

**WEST ORANGE BOARD OF EDUCATION  
Public Board Meeting January 25, 2021  
6:39 P.M. Public Session  
Virtual**

**Minutes**

**I. ROLL CALL OF THE MEMBERS**

**Present: President Trigg-Scales, Mrs. Tunnicliffe, Mrs. Huerta, Mrs. Merklinger, Mr. Rothstein**

**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 18, 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"> <li>→ 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.</li> <li>→ 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.</li> <li>→ 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.</li> <li>→ 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 January, 2021.</li> </ul>

**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 three (3) 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, January 25, 2021 at 6:40 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 WOE, WOA, Local 68.

"(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: 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 January 7 and 13, 2021 (Att. #1)**

**MOTION:** Mr. Rothstein

**SECOND:** Mrs. Merklinger

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

Yes  
Huerta

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunnicliffe

Yes  
Trigg-Scales

**VII. STUDENT LIAISON REPORT**

**VIII. SUPERINTENDENT/ BOARD REPORTS**

- A. Exemplary Educator Recognition: Dr. Keri Orange-Jones
- B. Equity Audit Update
- C. School Reopening Update
- D. HIB Report

**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
Christine Aker	.8 Redwood / .2 Washington	LDTTC	Retirement 35 years	7/1/21
Mary Ann Maccarino	Washington	Special Education	Retirement 28.5 years	5/1/21
Alan Reeder	Roosevelt	Social Studies	Retirement 24 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
Matthew Pouy	WOHS	Paraprofessional	Resignation	2/26/21

**2. 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
Emily Busby	.4 Gregory / .3 Mt. Pleasant / .3 Washington	Music	Maliszewski	BA	3	\$57,681 prorated	11.120.100.101.00.25.120 11.120.100.101.00.25.140 11.120.100.101.00.25.180	2/1/21 - 6/30/21
Kristen Landosca	Kelly	Resource Room Leave Replacement	Andreula	BA	3	\$57,681 prorated amended	11.213.100.101.00.12.150	1/19/21 - 3/26/21
Nicola Myrie-Cureton	WOHS	Chemistry	Laureni	MA	14	\$73,817 prorated	11.140.100.101.00.39.050	2/3/21* - 6/30/21
Matthew Waselik	WOHS	Biology Leave Replacement	Stewart	BA	3	\$57,681 prorated	11.140.100.101.00.39.050	2/3/21* - 6/24/21

\*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
Kianna Montplaisir	WOHS	Security Guard Leave Replacement	Casolaro	Security	6	\$45,958 prorated	11.000.266.110.00.03.050	7/10/20 - 1/22/21 amended

- 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/ Rate of Pay	Account Code	Effective Dates
Catherine Connors	WOHS	Science Leave Replacement-Stewart	MA+30	7	\$65.23 per diem	11.140.100.101.00.39.050	9/14/20 - 2/2/21 amended
Cynthia Critelli	WOHS	Family & Consumer Science enrollment	MA+45	17	\$19,654.83 prorated	11.140.100.101.00.35.050	9/1/20 - 1/15/21 amended
Li DaGraca	WOHS	Science Leave Replacement-Stewart	DR	7	\$70.00 per diem	11.140.100.101.00.39.050	9/14/20 - 2/2/21 amended
Michael DeAngelis	WOHS	Science Vacancy-Laureni	BA+15	17	\$84.45 per diem	11.140.100.101.00.39.050	9/14/20 - 2/2/21 amended
Eileen DeCaro	WOHS	Science Leave Replacement-Stewart	DR	14	\$78.83 per diem	11.140.100.101.00.39.050	9/14/20 - 2/2/21 amended
Shane Daiek	WOHS	Science Leave Replacement-Stewart	MA	7	\$57.25 per diem	11.140.100.101.00.39.050	9/14/20 - 2/2/21 amended
Brad Mitchell	WOHS	Science Vacancy-Laureni	MA+45	17	\$106.24 per diem	11.140.100.101.00.39.050	9/14/20 - 2/2/21 amended
Francis Newman	WOHS	Science Vacancy-Laureni	MA	17	\$99.98 per diem	11.140.100.101.00.39.050	9/14/20 - 2/2/21 amended
Eric Sternberg	WOHS	Science Vacancy-Laureni	MA+30	17	\$99.90 per diem	11.140.100.101.00.39.050	9/14/20 - 2/2/21 amended

- d. 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
Nicole Payne	Teresa Gotanco	.8 Mt. Pleasant .1 Gregory .1 Redwood	\$648	11-120-100-101-00-25-120 11-120-100-101-00-25-140 11-120-100-101-00-25-160	1/4/20 - 6/30/21

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

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Lee Cohen	WOHS	Crisis Intervention Prevention Recertification Instructor	\$74.46 per hour not to exceed 4 hours	2/5/21
Nicole Dalle Molle	.7 Kelly / .3 BMELC	Crisis Intervention Prevention Recertification Instructor	\$74.46 per hour not to exceed 5.5 hours	1/29/21 2/5/21

