

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting November 18, 2019**  
**6:43 P.M. Public Session**  
**West Orange High School**  
**51 Conforti Avenue**

**Minutes**

**I. ROLL CALL OF THE MEMBERS**

**Present: President Alper, Mrs. Mordecai (arrived at 6:55 p.m.), Mr. Robertson, Mrs. Merklinger, Mrs. Trigg-Scales  
Senay Dani, Darlene Folas, Student Liaisons**

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

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

**III. WEST ORANGE BOARD OF EDUCATION RESOLUTION AUTHORIZING EXECUTIVE SESSION**

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

**WHEREAS**, the Board has determined that nine (9) issues are permitted by N.J.S.A. 10:4-12(b) to be discussed without the public in attendance and shall be discussed during an Executive Session to be held on Monday, November 18, 2019 at 6:45 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: Student # 1110024.

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

□ "(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:

■ "(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: # 4361, # 4411, # 4564, # 5195, # 8117, # 8521, #8344 .

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

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

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

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

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

**V. PLEDGE OF ALLEGIANCE**

**VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF October 28 and 29, 2019 (Att. #1)**

**MOTION:** Mrs. Mordecai

**SECOND:** Mr. Robertson

**VOTE:** 5-0 (RC)

Yes  
Merklinger

Yes  
Robertson

Yes  
Trigg-Scales

Yes  
Mordecai

Yes  
Alper

**VII. STUDENT LIAISON REPORT**

**VIII. SUPERINTENDENT/ BOARD REPORTS**

A. HIB Report

B. K-12 Social Studies Update

**IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS**

**X. FIRST READINGS ON THE FOLLOWING BOARD POLICY(IES):**  
9130 Public Complaints And Grievances (Att. #2)

**MOTION:** Mr. Robertson

**SECOND:** Mrs. Trigg-Scales

**VOTE:** 5-0 (RC)

Yes  
Merklinger

Yes  
Robertson

Yes  
Trigg-Scales

Yes  
Mordecai

Yes  
Alper

**XI. 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
Christine Marconi	Mt. Pleasant	ESL	Resignation	1/10/20
Paul Palek	Administration Building	Human Resources Interim Director	Resignation	11/18/19
Natalia Paulino	Gregory	School Nurse	Resignation	12/17/19

- 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
Max Jean-Baptiste	WOHS	Paraprofessional	Resignation	11/18/19

## 2. Appointments

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Patricia Hack	Gregory	Academic Literacy Coach / Reading Specialist	Ameruoso	MA	16	\$87,331 prorated	1/21/20 - 6/30/20*

\*or sooner upon release by current employer

- b. Superintendent recommends approval to the Board of Education for the following certificated staff appointment(s) for approved leaves of absence:

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Ryan DelGuercio	WOHS	Acting Assistant Principal / Supervisor of Technology & Engineering	Della Pia	MA+45	N/A	\$1,500 contractual amount per month for additional responsibilities	11/19/19 - 1/10/20
Christina Ciacciarelli	WOHS	Health & Physical Education Long Term Substitute	Tracy	BA	N/A	\$288 per diem	11/19/19 - 1/17/20
Amanda Rooney	Gregory	Kindergarten Leave Replacement	Dowd	BA	3	\$57,681 prorated	9/3/19 - 4/10/20 amended
Deborah Balthazar	Roosevelt	Science Extended Assignment Substitute	D'Elia	N/A	N/A	\$180 per diem	11/18/19 - 2/14/20
Kenneth Pucci	Liberty	Science Extended Assignment Substitute	Brennan	N/A	N/A	\$200 per diem	11/4/19 - 11/27/19
Arlene Berghorn	Gregory	School Nurse Extended Assignment Substitute	Paulino	N/A	N/A	\$250 per diem	12/18/19 - 6/22/20*
Leana Sudit	.5 Liberty / .5 Roosevelt	Student Assistance Counselor Leave Replacement	Brotzman	MA	N/A	\$61,594 prorated	10/30/19 - 2/21/20 amended

