

**WEST ORANGE BOARD OF EDUCATION
Special Board Meeting July 9, 2020
6:30 P.M. Public Session
Virtual**

Minutes

I. ROLL CALL OF THE MEMBERS

**Present: President Alper, Mrs. Trigg-Scales, Mrs. Merklinger, Mr. Rothstein, Mrs. Tunncliffe
Absent: Darlene Folas, Student Liaison**

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 June 19, 2020.
- 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 two (2) 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 Thursday, July 9, 2020 at 6:32 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 # 2604093 and negotiations of insurance renewals.

□ "(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:

□ "(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. SUPERINTENDENT/ BOARD REPORTS

- A. Reopening Plans
- B. Diversity, Equity and Access Committee Update

VII. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

VIII. 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
Victoria Busby	Washington	Kindergarten	Resignation	6/30/20
Shireen Moidu	Liberty	Science	Resignation	6/30/20
Diana Rotellini	Gregory	Resource Room	Resignation	8/31/20

- 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
Jose Arce	Roosevelt	Custodian	Resignation	7/24/20
Barbara Thaxter	Gregory	Lunch Aide	Resignation	6/18/20

2. Rescissions

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

Name	Location	Position	Effective Date
Danielle Heller	Mt. Pleasant	Resource Room Leave Replacement	7/1/20

3. Appointments

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Jeanina Abramo	WOHS	Culinary Arts	Salaam	BA	3	\$57,681*	9/1/20 - 6/30/21
Jennifer Castano	Roosevelt	Special Education / Mathematics	Marcus reassigned	BA	5	\$58,504	9/1/20 - 6/30/21
Eileen DeCaro	WOHS	Biology	Franek	DR	14	\$87,499	9/1/20 - 6/30/21
Amanda Faison	Gregory	Primary Autistic	New	MA	10	\$64,855	9/1/20 - 6/30/21
Rachel Horowitz	Kelly	Grade 4 Leave Replacement	Amendola	BA	3	\$57,681 prorated	9/1/20 - 12/23/20

*must be enrolled in and pending the acquisition of a BA

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Kianna Montplasilir	WOHS	Security Guard Leave Replacment	Casolaro	Security	6	\$45,958 prorated	7/10/20 - 10/16/20

- c. Superintendent recommends approval to the Board of Education for the following certificated staff summer assignments. Stipends / Rates may be adjusted upon ratification of collective bargaining agreement: (Att #1)
- d. Superintendent recommends approval to the Board of Education for the following non-certificated staff summer assignment(s). Stipend may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Brian Green Washington	WOHS	Summer Security Assignment	\$24.84 per hour not to exceed 7 hours per day	6/23/20 - 7/6/20

- e. Superintendent recommends approval to the Board of Education for the following negotiated co-curricular staff assignments for the 2020-2021 school year at the approved contractual rates. The operation of WOHS competitive sports and extracurricular clubs / organizations is pending public health guidelines as determined by the State of New Jersey for the 2020-2021 school year. Stipends / Rates may be adjusted upon ratification of collective bargaining agreement:

- 1) West Orange High School co-curricular/Marching Band assignments, (Att. #2)
 - 2) West Orange High School coaching assignments, Summer / Fall, 2020 (Att. #3)
- 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
Edward Ficcaro	N/A						X

4. Leaves of Absence

- a. 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	WOHS Security Guard	7/1/20 - 10/16/20	N/A	N/A	10/19/20
Rosa Gomez Medical	Liberty Custodian Night Shift	5/18/20 - 11/6/20 amended	N/A	N/A	11/7/20 amended
Edwin Torres Medical	Gregory Custodian Night Shift	N/A	7/1/20 - 7/15/20	N/A	7/16/20

Personnel - Items 1 through 4

MOTION: Mrs. Merklinger

SECOND: Mr. Rothstein

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunncliffe

Yes
Trigg-Scales

Yes
Alper

B. CURRICULUM AND INSTRUCTION

1. Recommend approval of the Ready New Jersey Summer Learning Program, a remote summer intervention program for Title I/BSI and ESL students, between July 27, 2020 - August 27, 2020 in the amount of \$32,129.94 funded by the CARES Act Elementary and Secondary School Emergency Relief Fund (ESSER).

