

**WEST ORANGE BOARD OF EDUCATION
Public Board Meeting August 31, 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

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 7, August 12 and 21, 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 Monday, August 31, 2020 at 6:33 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: Due Process Complaint.

■ "(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 is: Employee Number 6365.

□ "(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 7:34 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF August 17 and 24, 2020 (Att. #1)

MOTION: Mrs. Trigg-Scales **SECOND:** Mrs. Merklinger **VOTE:** 5-0 (RC)

<u>Yes</u> Merklinger	<u>Yes</u> Rothstein	<u>Yes</u> Tunncliffe	<u>Yes</u> Trigg-Scales	<u>Yes</u> Alper
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VII. SUPERINTENDENT/ BOARD REPORTS

President Alper congratulated Mrs. Trigg-Scales, Vice President, for obtaining New Board Member Boardmanship Certification through the New Jersey School Boards Association Academy.

A. Diversity, Equity and Access Committee Update:

- Michael Figueiredo
- Kimya Jackson
- Beatrice Hanratty
- Lionel Hush
- Joseph Vespignani

B. Ventilation Update

C. School Reopening Update

VIII. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

IX. 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
Sandra Lillo	Kelly	Leave Replacement	Resignation	8/24/20

- 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
Paula Goncalves-Healey	Hazel	Clerical Aide	Resignation reassignment	8/31/20
Linda Perrotta	BMELC	Paraprofessional	Resignation	6/30/20
Dana Robinson	Kelly	Paraprofessional	Resignation	6/30/20
Derek Smith	Roosevelt	Paraprofessional	Resignation reassignment	8/31/20

2. Rescissions

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

Name	Location	Position	Effective Date
Kimberly Covington	Edison Science	Leave of Absence 9/1/20 - 11/25/20	8/31/20

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
Christina Ciacciarrelli	WOHS	Health & Physical Education Extended Assignment Substitute	Urbanski	N/A	N/A	\$200 per diem	11.140.100.101.00.31.050	9/3/20 - 9/29/20
Alyssa Wicks	Gregory	Library Media Specialist Extended Assignment Substitute	Binns	N/A	N/A	\$180 per diem	11.000.222.100.00.09.120	9/3/20 - 11/2/20 amended

- 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
Paula Goncalves-Healey	Gregory	Administrative Assistant	Magnotta reassigned	Column I	9	\$40,023	11.000.240.105.00.09.120	9/1/20 - 6/30/21
Marisa Maayan	Washington	Paraprofessional	New	Non-Degree	11	\$32,857	11.215.100.106.00.15.180	9/1/20 - 6/30/21
Andrew Mazurek	Redwood	Paraprofessional	Meade	BA	3	\$30,655	11.201.100.106.00.13.160	9/1/20 - 6/30/21
Derek Smith	Roosevelt	Custodian Mid-shift	Arce	Custodian	1	\$37,085 includes \$285 shift differential prorated	11.000.262.110.00.06.090	9/1/20 - 6/30/21

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

Name	Location	Position	Guide	Step	Salary	Account Code	Effective Dates
Leanna Amorim	Roosevelt	Spanish	MA+30	16	\$17,724.33 amended	11.130.100.101.00.20.090	2020-2021
Thany Salazar	Liberty	Spanish	BA	17	\$15,570.83 amended	11.130.100.101.00.30.135	2020-2021
Sandra Marmolejos	Roosevelt	Special Education ELA	MA+45	14	\$13,787.84	11.204.100.101.00.06.090	2020-2021
Rebecca Rud	Roosevelt	Special Education ELA	MA+45	16	\$17,600.83	11.214.100.101.00.06.090	2020-2021
Alyssa Cowan	Roosevelt	Special Education Mathematics	MA+45	14	\$79.49 per diem	11.213.100.101.00.06.090	9/14/20 - TBD
Nicole Eoon	Roosevelt	Special Education Mathematics	MA+30	8	\$65.55 per diem	11.213.100.101.00.06.090	9/14/20 - TBD
Sean McCrudden	Roosevelt	Special Education Mathematics	BA+30	12	\$59.39 per diem	11.213.100.101.00.06.090	9/14/20 - TBD
John Tomaszewski	WOHS	Special Education Mathematics	MA+45	10	\$68.09 per diem	11.213.100.101.00.03.050	9/14/20 - TBD

