

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting March 8, 2021
6:30 P.M. Executive Session
7:30 P.M. Public Session
Virtual
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 and February 25, 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.

Board Goals
<ul style="list-style-type: none">→ The Board of Education, in concert with the Administration, will review and evaluate district expenditures across all budget lines beginning in December, 2020 and will identify opportunities for efficiencies and financial savings in the budget preparation for the 2021-2022 school year.→ The Board of Education will increase parent and community engagement by conducting two Town Hall meetings, one in the fall to identify the community's priorities for the 2021-22 budget preparation and one in the spring to gain input in the setting of the Board's goals for the 2021-2022 school year.→ The Board of Education will assess the district's progress toward the goals of the 5-year strategic plan, and, including opportunities for input from the public, will review the plan's current relevancy and its implications on student achievement, policy, budget, community relations, and other areas of Board responsibility so as to enable the administration to develop action plans for implementation which align with the Board's review.→ The Board of Education will complete the conversion of the Board's Policy Manual and accompanying By-Laws and Regulations to Strauss-Esmay and fully implement the ElanOnline search engine by June, 2021.

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 one (1) issue is 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, March 8, 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_____.

"(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: Settlement Agreement Student #1206081.

□ "(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 ____.

□ "(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 February 22, 2021 (Att. #1)

VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/ BOARD REPORTS

A. Budget Presentation Follow-Up

IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

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
Timothy Beaumont	Redwood	Principal	Resignation	4/16/21
Lynne Steinberg	WOHS	Mathematics	Retirement 20 years	7/1/21
William Urbanski	WOHS	Physical Education / Health / Driver Ed	Retirement 34 years	7/1/21

- 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
Nora Aquino	Redwood	Clerical Aide	Resignation Reassignment	3/12/21
Michele Carroll	WOHS	Administrative Assistant	Retirement 33 years	7/1/21
John Diminich	WOHS	Custodian	Retirement 19 years	3/1/21

2. Rescissions

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

Name	Location	Position / Reason	Effective Date
Luz Cubero	WOHS	Paraprofessional previously approved Leave of Absence	2/25/21
Nanci Silvestri	WOHS	Clerical Aide Assign Paraprofessional Coverage	2/24/21

3. Appointments

- a. 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	Account Code	Effective Dates
Daniel Barnes	Edison	English Language Arts Leave Replacement	Bishop-Melvin	BA	3	\$57,681 prorated	11.130.100.101.00.34.070	2/26/21 - 6/30/21
Michelle Mantione	Liberty	Math Interventionist	Lawrence	BA	3	\$57,681 prorated	11.230.100.101.00.05.135	3/9/21* - 6/30/21
Stephanie Suriano	WOHS	Acting Assistant Principal / Science Supervisor, K-12	Mancarella	MA+45	N/A	\$1,500 per month for additional responsibilities	11.000.221.102.00.00.000 11.000.240.103.00.03.050	3/9/21 - 4/30/21

*pending Criminal History Record Check process

- b. 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	Account Code	Effective Dates
Nora Aquino	Transportation	Administrative Assistant	McCullough	Column III	2	\$47,209 prorated	11.000.270.160.00.70.000	3/15/21 - 6/30/21

Josefina Melgar	Transportation	Bus Monitor Part-time	McKie	N/A	N/A	\$20.72 per hour	11.000.270.107.00.70.000	2/23/21 - 6/23/21
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- c. 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	Account Code	Effective Dates
Demond Cowins	WOHS	Family & Consumer Science Leave Replacement-Critelli	BA	10	\$54.72 per diem	11.140.100.101.00.33.050	3/2/21 - 3/26/21
Jason-Lamont Jackson	WOHS	Family & Consumer Science Leave Replacement-Critelli	MA+30	9	\$66.25 per diem	11.140.100.101.00.33.050	3/2/21 - 3/26/21
Monica Merino	WOHS	Family & Consumer Science Leave Replacement-Critelli	MA	14	\$66.50 per diem	11.140.100.101.00.33.050	3/2/21 - 3/26/21
Janelle Morales	WOHS	Family & Consumer Science Leave Replacement-Critelli	MA+30	7	\$65.25 per diem	11.140.100.101.00.33.050	3/2/21 - 3/26/21
Jill Thompson	WOHS	Family & Consumer Science Leave Replacement-Critelli	MA+30	11	\$67.83 per diem	11.140.100.101.00.33.05	3/2/21 - 3/26/21
Lisa Picini-Asman	Gregory	Physical Education / Health Vacancy-Kuczmariski	MA+30	17	\$109.15 per diem	11.120.100.101.00.31.120	2/16/21 - 4/4/21

