rent shall be calculated at a rate per annum not in excess of the rate set forth in the legally responsive bid producing the lowest yield. The Business Administrator/Board Secretary, the Financial Advisor, the Special Counsel and other appropriate representatives of the Board (the "Professionals") are hereby authorized to prepare the necessary timetables, bid documents and other related documents as may be necessary and to take other steps necessary to prepare for and to implement the proposed financing.

Section 2. The Board hereby authorizes the publication of a request for bid if required in accordance with the Public School Contracts Law or the solicitation of quotes in order to prepare for the proposed transaction.

Section 3. The Board President, the Superintendent and/or the Business Administrator are authorized to award the bid and the Lease in accordance with the terms of this resolution to the lowest bidder in accordance with the bid proposals or quotes submitted to the Business Administrator, which winning bid proposal or quote will be retained on file in the office of the Business Administrator/Board Secretary. The Purchaser's interest rate will be held fixed for a period of thirty (30) days from the date of the bid or such longer period as recommended by the Financial Advisor. If the closing does not occur within such thirty (30) day or longer period from the date of the bid, the interest rate will be calculated in accordance with the index rate recommended by the Financial Advisor as set forth in the bid specifications.

Section 4. The Board President, the Superintendent and/or the Business Administrator/Board Secretary are hereby authorized to execute and deliver the Lease, an agent or an escrow agreement, an assignment agreement, if necessary, and such other documents as may be necessary to consummate the transaction in a form approved by Special Counsel. Specifically, the Board authorizes the Board President or the Business Administrator to establish an escrow account for the deposit of the Lease proceeds and to direct the deposit and investment of the Lease proceeds in the escrow in accordance with the requirements of law. The Business Administrator is also authorized to pay any agreed upon fees in connection with the transaction including any escrow agent fee. The Board President, the Superintendent and/or Business Administrator are also authorized and directed to take on behalf of the Board such other actions as shall be necessary and appropriate to accomplish the lease purchase financing for the

Equipment in accordance with the terms of the Lease and this resolution and pursuant to the terms of the agreements and instruments authorized to be prepared hereby and to accomplish the performance of the obligations of the Board in respect thereto.

Section 5. The payment of rent or other monies due under the Lease shall be made only from the General Fund of the Board. Neither the Board, nor any agency, department or political subdivision thereof, shall be obligated to pay any sum due under the Lease to the Purchaser from any taxing source unless an appropriation is made in a duly approved budget of the Board. The obligations of the Board shall not constitute indebtedness of the Board or of the Township of West Orange or of any department, agency or political subdivision thereof. The Lease shall set forth the term of the lease purchase agreement for the Equipment, the rental payments to be paid by the Board in respect thereof and the dates on which such rent shall be due and payable.

Section 6. The Board hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on the Lease, including the requirement to rebate all net investment earnings on the gross proceeds above the yield on the Lease, if applicable. The Board authorizes the Business Administrator to act and determine on behalf of the Board whether the Lease will be designated as "bank qualified" within the meaning of Section 265 of the Code. The Board hereby declares its intent to issue the Lease in the expected maximum principal amount of the Lease set forth herein and to use the proceeds of the Lease to pay or to reimburse expenditures for the costs of the purpose for which the Lease is authorized herein. This resolution is a declaration of intent within the meaning and for the purposes of Treasury Regulations Section 1.150-2 or any successor provisions of federal income tax law.

Section 7. The reference to officers of this School District herein and in actions taken on behalf of this Board of Education includes any interim, acting, assistant or successor officers holding those positions.

Section 8. Any action authorized herein taken prior to the adoption of this resolution is hereby ratified and deemed to be taken pursuant to this resolution.

Section 9. This resolution shall take effect immediately.



SHARED SERVICES AGREEMENT FOR 2021-2022

THIS JOINT AGREEMENT IS BY AND BETWEEN PARTICIPATING “BOARDS OF EDUCATION” OR “PARTICIPATING BOARDS” AS LISTED IN EXHIBIT A. FUTURE PARTICIPATING DISTRICTS WILL BE ADDED TO THE MEMBERSHIP ROSTER UPON FINAL APPROVAL AND SUBMISSION OF REQUIRED DOCUMENTS.