Curriculum and Instruction

MOTION: Mrs. Tunncliffe

SECOND: Mrs. Trigg-Scales

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunncliffe

Yes
Trigg-Scales

Yes
Alper

C. FINANCE

b.) Business Office

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

Carrier	Type	Term	Amount
American Alternative	General Liability Employee Benefit Liability Auto Liability and Physical Damage Excess Liability	7/1/20-7/1/21	\$263,785
American Alternative	Property Scheduled Equipment Equipment Breakdown Computer Equipment and Media Earthquake and Flood Crime	7/1/20-7/1/21	\$235,031
American Alternative	School Board Leaders Error & Omissions (including Employment Practices Liability)	7/1/20-7/1/21	\$73,580
Chubb/ACE	Environmental	7/1/20-7/1/21	\$21,074
NJUEP	Excess Liability	7/1/20-7/1/21	\$73,401
Philadelphia	Student Accident	7/1/20-7/1/21	\$78,783
ARCH	Excess Workers Compensation	7/1/20-7/1/21	\$66,726
RLI	Bonds	7/1/20-7/1/21	\$2,860

2. Recommend approval of Service Agreement for Administration of Workers' Compensation Self-Insurance Program between PMA, Blue Bell, PA and the West Orange Board of Education for claims and case management services, for the period 7/1/20-6/30/23, as per the recommendation of the District broker, Balken Risk Management Services, LLC, at the following rates:

Period	Fee
7/1/20-6/30/21	\$17,500
7/1/21-6/30/22	\$17,500
7/1/22-6/30/23	\$17,500

3. Recommend approval of submission of the ESSA/ESEA (Every Student Succeeds Act) Consolidated Grant Application inclusive of Titles IA, IIA, III, III Immigrant, and IVA for Fiscal Year 2021 in the amount of \$1,257,884, and acceptance of the grant award of these funds upon subsequent approval of the FY2021 ESSA/ESEA Application.

	Public	Non-Public	Total
Title I A	\$935,050		\$935,050
Title IIA	\$158,064	\$36,860	\$194,924
Title III	\$44,513		\$44,513

	Public	Non-Public	Total
Title III Immigrant	\$14,517		\$14,517
Title IV	\$55,855	\$13,025	\$68,880
Total	\$1,207,999	\$49,885	\$1,257,884

4. Recommend approval of submission of the IDEA (Individuals with Disabilities Education Improvement Act) Consolidated Grant for the period 7/1/20-6/30/21 in the following amounts:

Basic Public Amount	\$1,560,285
Basic Non Public Proportionate Amount	\$208,284
Total Basic	\$1,768,569
Preschool	\$68,789

5. Recommend approval of Settlement Agreement regarding GCM Claim No. NJPF19040002 in the matter of Student # 2604093.
6. Recommend approval of proposal from EI Associates, Cedar Knolls, NJ for Parent Drop-off and Pick-up Striping Plan at Redwood Elementary School in an amount not to exceed \$5,000.
7. Recommend approval of Resolution Agreement for participation in Coordinated Transportation Services for the 2020-2021 school year between the West Orange Board of Education and the Union County Educational Services Commission for Special Education Transportation. (Att. #4)

Finance - Items 1 through 7

MOTION: Mrs. Tunnickliffe

SECOND: Mrs. Trigg-Scales

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunnickliffe

Yes
Trigg-Scales

Yes
Alper

IX. PETITIONS AND HEARINGS OF CITIZENS

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

XI. NEXT BOARD MEETING to be held at 7:30 p.m. on July 15, 2020 virtually.

XII. ADJOURNMENT at 8:57 p.m.

Respectfully submitted,

John Calavano, Board Secretary