\*or until a permanent replacement is found

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

Name	Location	Position	Salary/Rate of Pay	Effective Dates
Edward Duncan OOD	WOHS	Basketball: Boys' Assistant Coach	\$8,651	2019-2020
David Grant	WOHS	Basketball: Boys' Assistant Coach	\$8,651	2019-2020
Charity Hill OOD	WOHS	Cheerleading: Assistant Coach	\$14,591 prorated	11/19/19 - 6/30/20
Eric Sternberg	WOHS	Israeli Culture Club (Trial)	\$732 ½ yearly stipend as new club	2019-2020

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

Name	Location	Position	Salary/Rate of Pay	Effective Dates
Gregory Tynes OOD	WOHS	Basketball: Boys' Volunteer	N/A	2019-2020

- e. Superintendent recommends approval to the Board of Education for adjustments for the following Board approved training level changes for WOEa certificated staff:

			From			To			
Name	Location	Position	Guide	Step	Salary	Guide	Step	Salary	Effective Date
Shane Daiek	WOHS	Science	BA+15	7	\$60,176	MA	7	\$63,549	9/1/19
Joshua Goldfarb	Roosevelt	Social Studies	MA+15	13	\$76,235 amended	MA+30	13	\$81,099 amended	9/1/19

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

Name	Location	Position	Guide	Step	Salary	Effective Dates
Sandra Marmolejos	Roosevelt	Special Education	MA+45	14	\$96,515 amended	9/1/19

- g. Superintendent recommends the amended approval to the Board of Education for certificated staff to provide curriculum writing for the 2019-2020 school year at the contracted rate of \$39.78 per hour not to exceed the hours allotted.

Name	Location	Position	Stipend	Effective Dates
Debra Coen	WOHS	Graphic Communications I	\$39.78 per hour not to exceed 30 hours	2019-2020
Anthony Prasa	WOHS	Graphic Communications I	\$39.78 per hour not to exceed 30 hours amended from 60 hours	2019-2020

- h. Superintendent recommends approval to the Board of Education for the following staff to serve as the Hazel Elementary School Title I Early Start Intervention Program substitute at the rate indicated:

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Diana Bolivar	Hazel	Title I Early Start Intervention Program Substitute	\$74.46 per hour not to exceed 161 hours as assigned Title I Funds	11/19/19 - 6/19/20

- i. Superintendent recommends approval to the Board of Education for the following non-certificated staff additional assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Michelle Uhler OOD	WOHS	Winter/Spring Concert Piano Accompanist	\$100 per performance \$50 per hour per rehearsal not to exceed 3 hours per rehearsal	2019-2020

- j. Superintendent recommends approval to the Board of Education for the following paraprofessional staff to assist students with co-curricular and after school activities as per student IEPs:

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Maria DeMartinis	Roosevelt	Paraprofessional to provide student support for afterschool activities	\$23.46 per hour not to exceed 82 hours alternating coverage as assigned	11/12/19 - 2/12/20
Jennifer Ferlauto-Watsky	Roosevelt	Paraprofessional to provide student support for afterschool activities	\$23.46 per hour not to exceed 82 hours alternating coverage as assigned	11/12/19 - 2/12/20

- k. 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	Effective Date
Angela Rosado	Central Office	Administrative Assistant	NJAEOP Professional Development Program, Option III	\$979 prorated	10/1/19

- l. Superintendent recommends approval to the Board of Education for all Board approved district Lunch Aides to receive Heimlich maneuver (abdominal thrusts) training at the contracted rate of \$18.96 per hour, not to exceed 1 hour, effective during the 2019-2020 school year.
- m. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2019-2020:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Deborah Balthazar	Substitute	X	X				
Arlene Berghorn	Substitute					X	
Christeline Cadeau	Substitute	X	X				
Christina Cicciarelli	CEAS	X	X				
John Coster	Substitute	X	X				
Eneida de Pina	Substitute					X	
Edward Duncan	Substitute	X	X				
Latisha Jefferson	Substitute	X	X	X			
Stephen Kimmons	Substitute	X	X				