- f. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2020-2021:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Lori Weisblatt						X	

### 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
Caitlin Carlson Family	Washington Art	1/4/21 - 2/25/21 amended	2/26/21 - 5/21/21 amended	N/A	5/24/21 amended
Romina Casenta Family	.5 Gregory / .5 Hazel ESL	3/15/21 - 4/23/21	4/26/21 - 6/30/21 (20/21) 9/1/21 - 9/17/21 (21/22)	9/20/21 - 10/1/21	10/4/21
Cynthia Critelli Medical	WOHS Family & Consumer Science	1/15/21 - 2/26/21	N/A	N/A	3/1/21
Colleen Horan Family	Kelly Speech Language Specialist	3/1/21 - 3/26/21	4/5/21 - 6/30/21	N/A	9/1/21
Kimberly Jackson Family	Edison Special Ed/Mathematics	1/4/21 - 2/11/21 amended	2/12/21 - 5/7/21 amended	N/A	5/10/21
Brittany Karmel Personal	Washington Grade 1	*1/25/21 - 1/28/21	N/A	1/29/21 - 6/30/21	9/1/21
Wendy Mapes Medical	WOHS Theatre	*1/22/21 - 3/15/21	3/16/21 - 3/26/21	N/A	4/5/21
Wayne Oakley FMLA	Washington Grade 5	N/A	N/A	2/16/21 - 3/18/21	3/19/21
Carlo Perez Medical	WOHS Spanish	*2/1/21 - 3/5/21	N/A	N/A	3/8/21
Jamie Podhurst Medical	WOHS Art	*2/8/21 - 3/5/21	NA	N/A	3/8/21
Phyllis Seibert Medical	Hazel Kindergarten	*1/19/21 - 2/26/21	N/A	N/A	3/1/21
Lynne Steinberg Medical	WOHS Mathematics	*2/1/21 - 2/24/21	N/A	N/A	2/25/21
Maria Rita Swan Family	Kelly Kindergarten	4/5/21 - 5/28/21	5/31/21 - 6/30/21 (20/21) 9/1/21 - 10/23/21 (21/22)	10/25/21 - 4/1/22	4/4/22

\*start date of leave is contingent upon approval of a leave replacement

- 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
Paul Casolaro Medical Personal	WOHS Security Guard	7/1/20 - 1/1/21 1/4/21 - 1/22/21 amended	N/A	N/A	1/25/21 amended
Audrey Johnson Medical	Transportation Bus Monitor	1/19/21 - 2/19/21	N/A	N/A	2/22/21

- Superintendent recommends approval to the Board of Education for the following job description(s): (Att. #2)

Job Description	New	Revised From
Assistant Director of Buildings & Grounds	X	

**Personnel - Items 1 through 4**

**MOTION:** Mrs. Tunncliffe                      **SECOND:** Mr. Rothstein                      **VOTE:** 5-0 (RC)

Yes                                      Yes                                      Yes                                      Yes                                      Yes  
 Huerta                                      Merklinger                                      Rothstein                                      Tunncliffe                                      Trigg-Scales

**B. CURRICULUM AND INSTRUCTION**

- Recommend approval of Applications for School Business requests. (Att. #3)
- Recommend approval for student teaching for the 2020-2021 school year. (Att. #4)
- Recommend approval for the 2021 Summer Enrichment Program. (Att. #5)
- Recommend approval of the Memorandum of Understanding between the New Jersey Manufacturing Extension Program (NJMEP) and the West Orange High School for the Certificated Logistics Technician Program including curriculum and delivery of instruction. (Att. #6)

**Curriculum and Instruction - Items 1 through 4**

**MOTION:** Mr. Rothstein                      **SECOND:** Mrs. Merklinger                      **VOTE:** 5-0 (RC)

Yes                                      Yes                                      Yes                                      Yes                                      Yes  
 Huerta                                      Merklinger                                      Rothstein                                      Tunncliffe                                      Trigg-Scales

**C. FINANCE**

**a.) Special Services**

- 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 Adjustments	Tuition Paid	Tuition Adjustments
Montgomery Academy	2019-2020	\$122,404.00	\$120,732.00	\$1,672.00

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

Student #	Placement	Tuition	Budgeted/Unbudgeted
1901069	East Mountain School	Tuition: \$33,915.00 105 Days @ \$323.00/day	Unbudgeted

- Recommend approval for the following service providers for the 2020-2021 school year:

ID Number	Provider	Type of Service	Cost	Not to Exceed
2908088	Creative Speech Solutions, LLC	Social Skills Counseling	\$87.00 per session	\$3,480

4. Recommend approval of the revised 2021 Extended School Year (ESY) dates of operation for the period of June 30, 2021 through July 30, 2021 (23 days).