- d. Superintendent recommends approval to the Board of Education for the following certificated staff additional assignment(s). Stipends/Rate of Pay may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Position	Stipend / Rate of Pay	Account Code	Effective Dates
Mercedes Asqui Arroba .5 Mt. Pleasant / .5 Redwood	District	ELL Family Resource Academy	\$39.78 per hour* not to exceed 42.5 hours	20.241.200.100.00.77.000	2020-2021
Terresita Bradley Redwood	District	ELL Family Resource Academy	\$39.78 per hour* not to exceed 42.5 hours	20.241.200.100.00.77.000	2020-2021
Jean-Claude Cenatus Liberty	District	ELL Family Resource Academy	\$39.78 per hour* not to exceed 42.5 hours	20.241.200.100.00.77.000	2020-2021
Amalia Morales .5 Edison / .5 Liberty	District	ELL Family Resource Academy	\$39.78 per hour* not to exceed 42.5 hours	20.241.200.100.00.77.000	2020-2021

*Funded by Title III

- e. Superintendent recommends approval to the Board of Education for the following middle school team leader assignment(s), at the negotiated stipend of \$2,812.00, for the 2020-2021 school year. Stipends/Rate 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 high school co-curricular assignment(s), at the negotiated rates, for the 2020-2021 school year. Stipends /Rate of Pay may be adjusted upon ratification of collective bargaining agreement. (Att. #3)
- g. Superintendent recommends approval to the Board of Education of the following Grant funded salaries for the 2020-2021 school year. Step and salary may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Grant	Account Code	Total Salary	Portion Funded by Grant
Theresa Granato	Central Office Title I Administrator	Title IA	20.231.200.103.00.00.000	\$176,637	\$30,000
Patricia Haak	Gregory	Title IIA	20.270.100.101.00.09.120	\$87,331	\$87,331
Karen Lott	Hazel	Title IA	20.230.100.101.00.10.130	\$124,648	\$124,648
Barbara Popple	Hazel	Title IA	20.230.100.101.00.10.130	\$83,825	\$83,825
Jennifer Bottarini	Washington	Title IA	20.230.100.101.00.15.180	\$107,792	\$107,792
Brandi Brennan	Washington	Title IA	20.230.100.101.00.15.180	\$66,992	\$29,129
Jillian Costantino	Washington	Title IA	20.230.100.101.00.15.180	\$117,929	\$117,929
Cathy DelTufo	Washington	Title IA	20.230.100.101.00.15.180	\$119,552	\$119,552

- h. Superintendent recommends approval to the Board of Education for the following additional summer assignment(s). Stipend/Rate of Pay may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Position	Stipend / Rate of Pay	Account Code	Effective Dates
Nicole Dalle-Molle	District CST	Summer CST School Psychologist Evaluations: Preschool	\$204 per evaluation not to exceed 15 amended from 10	11.000.219.104.00.91.000	6/23/20 - 8/31/20
Susan Dyer	District CST	Summer CST Speech Therapist Evaluations: Preschool	\$204 per evaluation not to exceed 20 amended from 15	11.000.216.100.00.91.000	6/23/20 - 8/31/20
Meryl Tillis	District CST	Summer CST Social Worker Case Management: Preschool	\$66.30 per hour not to exceed 75 hours amended from 60 hours	11.000.219.104.00.91.000	6/23/20 - 8/31/20

- i. Superintendent recommends approval to the Board of Education for the attached Sidebar Agreement between the West Orange Board of Education and the West Orange Education Association regarding West Orange High School Administrative Assistant, Joanne Duncan, to take on additional responsibilities on a temporary basis per the terms of the agreement. (Att. #4)
- j. 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
Liliana Ortiz	Substitute	X		X			

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
Erika DeVos Family	Edison Special Education / Mathematics	N/A	9/14/20 - 12/4/20 amended	12/7/20 - 1/1/21 amended	1/4/21