Willie Washington	Substitute	X					
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### 3. 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
Louis Della Pia Medical	WOHS Assistant Principal	11/15/19 - 1/10/20	N/A	N/A	1/13/20
Nancy Donnelly Medical	WOHS Family & Consumer Science	11/18/19 - 1/3/20	N/A	N/A	1/6/20
Sara Dowd Family	Gregory Kindergarten	9/3/19 - 9/25/19	9/26/19 - 12/13/19	12/16/19 - 4/10/20 amended	4/13/20 amended
Lori Graham Medical	WOHS Family & Consumer Science	10/29/19 - 12/10/19 amended	12/11/19 - 1/15/20 amended	N/A	1/16/20
Jennifer Imperial Medical	Kelly Grade 3	11/18/19 - 1/1/20	N/A	N/A	1/2/20*
Maria Iovino Family	Redwood Grade 5	1/2/20 - 2/27/20	2/28/20 - 5/29/20	N/A	6/1/20
Deven Lilburn Medical	Gregory Grade 3	11/4/19 - 12/3/19 amended	N/A	12/4/19 - 12/13/19 amended	12/16/19
Michele Lloyd (Durante) Family	Washington Special Education	9/11/19 - 11/6/19 amended	11/11/19 - 2/21/20 amended	N/A	2/24/20
Margarita Rud Medical	Liberty Social Studies	9/3/19 - TBD**	N/A	N/A	TBD*
Sylvia Watford Medical	Edison English Language Arts	12/5/19 - 3/5/20	N/A	N/A	3/6/20
Joshua Zimmer Family	Itinerant Music	N/A	3/23/20 - 5/1/20	N/A	5/4/20

\* or upon release by physician

- 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
Diane Aboulmaja Medical	WOHS Paraprofessional	10/1/19 - 11/15/19 amended	N/A	N/A	11/18/19 amended
Dawn Brennan Medical	Gregory Clerical Aide	11/25/19 - 12/20/19	N/A	N/A	1/2/20
Rachel Mondalto Medical	St. Cloud Paraprofessional	9/3/19 - 9/19/19	9/20/19 - 1/31/20 amended	N/A	2/1/20 amended
Aimmeen Rivera Medical	Transportation Bus Monitor Part-time	N/A	N/A	9/3/19 - 3/18/20	3/19/20

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

Employee #	UnPaid Leave	Type of Leave	Anticipated Return Date
4564	11/11/19 - 1/10/20	Administrative	1/13/20*

\*or sooner as determined by the Superintendent

**Personnel - Items 2.c. and 2.m. - Appointment of Edward Duncan**

**MOTION:** Mrs. Merklinger

**SECOND:** Mrs. Mordecai

**VOTE:** 4-0-1 (RC)

Yes  
Merklinger

Yes  
Robertson

Yes  
Trigg-Scales

Abstain  
Mordecai

Yes  
Alper

**Personnel - Items 1 through 3, with the exception of the above**

**MOTION:** Mrs. Merklinger

**SECOND:** Mrs. Mordecai

**VOTE:** 5-0 (RC)

Yes  
Merklinger

Yes  
Robertson

Yes  
Trigg-Scales

Yes  
Mordecai

Yes  
Alper

**B. CURRICULUM AND INSTRUCTION**

1. Recommend approval of Applications for School Business requests. (Att. #3)
2. Recommend approval for overnight field trips for the 2019-2020 school year. (Att. #4)
3. Superintendent recommends approval for field trip destinations for the 2019-2020 school year:

Destination	City	State
AMC Movie Theater	East Hanover	NJ
Parsippany Hills High School	Morris Plains	NJ

