

**WEST ORANGE BOARD OF EDUCATION
Public Board Meeting September 20, 2021
6:28 P.M. Public Session
West Orange High School
51 Conforti Avenue**

Minutes

I. ROLL CALL OF THE MEMBERS

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

Absent: 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 8 and August 27, 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.

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 four (4) 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, September 20, 2021 at 6:30 P.M, and

WHEREAS, the nine (9) exceptions to open public meetings set forth in N.J.S.A. 10:4-12(b) are listed below, and next to each exception is a box which will be marked when the issues to be privately discussed fall within that exception, and after each exception is a space where additional information that will disclose as much information about the discussion as possible without undermining the purpose of the exception shall be written:

“(1) Any matter which, by express provision of Federal law, State statute or rule of court shall be rendered confidential or excluded from public discussion." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

"(2) Any matter in which the release of information would impair a right to receive funds from the

federal government." The nature of the matter, described as specifically as possible without undermining the need for confidentiality is:

□ "(3) Any material the disclosure of which constitutes an unwarranted invasion of individual privacy such as any records, data, reports, recommendations, or other personal material of any educational, training, social service, medical, health, custodial, child protection, rehabilitation, legal defense, welfare, housing, relocation, insurance and similar program or institution operated by a public body pertaining to any specific individual admitted to or served by such institution or program, including but not limited to information relative to the individual's personal and family circumstances, and any material pertaining to admission, discharge, treatment, progress or condition of any individual, unless the individual concerned (or, in the case of a minor or incompetent, his guardian) shall request in writing that the same be disclosed publicly." The nature of the matters, described as specifically as possible without undermining the need for confidentiality are: _____.

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

□ "(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 #2706091.

■ "(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 6378 and 4870.

□ "(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

B. SECOND READING/ADOPTION OF THE ATTACHED BYLAWS/BOARD POLICIES: (Att. #3)

Motion to table Policy #2270 and Policy #5511

MOTION: Mr. Rothstein SECOND: Mrs. Huerta VOTE: 4-0 (RC)

Yes	Yes	Yes	Absent	Yes
Huerta	Merklinger	Rothstein	Tunnicliffe	Trigg-Scales

Motion to adopt the attached Bylaws/Board Policies with the exception of the above.

MOTION: Ms. Merklinger SECOND: Mrs. Huerta VOTE: 4-0 (RC)

Yes	Yes	Yes	Absent	Yes
Huerta	Merklinger	Rothstein	Tunnicliffe	Trigg-Scales

X. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

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
Anna D'Elia	WOHS	Naviance Coordinator	Resignation	9/14/21
Alanna Williamson	Roosevelt	Special Education	Resignation	11/10/21

- 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
Amy Miller	Gregory	Paraprofessional	Retirement 15 years	10/1/21
Leanore Sparno	Redwood	Paraprofessional	Resignation due to reassignment	9/2/21

2. Rescissions

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

Name	Location	Position	Effective Date
Samantha Cameron	Roosevelt	Cross Country Coach	9/10/21
Tracy Clark	.5 Gregory / .5 Hazel	ESL Leave Replacement	9/13/21
Deborah Cohen	Liberty	Additional Teaching Assignment	8/31/21
Nicholas Von Hagel OOD	WOHS	Fall Drama: Sound	9/9/21

3. Appointments

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Tracy Clark	.5 Liberty / .5 Edison amended from .5 Gregory / .5 Hazel	Spanish Long Term Replacement amended from ESL Leave Replacement	Morales amended from Casenta	MA amended from N/A	N/A	\$308 per diem amended from \$200 per diem	9/9/21 - 11/19/21* amended from 9/1/21 - 10/1/21
Luisa Duque-Arbelo	Edison	Spanish	Morales	MA	16	\$87,331 prorated	11/22/21* - 6/30/22
Michael Falzarano	Kelly	Physical Education / Health	Joisil	BA	3	\$57,681 prorated	9/27/21** - 6/30/22
Danielle Massot	Hazel	Special Education	Farrington	MA	14	\$73,817 prorated	11/22/21* - 6/30/22
Jenna McAteer	WOHS	School Counselor Leave Replacement	Santos	MA	N/A	\$308 per diem	10/11/21** - 12/3/21
Kevin Oates	WOHS	Social Studies Leave Replacement	Bernard-Awumey	MA amended from BA	N/A	\$308 per diem amended from \$288 per diem	9/13/21 - 10/15/21
Leanore Sparno	Redwood	Kindergaten Leave Replacement	McGuire	BA	N/A	\$288 per diem	9/9/21 - 10/15/21