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

Name	Location	Position	Stipend	Account Code	Effective Dates
Melissa Martino	Liberty	Yearbook Advisor	\$2,187 prorated	11.401.100.100.00.05.135	3/1/21 - 6/30/21
Kelly McSharry	Roosevelt	Yearbook Advisor	\$2,187 prorated	11.401.100.100.00.06.090	3/1/21 - 6/30/21

- e. Superintendent recommends approval to the Board of Education for the following negotiated WOHS Spring Sports Coaching assignment(s). Stipends / Rates of Pay may be adjusted upon ratification of collective bargaining agreement. (Att. #2)
- f. Superintendent recommends approval to the Board of Education for the following mentor assignments to be funded by the provisional teacher:

Mentor	Provisional Teacher	Location	Stipend	Account Code	Effective Dates
Arturo Rodriguez	Danniel Barnes	Edison	\$275	11.130.100.101.00.34.070	2/26/21 - 6/30/21

- g. Superintendent recommends approval to the Board of Education of the following non-certificated staff professional development stipend(s):

Name	Location	Position	Professional Development Program	Stipend	Account Code	Effective Date
Lillian Colon	WOHS	Administrative Assistant	NJAEOP Professional Development Program, Option I	\$1,246	11.000.240.105.00.03.050	2/15/21
Lillian Colon	WOHS	Administrative Assistant	NJAEOP Professional Development Program,	\$2,532	11.000.240.105.00.03.050	2/15/21

			Option II			
Lillian Colon	WOHS	Administrative Assistant	NJAEOP Professional Development Program, Option III	\$979	11.000.240.105.00.03.050	2/15/21

- h.** Superintendent recommends approval to the Board of Education for the following district vendor to provide audio-visual services for the district:

Name	Location	Rate of Pay	Effective Dates
Nicholas Von Hagel OOD	WOHS	\$30 per hour not to exceed 29 hours per week as assigned	3/9/21 - 6/30/21

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
Kimberly Covington Family	Edison Science	3/22/21 - 3/26/21	3/29/21 - 6/30/21	N/A	9/1/21
Cynthia Critelli Medical	WOHS Family & Consumer Science	1/15/21 - 3/26/21 amended	N/A	N/A	4/5/21 amended
Nicole Dalle-Molle Family	.7 Kelly / .3 BMELC School Psychologist	4/26/21 - 6/16/21 (20/21)	N/A 9/1/21 - 11/19/21 (21-22)	N/A	6/17/21 (20/21) 11/22/21 (21/22)
Gabrielle Esposito Family	BMELC Special Education	9/1/21 - 9/16/21	N/A	9/17/21 - 12/10/21	12/13/21
Toni Rodriguez Family	Kelly Kindergarten	5/17/21 - 6/30/21	N/A	9/1/21 - 11/5/21	11/8/21
Rosanna Santos Family	WOHS School Counselor	5/21/21 - 6/30/21	9/1/21 - 11/19/21	11/22/21 - 11/30/21	12/1/21

- 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
Tara Martin Family	Redwood Paraprofessional	5/19/21 - 6/30/21	9/1/21 - 11/19/21	N/A	11/22/21
Roseann Pryzbysz Medical	Redwood Paraprofessional	N/A	1/21/21 - 3/19/21 amended	N/A	3/22/21 amended

5. Transfer(s):

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

Name	From	Position	Account Code	To	Position	Account Code	Effective Date
Samantha	WOHS	Paraprofessional	11.214.100.106.00.03.050	Kelly	Paraprofessional	11.214.100.106.00.12.150	3/9/21

Palmer Involuntary							
Roseann Pryzbysz Involuntary	Redwood	Paraprofessional	11.210.100.106.00.13.160	Mt. Pleasant	Paraprofessional	11.214.100.106.00.11.140	3/9/21

B. CURRICULUM AND INSTRUCTION

1. Recommend approval of Applications for School Business requests. (Att. #3)
2. Recommend approval for student teaching for the 2020-2021 school year (Att. #4)
3. Recommend approval of the Externship Agreement between West Orange School District and Fairleigh Dickinson University through its School of Psychology for the student teaching placement of Kristen Nazarro for the 2020-2021 school year.
4. Recommend approval of the ELL Tutoring and Academic Support Program for Edison, Liberty and Roosevelt Middle Schools between March 2021 through June 2021, in the amount of \$6,456.42 funded by Title III Funds.