4. Recommend approval for student teaching for the 2019-2020 school year (Att. #5)
5. Recommended approval of McGraw Hill Consultants to provide 5 sessions of Professional Development in Mathematics for Grades K-5 teachers at the rate of \$2,500.00 per session, for a total amount of \$12,500.00 for the 2019 - 2020 school year
6. Recommend approval of submission to the New Jersey Department of Education, Essex County Office of Education, a Request to Establish a Preschool Special Class Program (6A:14-4.7), Preschool Disabilities, for the West Orange School District/Washington Elementary School. (Att. #6)
7. Recommend approval of the District Assessment Report and all corresponding action plans as presented at the October 28, 2019 Board meeting.



**Curriculum and Instruction - Items 1 through 7****MOTION:** Mrs. Trigg-Scales**SECOND:** Mrs. Merklinger**VOTE:** 5-0 (RC)Yes  
MerklingerYes  
RobertsonYes  
Trigg-ScalesYes  
MordecaiYes  
Alper**C. FINANCE****a.) Special Services**

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

Student #	Placement	Tuition	Budgeted/Unbudgeted
2706092	Burlington County Special Services	Tuition: \$49,742.00 1:1 Aide: \$39,500.00 Out of County Fee:\$3,200.00	Budgeted
1409115	Chapel Hill Academy	Tuition: \$50,850.00 150 days @ \$339.00/day	Budgeted
1707081	Chapel Hill Academy	Tuition: \$47,460.00 140 days @ \$339.00/day	Unbudgeted
1610070	Mount Carmel Guild	1:1 Aide Full time: \$11,645.00 (prorated) Effective Date:11/11/2019	Unbudgeted
1906064	Matheny Medical and Educational Center	Tuition: \$75,000.00 150 days @ \$500.00/day 1:1 aide \$28,500.00 150 days @ \$190/day	Unbudgeted

2. Recommend approval for the following service providers for related services for the 2019-2020 school year:

Provider	Type of Service	Cost	Not to Exceed
Infinite Therapy Solutions	Occupational Therapy at Mt. Pleasant Elementary School and Redwood Elementary School	\$50.00 per 30 minute session (30 hours per week)	\$30,000

3. Recommend approval for student to receive educational services for the 2019-2020 school year.

ID Number	Provider	Service	Rate	Not to Exceed
1502028	Edgenuity, Inc. 8860 E. Chaparral Road Suite 100 Scottsdale, AZ 85250	License Single User Comprehensive Core and Career Package	\$450.00	\$450.00

**b.) Business Office****1. Recommend approval of the 11/18/19 Bills List:**

Payroll/Benefits	\$ 9,710,202.12
Transportation	\$ 624,913.80
Tuition (Spec. Ed./Charter)	\$ 620,974.05
Instruction	\$ 182,933.03
Facilities	\$ 659,198.03
Capital Outlay	\$ 45,798.01
Grants	\$ 133,637.15
Food Service	\$ 744,083.19
Summer Enrichment	\$ 977.36
Debt Service	\$ 2,482,715.63
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 169,786.62</u>
	\$15,375,218.99

**2. Recommend submission of the amended Every Student Succeeds Act (ESSA) Consolidated Grant for FY 2019-2020 in the amount of \$1,306,159. Amended application includes FY 2018-2019 Carryover Funds in the amount of \$83,488 to be budgeted and expended as carryover during the FY 2019-2020 year.**

Title I A	\$988,026
Title II-A	\$195,957
Title III	\$53,013
Title IV Part A	\$69,163
Total	\$1,306,159

**3. Recommend approval of the following resolution:**

**Whereas**, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting required maintenance activities for each of its public school facilities; and

**Whereas**, the required maintenance activities as listed in the attached document for the various school facilities of the West Orange Public School District are consistent with these requirements; and