*or upon release from current employer

**pending Criminal History Record check process

♦or until Duque Arbelo is released from current employer

- 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	Effective Dates
Thalia Gonzalez	Washington	Lunch Aide	New	N/A	N/A	\$19.95 per hour	9/27/21** - 6/30/22
Deyanira Loblado	St. Cloud	Clerical Aide	Torrisi reassigned	N/A	N/A	\$19.95 per hour	9/9/21 - 6/30/22
Matthew Monetti	Mt. Pleasant	Lunch Aide	New	N/A	N/A	\$19.34 per hour	10/4/21** - 6/22/22
Kianna Montplaisir	WOHS	Security	New	Security	6	\$45,958 prorated	9/21/21 - 6/30/22
Rishi Ramchandani	Central Office	Technology and Project Manager revised from Network, Surveillance and VoIP Coordinator ^o	New	Techs	N/A	\$96,263	7/1/21 - 6/30/22
Marleny Rodriguez	St. Cloud	Lunch Aide	New	N/A	N/A	\$19.34 per hour	9/10/21 - 6/22/22
Michael Schaaf	Transportation	Dispatcher	Kerekgartyo reassigned	Column III	8	\$50,795 prorated	10/4/21** - 6/30/22

**pending Criminal History Record check process

^oas per Board approved Sidebar Agreement, August 30, 2021

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

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Shari Weitz	District	Summer CST: School Occupational Therapist Case Management	\$66.30 per hour not to exceed 20 hours amended from 15 hours	7/1/21 - 8/31/21

- d. 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: (Att. #4)
- e. Superintendent recommends approval to the Board of Education for the following negotiated co-curricular assignment(s):

Name	Location	Position	Stipend	Effective Dates
Daniel McManus	Liberty	Soccer: Boys'	\$5,048	2021-2022
Corey Feigenbaum	Roosevelt	Soccer: Boys'	\$5,048	2021-2022
Kristin Paul	Roosevelt	Cross Country	\$5,048	2021-2022
Rudolph Petrella	WOHS	SkillsUSA	\$1,464	2021-2022

- f. Superintendent recommends approval to the Board of Education for the following staff to serve as instructor(s) for Professional Development for the presentation(s) listed at the contractual rate indicated.

Name	Location	Position	Salary / Rate of Pay	Effective Dates
Lexi Scalici	Kelly	DIBELS Screening Refresher Training	\$74.46 per hour not to exceed 4 hours	9/20/21

- g. Superintendent recommends approval to the Board of Education for rates of pay for additional assignments for the 2021-2022 school year. Rates may be adjusted upon ratification of Collective Bargaining Agreement:

(1) All WOHS staff to provide the following services, as assigned, at the approved rate indicated

(a) Lunch Duty: \$35.70 per diem

- h. Superintendent recommends approval to the Board of Education for the following Buildings and Grounds stipends to be paid in two installments: December 2021 and June 2022. Stipends may be adjusted upon ratification of collective bargaining agreement. (Att. #5)
- i. Superintendent recommends approval to the Board of Education for the following Student Teacher / Internship assignments:

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Augustin Silva - Student Teacher	Caldwell University	Gregory	9/9/21 - 12/15/21
Jessica Brown - Administrator Intern	Fairleigh Dickinson	Mt. Pleasant	9/1/21 - 5/6/22
Saida Deljanin - Student Teacher	Seton Hall	Hazel	9/13/21 - 12/10/21
Joselyn Harris - Student Teacher	William Paterson	WOHS	8/3/21 - 12/9/21