WHEREAS, the participating boards of education that are parties to this agreement recognize the need to recruit highly-qualified educators for the 21st century, particularly educators who can add diversity to their respective faculties; and

WHEREAS, the participating boards of education share a common identity with their location in New Jersey; and

WHEREAS, the participating boards of education have determined that it is in their mutual interests to work cooperatively to attract and recruit diverse educators for teaching and administrative positions in their respective school districts; and

WHEREAS, the participating boards believe that renewing their relationship as a consortium of school districts to work together in this endeavor addresses their mutual goals of recruiting and retaining high quality and diverse faculties; and

WHEREAS, the participating boards of education have determined that they shall enter into a joint agreement for the provision and performance of goods and services related to these cooperative efforts as required by N.J.S.A. 18A:18A-11 et seq.,

NOW, THEREFORE, BE IT AGREED AS FOLLOWS:

1. This agreement shall be binding upon each Participating Board of education on the date approved by any such board and shall expire on June 30, 2022.
2. The Participating Boards may, when engaged in the joint services covered under this agreement shall use the name, “Central Jersey Program for Recruitment of Diverse Educators (“CJ PRIDE”) and shall be considered members of the CJ PRIDE Consortium. This agreement, however, shall not establish a legal entity separate from any participating board of education, nor any employer-employee or agency relationships between the participating boards.

3. The Participating Boards shall host a joint recruitment fair open to all prospective school district candidates and authorize the design, production, purchase and distribution of materials to promote this shared activity and other expenses necessary to carry out such an event. The recruitment event may take place in-person or be conducted virtually as the needs of the consortium are considered.
4. The Participating Boards authorize the design, production, purchase and distribution of staff recruitment materials in multiple media that (a) promote the joint work of the CJPRIDE, (b) highlight the benefits of living and working in New Jersey, (c) promote careers in education (d) focus on the common strengths of the school districts and (e) provide information regarding each district. The Participating Boards may elect to host a website to serve such purposes as an alternative to these multiple materials.
5. The consortium may employ the services of a webmaster and administrative assistant to assist with the management of materials and dissemination of information to members and prospective members as well as prospective applicants. A stipend shall be paid bi-annually to the webmaster and administrative assistant as determined by the consortium.
6. Employees designated by the Superintendent of Schools of the Participating Boards shall be authorized to share information regarding a prospective candidate to duly designated employees of other participating boards provided written consent has been obtained from the candidate.
7. Employees designated by the Superintendent of Schools of the Participating Boards shall coordinate attendance at job fairs at universities, colleges and other venues and shall share information about recruited candidates to the extent permissible with duly designated representatives of other participating boards.
8. Employees designated by the Superintendent of Schools of the Participating Boards shall be available to attend meetings and functions related to the activities covered under this agreement. Regular attendance of Participating Boards is required.
9. All purchases made or contracts entered into pursuant to this agreement shall be in accordance with the bidding laws of the State of New Jersey and the applicable rules and regulations of the State Board of Education.
10. Except as otherwise stated herein, each of the Participating Boards, shall be responsible for \$100.00 during the term of this agreement for expenses incurred related to agreed upon joint services and joint purchases, which shall be payable within sixty (60) days of receipt of an invoice from West Windsor-Plainsboro.
11. For Boards that are approved as additional Participating Boards for 2021-2022 the first year assessment shall pay a one-time initial fee of \$2,000, which shall be inclusive of the district's annual share of costs during its first year of participation.

12. West Windsor-Plainsboro shall issue payments for all authorized expenses and provide documentation of such payments to each Participating Board.
13. For purposes of making decisions related to the joint purchases and services covered under this agreement, each Participating Board shall have one vote, which may be made in-person or by any other manner to which the parties may agree.
14. Each participating board shall be responsible for the wages and benefits of its employees and expenses incurred by its own employees. Such expenses include travel (NJAC6A-23A:7et seq.), telephone and facsimile charges and mail and/or other delivery charges unless approved in advance by a majority of representatives of the present Participating Boards.
15. Any controversies or disputes that shall arise among the parties shall be adjudicated in accordance with N.J.S.A. 18A:18A-14.
16. Each Participating Board shall maintain appropriate worker's compensation insurance coverage for any of its employees who may perform services pursuant to this agreement. Each Participating Board shall be liable for the acts and omissions of its own members, employees, officers and representatives.
17. Participation in CJ PRIDE shall be open to other school districts subject to the terms and conditions agreed to by the representatives of the Participating Boards of education.
18. The representatives of the Participating Boards are authorized to establish rules and procedures governing the expansion of CJ PRIDE to include participating boards.