**Whereas**, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid.

**Now, Therefore, Be It Resolved**, that the West Orange Board of Education hereby authorizes the Business Administrator/Board Secretary to submit the attached Comprehensive Maintenance Plan and M-1 Form for the West Orange Public School District in compliance with Department of Education requirements, as detailed in the attached and made a part of the minutes. (Att. #7)

4. Recommend approval of application for Toilet Room Facilities for Early Intervention, Pre-Kindergarten and Kindergarten Classrooms with regard to Washington School, Rooms 208 and 211, for the use of the alternative method of compliance, in accordance with N.J.A.C. 6A:26-6.3, by providing toilet rooms adjacent to or outside the classroom in lieu of individual toilet rooms in each classroom, for the 2019-2020 school year. (Att. #8)
5. Recommend acceptance of the following donations/awards:

Donor	Recipient	Donation
Epic Insurance Brokers & Consultants	Girls Up Club Fundraiser	\$250
Picture Perfect Photography	Liberty Middle School	\$350
World Organization for Positive Action	Hazel School	100 backpacks, valued at approximately \$700
World Organization for Positive Action	Washington School	100 backpacks, valued at approximately \$700
World Organization for Positive Action	Gregory School	100 backpacks, valued at approximately \$700

6. Recommend approval and acceptance of the Special Olympics New Jersey 2019-2020 Play Unified Grant Commitment in the amount of \$3,500. Funds will be handled directly by the grantor.
7. Recommend approval of proposed non-public security program aid expenditures funded through the Office of State Aid Entitlements and Payments to Non Public Schools (not local funds).

Non Public School	Description	Amount
Seton Hall Prep	2 Handheld Motorola Radios	\$1,218.00

8. Recommend approval of proposed non-public technology program aid expenditures funded through the Office of State Aid Entitlements and Payments to Nonpublic Schools (not local funds):

Non Public School	Description	Amount
Playhouse School	2 AM/FM Multi System Radio Cassette Recorder	\$279.94
Seton Hall Prep	4 Promethean Boards from CDW	\$31,992.00

9. Recommend approval of IT Asset Removal Agreement with Sycamore to remove retired/obsolete IT equipment and to compensate at the District total amount of \$1,671.00 (Att.#9)

10. Recommend approval to host the United States Military Academy (USMA) at West Point v. Lehigh University wrestling match at 7:00 p.m. on January 31, 2020 at Tarnoff Gym, WOHS, the proceeds of which to be donated to the Christopher Morgan Memorial Scholarship Fund. Cost to district not to exceed \$400.00.
11. Recommend approval of goals and calendar for the development of the 2020-2021 district budget: (Att. #10)
  - Re-evaluate all budget requests to determine needs vs. wants.
  - Maintain educational, co-curricular and athletic programs wherever fiscally responsible.
  - Minimize the impact on taxpayers while maximizing the efficient use of tax dollars.
  - Continue to provide funding to maintain a safe environment in all buildings.
  - Continue to reduce the amount of fund balance utilized to balance the budget.
  - Maintain a balanced budget while supporting academic excellence and expanding resources for students and staff.
  - Staff to perform a thorough inventory of equipment, materials and supplies to avoid recurring annual budget requests.
  - Prepare for a successful Quality Single Accountability Continuum (QSAC) facilities review.
  - Commitment to utilize Zero-Based Budgeting District-wide.
12. Recommend approval of the proposed concept of a second means of egress into Edison School's Driveway from the Bethany Evangelical Church located at 30 Ashwood Terrace and the drafting of an easement at no cost to the Board.

#### **Finance - Business Office - Item 11**

Motion to add the following Budget Goal:

Commitment to utilize Zero-Based Budgeting District-wide.