- j. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2021-2022:

Name	Certification Code	Administrator	Teacher	Para	Administrative Assistant	Lunch Aide	Nurse	Custodian
Judy Cohen	Substitute		X	X				
Stefani Jin	N/A					X		
Maria Montgomery	Standard		X					

- k. Superintendent recommends approval to the Board of Education of the following Grant funded salaries for the 2021-2022 school year. Step and salary may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Grant	Total Salary	Portion Funded by Grant
Tamika Pollins	Central Office / Title I Administrator	Title IA	\$165,000	\$23,000
Karen Miola	Gregory	Title IIA	\$100,713	\$100,713 prorated per start date of 10/18/21
Karen Lott	Hazel	Title IA	\$124,648	\$124,648
Barbara Popple	Hazel	Title IA	\$83,825	\$83,825
Jennifer Bottarini	Washington	Title IA	\$107,792	\$107,792
Jillian Costantino	Washington	Title IA	\$117,929	\$117,929
Cathay DelTufo	Washington	Title IA	\$119,552	\$119,552

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
Daniel D'Elia Family	WOHS Special Education	N/A	10/11/21 - 1/7/22	N/A	1/10/22
Mallory DeMarco Family	WOHS Special Education	11/12/21 - 12/14/21	N/A	12/15/21 - 4/11/22	4/12/22
Michele De Matteo Medical	Liberty Computer Applications	9/1/21 - 9/30/21	N/A	N/A	10/1/21
Karen Gleason Medical	Roosevelt Science	N/A	9/20/21 - 10/29/21	N/A	11/1/21
Amie Navarro Family	Kelly Kindergarten	11/8/21 - 1/12/22	N/A	1/13/22 - 5/13/22	5/16/22
Jamie Podhurst Medical	WOHS Art	10/5/21 - 1/19/22	1/20/22 - 4/8/22	N/A	4/11/22
Lauren Volpe Medical	Liberty School Counselor	9/1/21 - 9/24/21	N/A	N/A	9/27/21

- 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
Aracelio Mantilla Medical	Mt. Pleasant Custodian Night-shift	9/16/21 - 10/27/21	10/28/21 - 12/9/21	N/A	12/10/21
Nanci Silvestri Medical	WOHS Clerical Aide	9/1/21 - 9/24/21	N/A	N/A	9/27/21

5. Transfer(s):

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

Name	From	Position	To	Position	Effective Date
Marisa Mittermam Voluntary	Washington	School Library Media Specialist	.9 Washington / .1 Redwood	School Library Media Specialist	9/1/21
Kimberly Pallant Voluntary	.9 St. Cloud / .1 Redwood	School Library Media Specialist	.9 St. Cloud / .1 Kelly	School Library Media Specialist	9/1/21

Personnel - Items 1 through 5

MOTION: Ms. Merklinger

SECOND: Mrs. Huerta

VOTE: 4-0 (RC)

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

B. CURRICULUM AND INSTRUCTION

1. Recommend approval of the attached field trip destinations for the 2021-2022 school year. (Att. #6)

Curriculum and Instruction

MOTION: Ms. Merklinger

SECOND: Mrs. Huerta

VOTE: 4-0 (RC)

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

C. FINANCE

a.) Special Services

1. Recommend approval of tuition contracts with Essex County Vocational Technical Schools, Newark, NJ for the 2021-2022 school year as follows:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1801049	Regular Education Full Time, West Caldwell Tech	\$5,911.00	Budgeted
1901038	Regular Education Full Time, West Caldwell Tech	\$5,911.00	Budgeted
1005051	Regular Education Full Time, West Caldwell Tech	\$5,911.00	Budgeted
2906010	Regular Education Full Time, West Caldwell Tech	\$5,911.00	Budgeted