IN WITNESS WHEREOF, the participating board listed below set their hands and seals to this Agreement.

District: _____

Approval Date: _____

Signatures:

Board President

Board Secretary

2020-21 INCIDENTS

Report Period 1

School	Incident Total	Violence	Vandalism	Substances	Weapons	HIB Confirmed	Other Incidents Leading to Removal	HIB Alleged
(050) WEST ORANGE HIGH	0	0	0	0	0	0	1	0
(070) EDISON MIDDLE	0	0	0	0	0	0	0	0
(090) ROOSEVELT MIDDLE	0	0	0	0	0	0	0	0
(120) GREGORY	0	0	0	0	0	0	0	0
(130) HAZEL AVE	0	0	0	0	0	0	0	0
(135) LIBERTY MIDDLE SCHOOL	0	0	0	0	0	0	0	0
(140) MOUNT PLEASANT ELEM	0	0	0	0	0	0	0	0
(150) Kelly Elementary School	0	0	0	0	0	0	0	0
(160) REDWOOD	0	0	0	0	0	0	0	0
(170) ST CLOUD	0	0	0	0	0	0	0	0
(180) Washington Elementary Sc	0	0	0	0	0	0	0	0
(300) Betty Maddalena ELC	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	1	0

Report Period 2

School	Incident Total	Violence	Vandalism	Substances	Weapons	HIB Confirmed	Other Incidents Leading to Removal	HIB Alleged
(050) WEST ORANGE HIGH	0	0	0	0	0	0	0	0
(070) EDISON MIDDLE	0	0	0	0	0	0	0	0
(090) ROOSEVELT MIDDLE	0	0	0	0	0	0	0	0
(120) GREGORY	0	0	0	0	0	0	0	0
(130) HAZEL AVE	0	0	0	0	0	0	0	0
(135) LIBERTY MIDDLE SCHOOL	0	0	0	0	0	0	0	0
(140) MOUNT PLEASANT ELEM	0	0	0	0	0	0	0	0
(150) Kelly Elementary School	0	0	0	0	0	0	0	0
(160) REDWOOD	0	0	0	0	0	0	0	0
(170) ST CLOUD	0	0	0	0	0	0	0	0
(180) Washington Elementary Sc	0	0	0	0	0	0	0	0
(300) Betty Maddalena ELC	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0

2020-21 School Year

School	Incident Total	Violence	Vandalism	Substances	Weapons	HIB Confirmed	Other Incidents Leading to Removal	HIB Alleged
(050) WEST ORANGE HIGH	0	0	0	0	0	0	1	0
(070) EDISON MIDDLE	0	0	0	0	0	0	0	0
(090) ROOSEVELT MIDDLE	0	0	0	0	0	0	0	0
(120) GREGORY	0	0	0	0	0	0	0	0
(130) HAZEL AVE	0	0	0	0	0	0	0	0
(135) LIBERTY MIDDLE SCHOOL	0	0	0	0	0	0	0	0
(140) MOUNT PLEASANT ELEM	0	0	0	0	0	0	0	0
(150) Kelly Elementary School	0	0	0	0	0	0	0	0
(160) REDWOOD	0	0	0	0	0	0	0	0
(170) ST CLOUD	0	0	0	0	0	0	0	0
(180) Washington Elementary Sc	0	0	0	0	0	0	0	0
(300) Betty Maddalena ELC	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	1	0

Incident Total = Violence, Vandalism, Substances, Weapons, HIB Confirmed

Violence = Assault, Fight, Kidnapping, Robbery/Extortion, Sexual Assault, Sexual Contact, Threat/Simple, Threat/Criminal

Vandalism = Arson, Computer Trespass, Damage to Property, False Public Alarm, Theft, Trespass

Incident category totals may differ from total incidents due to multiple offenses selected for one incident.

E-Mail: ssds@doe.nj.gov