**MOTION:** Mrs. Mordecai

**SECOND:** Mr. Robertson

**VOTE:** 5-0 (RC)

Yes  
Merklinger

Yes  
Robertson

Yes  
Trigg-Scales

Yes  
Mordecai

Yes  
Alper

#### **Finance - Business Office - Item 1, Vendor #11069**

**MOTION:** Mrs. Merklinger

**SECOND:** Mrs. Trigg-Scales

**VOTE:** 4-0-1 (RC)

Yes  
Merklinger

Abstain  
Robertson

Yes  
Trigg-Scales

Yes  
Mordecai

Yes  
Alper

**Finance - Special Services Items 1 through 3; Business Office Items 1 through 12 with the exception of the above and the inclusion of the additional Budget Goal**

**MOTION:** Mrs. Merklinger

**SECOND:** Mrs. Trigg-Scales

**VOTE:** 5-0 (RC)

Yes  
Merklinger

Yes  
Robertson

Yes  
Trigg-Scales

Yes  
Mordecai

Yes  
Alper

**D. REPORTS**

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending November 18, 2019.

2. **Harassment, Intimidation and Bullying**

“Whereas, pursuant to Board Policy and the requirements of N.J.S.A. 18A:37-17(b)(6)(c), at its meeting on October 28, 2019, the Superintendent reported HIB Incident Number(s) 006, 008 to the Board; and

Whereas, on November 3, 2019 the parents and/or guardians of the students who are parties to the investigation received information about the investigation pursuant to N.J.S.A. 18A:37-17(b)(6)(d); and

Now, therefore, be it Resolved that the Board affirms the decision of the Superintendent concerning HIB Incident Number(s) 006, 008 for the 2019-2020 school year for the reasons conveyed to the Board.”

3. Acceptance of the second required School Bus Emergency Evacuation Drills :

School	Date	Times	#Buses	Supervisor
WOHS	10/4/19	Upon Arrival	All	Lonnie Williams/Elena McFarland
St. Cloud	10/8/19	Trip #23681	2	Eric Price
BMELC	10/10/19	Upon Arrival AM	All	Connie Salimbeno
BMELC	10/10/19	Upon Arrival MID	All	Connie Salimbeno
Gregory	10/10/19	Trip #23677	2	Makeida Estupinan
Liberty	10/11/19	Trip #23682	3	Robert Klemt
Mt. Pleasant	10/11/19	Trip #23678	2	Julie DiGiacomo
Washington	10/16/19	Trip #23683	2	Marie DeMaio
Redwood	10/16/19	Trip #23679	2	Timothy Beaumont
Roosevelt	10/17/19	Trip #23684	3	Marc Lawrence
Hazel	10/18/19	Trip #23680	2	Ana Marti
Kelly	10/21/19	Trip #23676	2	Joanne Pollara
Edison	10/30/19	Trip #23685	3	Xavier Fitzgerald

**Reports - Items 1 through 3****MOTION:** Mrs. Merklinger**SECOND:** Mr. Robertson**VOTE:** 5-0 (RC)Yes  
MerklingerYes  
RobertsonYes  
Trigg-ScalesYes  
MordecaiYes  
Alper**XII. PETITIONS AND HEARINGS OF CITIZENS****XIII. REPORT FROM THE BOARD PRESIDENT AND/OR BOARD MEMBERS****1. Board Member Mark Robertson proposed the following resolution:**

Whereas, West Orange Public Schools (WOPS) District has approximately 7,000 students, and has a 5-member Board of Education; and whereas, in the State of New Jersey, of the 67 school districts with 5,000 or more students: 58 have 9-member boards, 6 have 7-member boards, and only 3 have 5-member boards;

Whereas, boards of education for large districts execute large volumes of work in governance and management oversight:

Whereas, West Orange Board of Education (WOBOE), participates in 20-24 regularly scheduled consecutive closed and public sessions, annually; 15 to 30 special sessions, annually for legal review, personnel issues, HIB hearings, code of conduct hearings, disciplinary hearings, residency hearings, capital improvements referenda, safety and security meetings or forums, professional firm interviews and portfolio reviews, contract reviews, union negotiations and contract and benefits reviews, and sessions for other district concerns;