1008005	Regular Education Full Time, West Caldwell Tech	\$5,911.00	Budgeted
2001029	Special Education Full Time, West Caldwell Tech	\$9,104.00	Budgeted
2101042	Special Education Full Time, West Caldwell Tech	\$9,104.00	Budgeted
1305078	Special Education Full Time, West Caldwell Tech	\$9,104.00	Budgeted
1209077	Special Education Share Time, West Caldwell Tech	\$4,552.00	Budgeted
1206087	Special Education Share Time, West Caldwell Tech	\$4,552.00	Budgeted
1109001	Special Education Share Time, West Caldwell Tech	\$4,552.00	Budgeted
1204001	Special Education Share Time, West Caldwell Tech	\$4,552.00	Budgeted
1605089	Special Education Share Time, West Caldwell Tech	\$4,552.00	Budgeted
1204053	Special Education Share Time, West Caldwell Tech	\$4,552.00	Budgeted
1108020	Special Education Share Time, West Caldwell Tech	\$4,552.00	Budgeted
1209034	Special Education Share Time, West Caldwell Tech	\$4,552.00	Budgeted

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

School	Year	Certified Rates Less Adjustments	Tuition Paid	Tuition Adjustments
Glenview Academy	2016-2017	\$131,494.00	\$108,750.00	\$22,744.00

3. Recommend approval of the West Orange District's 2021-2022 School Nurse's Plan (Att. #7/ Att. #8).

b.) Business Office

1. Recommend approval of the 9/20/2021 Bills List:

Payroll/Benefits	\$ 7,627,212.42
Transportation	\$ 487,965.31
Tuition (Spec. Ed./Charter)	\$ 407,192.60
Instruction	\$ 205,908.26
Facilities/Security	\$ 390,348.25
Capital Outlay	\$ 177,352.74
Grants	\$ 1,177,428.65
Food Service	\$ 69,380.88
Debt Service	\$ 2,414,009.38
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 248,815.68</u>
	\$13,205,614.17

2. Recommend approval of July 2021 transfers within the 2021-2022 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #9)

3. Secretary's Report - Acceptance and Certification - July 2021

Recommend that the West Orange Board of Education accept the Board Secretary's financial report for the month of July 2021, 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. #10)

4. Report of the Treasurer of School Monies - July 2021

Recommend that the West Orange Board of Education acknowledge and accept the Report of the Treasurer of School Monies for the month of July 2021, which report is in agreement with the Secretary's Report. (Att. # 11)

5. Recommend acceptance of the following donations/awards:

Donor	Recipient	Donation
The Blackbaud Giving Fund obo New York Life and its donors	WOHS	\$60

6. Recommend approval of settlement agreement between the parents of Student #2706091 and the West Orange Board of Education as stipulated in closed session.

7. Recommend approval of the following resolution:

AWARDING CONTRACTS FOR EMERGENCY PURCHASES

WHEREAS, pursuant to the emergency contract provision of N.J.S.A. 18A:18A-7, the School Business Administrator/Purchasing Agent (hereinafter "School Business Administrator") is authorized to award contracts without public bidding when an emergency affects the health and safety of the school, even though the cost of the work will exceed the District's bid threshold;

WHEREAS, the School Business Administrator is satisfied that an emergency exists;

NOW THEREFORE, BE IT RESOLVED that upon the recommendation of the Superintendent, the Board of Education in the Township of West Orange, County of Essex, does hereby ratify and approve the emergency contract awards by its Purchasing Agent, pursuant to N.J.S.A. 18A:18A-7 and N.J.A.C. 5:34-6.1 for the remediation of flood damage at Kelly Elementary School to: ServPro, Randolph, NJ; Hazmat Diagnostic, Bloomingdale, NJ; and Ahera Consultants, Oceanville, NJ.

AND BE IT FURTHER RESOLVED, that the Board authorizes and directs its School Business Administrator to execute any documents necessary to effectuate this resolution.