- 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
Gail McCullough Medical	Transportation Administrative Assistant	7/1/20 - 10/19/20 amended	N/A	N/A	10/20/20 amended

5. Transfer(s):

- a. Superintendent recommends approval to the Board of Education for the following transfer(s) of certificated staff effective September 1, 2020 through June 30, 2021. (Att. #5)
 - b. Superintendent recommends approval to the Board of Education for the following transfer(s) of non-certificated staff September 1, 2020 through June 30, 2021. (Att. #6)
6. Superintendent recommends approval to the Board of Education for the appointment of Dr. Joseph Vespignani, Executive Director of Personnel and Special Projects, as District Affirmative Action Officers, with no additional compensation, for the 2020-2021 school year.

7. Public Hearing For Superintendent’s Employment Contract

Comments from Public on Superintendent’s Employment Contract Only

RESOLVED, that the Board approve a contract of employment (mileage reimbursement revision only) for Dr. J. Scott Cascone, commencing July 11, 2019 through June 30, 2023, which has been reviewed and approved by the County Executive Superintendent on August 25, 2020, in accordance with N.J.S.A. 18A:7-8(j) and in compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1. (Att. #7)

Personnel - Items 1 through 6

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

<u>Yes</u> Merklinger	<u>Yes</u> Rothstein	<u>Yes</u> Tunncliffe	<u>Yes</u> Trigg-Scales	<u>Yes</u> Alper
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Personnel - Item 7

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

<u>Yes</u> Merklinger	<u>Yes</u> Rothstein	<u>Yes</u> Tunncliffe	<u>Yes</u> Trigg-Scales	<u>Yes</u> Alper
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B. CURRICULUM AND INSTRUCTION

- 1. Recommend approval for student teaching the 2020-2021 school year (Att. # 8)
- 2. Recommend approval of TeacherCoach to provide Social Emotional Learning PD for administrators and staff on August 26, 2020 and September 3, 2020 in the amount of \$4,800.

Curriculum and Instruction - Items 1 and 2**MOTION:** Mrs. Trigg-Scales**SECOND:** Mrs. Tunnicliffe**VOTE:** 5-0 (RC)Yes
MerklingerYes
RothsteinYes
TunnicliffeYes
Trigg-ScalesYes
Alper**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
1409021	Benway School	Tuition: \$84,412.30 214 days @ \$394.45/day 1:1 Aide: \$39,162.00 214 days @ \$183.00/day	Budgeted
1110021	Crossroad Academy	Tuition: \$93,525.00 215 days @ \$435.00/day 1:1 Aide: \$35,296.55 215 days @ \$164.17/day	Budgeted
2506093	ECLC of New Jersey	Tuition: \$55,819.80 180 days @ \$310.11/day 1:1 Aide: \$41,400.00 180 days @ \$230.00	Budgeted
246102	ECLC of New Jersey	Tuition: \$62,022.00 200 days @ \$310.11/day	Budgeted
1406066	Partnerships in Education d/b/a/ Inclusive Learning Academy	Tuition: \$74,734.20 180 days @ \$415.19/day 1:1 Aide: \$56,601.00 180 days @ \$314.45/day	Budgeted

2. Recommend approval for the following service providers for related services for the 2020-2021 school year:

Provider	Type of Service	Cost	Not to Exceed
Infinite Therapy Solutions	Occupational Therapy Revised from 07/20/2020 agenda to change from Betty Maddalena Early Learning Center to Betty Maddalena Early Learning Center and Redwood Elementary School	\$45.00 per 30 minute session (14 hours per week)	\$50,400.00
Infinite Therapy Solutions	Occupational Therapy Kelly Elementary School	\$45.00 per 30 minute session (21 hours per week)	\$18,900.00

b.) Business Office

1. Recommend approval of the 8/31/2020 Bills List:

Payroll/Benefits	\$ 92,268.10
Transportation	\$ 628.51
Tuition (Spec. Ed./Charter)	\$ 377,988.67
Instruction	\$ 161,019.87
Facilities/Security	\$ 700,948.03
Grants	\$ 81,178.94
Food Service	\$ 82,995.70
Summer Enrichment	\$ 2,500.00
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 319,555.52</u>
	\$ 1,819,083.34