**b.) Business Office**

1. Recommend approval of the 1/25/2021 Bills List:

Payroll/Benefits	\$16,292,552.12
Transportation	\$ 725,600.58
Tuition (Spec. Ed./Charter)	\$ 784,668.49
Instruction	\$ 202,743.40
Facilities/Security	\$ 704,431.36
Capital Outlay	\$ 355,546.30
Grants	\$ 430,931.35
Food Service	\$ 138,483.69
Debt Service	\$ 7,600.00
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 248,274.49</u>
	\$19,890,831.78

2. Recommend approval of December 2020 transfers within the 2020-2021 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #7)
3. Secretary's Report - Acceptance and Certification - December 2020

Recommend that the West Orange Board of Education accept the Board Secretary's financial report for the month of December 2020, based upon the certification of the Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10(c) (3), that no major account or fund has been over expended, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (Att. #8)

4. Report of the Treasurer of School Monies - December 2020

Recommend that the West Orange Board of Education acknowledge and accept the Report of the Treasurer of School Monies for the month of December 2020, which report is in agreement with the Secretary's Report. (Att. #9)

5. Recommend approval to void the following checks from the indicated accounts:

School Account	
Check Number	Check Amount
53540	\$1,451.43



<b>Roosevelt Student Activity</b>	
<b>Check Number</b>	<b>Check Amount</b>
6613	\$10.00
6647	\$13.20
6779	\$13.20

6. Recommend acceptance of the following donation(s)/award(s):

<b>Donor</b>	<b>Recipient</b>	<b>Donation</b>
Frances Mende Scholarship Fund	Washington School	\$1,000 for a Music Student
Blackbaud Giving Fund o/b/o NY Life and its donors	WOHS	\$80
Blackbaud Giving Fund o/b/o Wells Fargo Foundation Matching Gifts Program and its donors	WOHS	\$600
Kenneth Scott Alper	RMS	\$13.20
Paul Mengden	RMS	\$10.00

7. Recommend submission of the amended Every Student Succeeds Act (ESSA) Consolidated Grant for fiscal year 2020-2021 in the amount of \$1,409,293. Amended application includes FY 2019-2020 carryover funds in the amount of \$140,109 to be budgeted and expended as carryover in the FY 2020-2021 year.

	<b>Public/NP FY 2020-2021</b>	<b>Carryover Funds FY 2019-2020</b>	<b>Total FY 2020-2021</b>
<b>Title IA</b>	\$935,050	\$31,884	\$966,934
<b>Title I SIA</b>	\$11,300	\$0	\$11,300
<b>Title IIA</b>	\$194,924	\$63,462	\$258,386
<b>Title III</b>	\$44,513	\$12,968	\$57,481
<b>Title III Immigrant</b>	\$14,517	\$0	\$14,517
<b>Title IVA</b>	\$68,880	\$31,795	\$100,675

8. Recommend approval of submission of the Amended CARES Act Education Stabilization Fund Elementary and Secondary School Emergency Relief Fund (ESSER Fund) Grant Application for Fiscal Year 2020 in the amounts of \$787,927 for district public schools (reflective of an additional \$179,825 Grant Award) and \$141,808 for district nonpublic schools, and acceptance of the grant award of these funds upon subsequent approval of the FY2020 ESSER Application.

- 9. Recommend approval of Interlocal Vehicle Sale Agreement between Hunterdon County Educational Services Commission (HCESC) and the West Orange Board of Education for the sale of bus numbers 134, 15, 20 and 21. (Att. #10)
- 10. Recommend approval of settlement agreement of Worker’s Compensation claim, in the matter of employee #7044, in an amount not to exceed \$12,500 under Section 20, as stipulated in closed session.

**Finance - Special Services Items 1 through 4; Business Office Items 1 through 10**

**MOTION:** Mrs. Merklinger                      **SECOND:** Mr. Rothstein                      **VOTE:** 5-0 (RC)

<u>Yes</u> Huerta	<u>Yes</u> Merklinger	<u>Yes</u> Rothstein	<u>Yes</u> Tunncliffe	<u>Yes</u> Trigg-Scales
----------------------	--------------------------	-------------------------	--------------------------	----------------------------

**D. REPORTS**

- 1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending January 25, 2021.

**MOTION:** Mrs. Tunncliffe                      **SECOND:** Mrs. Huerta                      **VOTE:** 5-0 (RC)

<u>Yes</u> Huerta	<u>Yes</u> Merklinger	<u>Yes</u> Rothstein	<u>Yes</u> Tunncliffe	<u>Yes</u> Trigg-Scales
----------------------	--------------------------	-------------------------	--------------------------	----------------------------

**XI. PETITIONS AND HEARINGS OF CITIZENS**

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

**XIII. NEXT BOARD MEETING to be held at 7:00 p.m. on February 3, 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 at 11:24 p.m.**

**MOTION:** Mrs. Merklinger                      **SECOND:** Mrs. Tunncliffe                      **VOTE:** 5-0 (VV)

Respectfully submitted,

Tonya Flowers, Board Secretary