C. FINANCE

a.) Special Services

1. Recommend approval for the following out of district placements for the 2020-2021 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
2002037	Pillar Elementary School	Tuition: \$29,039.00 71 days @ \$409.00/day	Unbudgeted

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

School	Year	Certified Rate Less Adjustment	Tuition Paid	Tuition Adjustments
ECLC of New Jersey	2019-2020	\$121,776.00	\$119,100.00	\$2,676.00
Glenview Academy	2019-2020	\$401,740.00	\$379,395.20	\$22,344.80
Glenview Academy 1:1 Aide Services	2019-2020	\$223,418.00	\$217,300.00	\$6,118.00

b.) Business Office

1. Recommend approval of the 3/8/21 Bills List:

Payroll/Benefits	\$ 4,394,132.59
Transportation	\$ 592,710.15
Tuition (Spec. Ed./Charter)	\$ 320,897.67
Instruction	\$ 49,091.53

Facilities/Security	\$ 316,211.42
Capital Outlay	\$ 4,054.99
Grants	\$ 82,300.55
Food Service	\$ 5,179.67
Support Svcs/Co-Curricular/Athletics/Misc.	\$ <u>150,340.61</u>
	\$ 5,914,919.18

2. Recommend approval to void the following stale-dated checks from the indicated account:

School Account		
Check Number		Check Amount
56077	(1)	\$200.00

(1) Aid in Lieu

3. Recommend approval of settlement agreement between the parents of Student #1206081 and the West Orange Board of Education as stipulated in closed session.
4. Recommend acceptance of the following donation(s)/award(s):

Donor	Recipient	Donation
Rotary Club of West Orange	WOHS	\$500
Nikhil Badlani Foundation, Inc.	WOHS	\$2,000

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 March 18, 2021 virtually.

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

WOHS Spring Coaching Assignments 2020-2021

Spring / Sport	Stipend	Name	Location
Baseball: Head	\$11,504	Stephan Zichella	WOHS
Baseball: Assistant	\$8,651	Timothy Blumkin	WOHS
Baseball: Assistant	\$8,651	Adam Miller	Edison
Baseball: Assistant	\$8,651	Robert Parisi	OOD
Golf: Head	\$6,512	Thomas Gargiulo	WOHS
Lacrosse: Boys' Head	\$11,504	Kevin Yeager	WOHS
Lacrosse: Boys' Assistant	\$8,651	Drew Jenkins	OOD
Lacrosse: Boys' Assistant	\$8,651	James Matsakis	WOHS
Lacrosse: Boys' Volunteer	\$0	Christopher Kerwin	OOD
Lacrosse: Girls' Head	\$11,504	Lauren Callaghan	WOHS
Lacrosse: Girls' Assistant	\$8,651	Candace Christina	OOD
Lacrosse: Girls' Assistant	\$8,651	Sean Devore	WOHS
Softball: Head	\$11,504	Michael Marini	WOHS
Softball: Assistant	\$8,651	Christina Ciacciarelli	WOHS
Softball: Assistant	\$8,651	Nicole Fleck	WOHS
Softball: Assistant	\$8,651	Gina Graziosa	WOHS
Softball: Volunteer	\$0	Zachary Coppola	WOHS
Strength & Conditioning	\$7,140	Paul Chegwidden	OOD
Tennis: Boys' Head	\$6,512	Jeffrey Mazurek	Kelly
Tennis: Boys' Assistant	\$5,048	Sebastian DePinho	Kelly
Track: Boys' Head	\$11,504	Jason-Lamont Jackson	WOHS
Track: Girls' Head	\$11,504	Kathy Jackson	Edison
Track: Assistant	\$8,651	Damien Betances	OOD
Track: Assistant	\$8,651	Dante Fernandez	OOD
Track: Assistant	\$8,651	Melinda Levendusky	Roosevelt
Track: Assistant	\$8,651	John Prescott	Edison
Track: Assistant	\$8,651	Michael Spadola	OOD
Volleyball: Boys' Head	\$11,504	Jacqueline Cruz	WOHS
Volleyball: Boys' Assistant	\$8,651	John Chang	OOD
Volleyball: Boys' Assistant	\$8,651	Christopher Terranova	OOD
Weight Training	\$3,833	Darnell Grant	WOHS
Wrestling: Volunteer	\$0	Dave Joisil	.7 Kelly/.3 Mt. P

**Applications for Absence for School Business 2020-2021
3-8-21**

Name	Position	School	Conference	Dates	Amount	Funded
Jennifer Tunnicliffe	Board Vice President		Analyzing and Constructing Salary Guides Virtual	3/25/21	\$149.00	Local

Student Teaching / Practicum 2020-2021**3.8.21**

Student Teacher Candidate	Affiliated University	Assigned School	Effective Dates
Emily Blum	Fairleigh Dickinson	Gregory	9.1.21 - 5.6.22
Kristen Nazarro	Kean University	WOHS	9.1.21 - 6.22.22
Samira Radonic	Brooklyn College	WOHS	9.1.21 - 6.22.22