2. Recommend approval of the following Athletic Event Fees:

High School	
Sport Officials (Referees/Umpires)	Amount
Football - Varsity	\$101
Football - Sub Varsity	\$65
Volleyball - Varsity	\$73
Volleyball - Sub Varsity	\$48
Wrestling - Varsity	\$84
Wrestling - Sub Varsity	\$54
Swimming - Varsity	\$95**
Ice Hockey - Varsity	\$93
Ice Hockey - Sub Varsity	\$70
Basketball - Varsity	\$84
Basketball - Sub Varsity	\$60
Baseball - Varsity	\$86
Baseball - Sub Varsity	\$62
Baseball - Varsity - Pitch Counter	\$55
Softball - Varsity	\$80
Softball - Sub Varsity	\$60
Lacrosse - Varsity	\$89
Lacrosse - Sub Varsity	\$62
Track & Field - Starter - 5 Teams + up	\$112
Track & Field - 5 Teams + up	\$101
Track & Field - Starter - 4 Teams + under	\$96
Track & Field - 4 Teams + under	\$86

Soccer - Varsity	\$83
Soccer - Sub Varsity	\$60
Fencing - Varsity	\$88
Fencing - Sub Varsity	\$57
Game Personnel	Amount
Ticket Sellers/Takers	\$56/\$85.68/\$146.88 **
Crowd Control	\$56/\$85.68/\$146.88 **
Staff Parking Attendant	\$25/hour
Announcer (Varsity only)	\$56
Clock (Varsity Football)	\$80
Videographer	\$125
Scoreboard Operator	\$56/\$85.68/\$146.88 **
Site Manager	\$75/hour
Scorebook Keeper	\$56/\$85.68/\$146.88 **
Parking/Security -Non-Staff (All Sports)	\$22/hour

* Includes \$10 for parking

** \$56 per game, \$85.68 for doubleheaders, \$146.88 for tripleheaders

Middle School	
Sport Officials (Referees/Umpires)	Amount
Sport Official (Middle School) - 1 per game	\$65
Sport Official (Middle School) - 2 per game	\$45
Game Personnel	Amount
Crowd Control	\$56

3. Recommend approval of Non-Public State Aid for the 2020-2021 school year as follows:

School	Nursing
Golda Och Academy-Lower School	\$ 21,146.00
Golda Och Academy-Upper School	\$ 23,959.00
Playhouse	\$ 582.00
Seton Hall Prep	\$ 93,508.00
Total:	\$139,195.00

4. Recommend approval of StoneGate Associates, LLC, Middletown, NJ Proposal #2020-49, as project managers, in an amount not to exceed \$10,000 regarding COPS Grant, Alyssa’s Law and the New Jersey School Security Bond Act Grant.
5. Recommend approval of Frank Galbraith Excavating & Demolition, Scotch Plains, NJ Change Order #1 to Bid #20-06, Hazel School, Retaining Wall Replacement Project, in the amount of \$4,900 for additional concrete and asphalt repair.
6. Recommend approval of Integrity Roofing, Inc., Rahway, NJ Change Order #1 to Bid #20-04, Kelly School, Chimney Replacement Project, in the amount of \$22,340 (\$32,340 less contingency of \$10,000) for the installation of a new flue.
7. Recommend acceptance of the following donation/awards:

Donor	Recipient	Donation
Redwood PTA	Redwood School LMC	Laminate Flooring valued at \$6,333.36
Jermaine Letren		Installation valued at \$2,500

Finance - Special Services Items 1 and 2; Business Office Items 1 through 7

MOTION: Mrs. Tunncliffe

SECOND: Mrs. Trigg-Scales

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunncliffe

Yes
Trigg-Scales

Yes
Alper

X. PETITIONS AND HEARINGS OF CITIZENS

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

XII. NEXT BOARD MEETING to be held at 7:30 p.m. on September 10, 2020 virtually.

XIII. ADJOURNMENT at 9:44 p.m.

Respectfully submitted,

John Calavano, Board Secretary