Whereas, WOBOE, in conjunction with its financial, student achievement and legal governance responsibilities, reads, reviews, discusses and approves/adopts rarely fewer than 30 and up to 1,800 personnel actions per regular closed and open session meetings, 10 to 1,000+ finance, budget and expense line items per meeting (including tens to hundreds of bills and payroll items, treasury and fund transfer reports, field trips, stipends, out of district tuitions, departmental expenses, and other items), administrator, professional and operations vendor contracts and job descriptions; and reviews 1 to 10 reports and presentations, and 5 to 30 curriculum line items per meeting, and participates in administrator interviews;

Whereas, the WOBOE Participates in Superintendent/Chief School Administrator online and in-person Evaluations, and Board Self Evaluations and multiple meetings for District Goals and Board Goals;

Whereas, the West Orange Board of Education maintains official board committees and boards functions for, and participate in meetings and events for NJSBA Delegate Assemblies for lobbying platforms and joint resolutions, Town Liaison Committee, Legislative Committee, and Public Relations Committee, and participates in District Committees and Subcommittees inclusive of but not limited to Diversity/Equity/Access Committee and Subcommittees, Health & Wellness, Allergy Awareness, Gifted & Talented Committee, Math and other subject content and curricula committee and reviews;

Whereas, by statute, boards of education must review data and information before making decisions, and receive hundreds of pages of data and programmatic and operations information annually, and must adopt all curricula, and review hundreds of pages of curricula presentations

annually, and adopt financial items and personnel actions, reviewing hundreds of pages of personnel and financial information during a 4 to 8 week period, with all adoption occurring by roll-call-vote;

Whereas, Board Members, individually and with the Board as a whole, participate in no less than 8 hours to 50 hours combined of mandated trainings, voluntary trainings, Essex County SBA meetings, and NJSBA Workshop Conference meetings annually; and each BOE Member represents the Board in 10 to 50 school and community events, annually;

Whereas, the WOPS District's NJSBA representative has noted that 7 to 9-member boards more effectively execute committee systems than 5-member boards;

Whereas, from July 1, 2015 to December 31, 2018, for 3-1/2 years, the Board had a conflicted Board Member who was not allowed to vote in or discuss Superintendent contracts, evaluations, merit bonuses and personnel actions (including hire and termination); and union contracts (Teachers Union/WOEA, Administrators Union/WOAA, and Local 68) reducing the small, 5-member board to a 4-member voting board, and denying a key voice and vote for major decisions impacting our schools, indicating tremendous functional vulnerability for a 5-member Board; and whereby, a current Board Member is conflicted on negotiations and contracts;

Whereas, 7 member boards allow for more public representation and can reduce special interest dominance in decision making;

Whereas, NJ Statute 18A:12-12. allows for a Board of Education to Increase or make a reductions in membership by resolution, by submission of question: If the board of any district shall determine by resolution that it is for the best interest of the schools that the membership of the board shall be increased from whatever number of members, then composes it from 5 to 7 or 9 members, and the question of such increase shall be submitted to the voters of the district, at the next annual school election or referendum ballot, and the question shall be stated in the notice of the election;

I hereby, submit this resolution to the West Orange Board of Education for a vote to increase the WOBOE size from the 5 Board Members to 7 Board Members, and designate that the WOBOE will place the resolution to increase its size to 7 Board Members on the 2020 public ballot for referendum vote, on the same ballot used for the Capital Improvements Referendum in March of 2020, or as soon as able, and no later than the November Election 2020, ballot, for approval by the voters of West Orange, NJ.

**MOTION:** Mr. Robertson

**SECOND:** None

**VOTE:** No Vote

**XIV. NEXT BOARD MEETING to be held at 8:00 p.m. on December 9, 2019 at West Orange High School.**

**XV. ADJOURNMENT at 10:14 p.m.**

**Respectfully submitted,**

**John Calavano, Board Secretary**