

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting December 16, 2019**  
**6:30 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 6:38 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 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, December 16, 2019 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: Settlement Agreement Student #1106063.

□ "(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: OCR Agreement; Township Residential Development.

□ "(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 thirty (30) 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 7:06 P.M.**

#### **V. PLEDGE OF ALLEGIANCE**

#### **VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF December 9, 2019 (Att. #1)**

**MOTION:** Mrs. Merklinger

**SECOND:** Mrs. Trigg-Scales

**VOTE:** 3-0-2 (RC)

Yes  
Merklinger

Yes  
Robertson

Yes  
Trigg-Scales

Abstain  
Mordecai

Abstain  
Alper

#### **VII. STUDENT LIAISON REPORT**

#### **VIII. SUPERINTENDENT/ BOARD REPORTS**

A. "Parade of Honors" Student & Community Recognitions

B. Recognition of Outgoing Board Members

#### **RECOMMEND APPROVAL OF THE FOLLOWING RESOLUTION:**

**Presented to Sandra Mordecai by the West Orange Board of Education, Essex County**

**WHEREAS**, Sandra Mordecai has served the citizens of her community for 9.5 years as a member of the Board of Education, and as the Board's President for 2 of those years, and Vice President for 1 of those years; and

**WHEREAS**, Sandra Mordecai's service to the West Orange Board of Education includes her leadership and participation in a wide range of committees including, but not limited to, Policy Committee; and

**WHEREAS**, Sandra Mordecai has also contributed to public school governance as a Certified Board Member, Master Board Member and Certified Board Leader, and through service as the President and Vice President of the Essex County School Boards Association, as well as the Essex County representative on NJSBA's Board of Directors; now therefore be it

RESOLVED, That the West Orange Board of Education expresses its deep appreciation to Sandra Mordecai for her exemplary service to the children of West Orange Township and the State of New Jersey; and be it further

RESOLVED, That copies of this resolution be sent to the Essex County School Boards Association.

**MOTION:** Mrs. Trigg-Scales

**SECOND:** Mrs. Merklinger

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

Yes  
Merklinger

Yes  
Robertson

Yes  
Trigg-Scales

Abstain  
Mordecai

Yes  
Alper

**RECOMMEND APPROVAL OF THE FOLLOWING RESOLUTION:**

**Presented to Mark Robertson by the West Orange Board of Education, Essex County**

WHEREAS, Mark Robertson has served the citizens of his community for 6 years as a member of the Board of Education, and as the Board's Vice President for 2 of those years; and

WHEREAS, Mark Robertson's service to the West Orange Board of Education includes his leadership and participation in a wide range of committees including, but not limited to, Negotiations and Public Relations Committees; and

WHEREAS, Mark Robertson has also contributed to public school governance as a Certified Board Member; now therefore be it

RESOLVED, That the West Orange Board of Education expresses its deep appreciation to Mark Robertson for his exemplary service to the children of West Orange Township and the State of New Jersey; and be it further

RESOLVED, That copies of this resolution be sent to the Essex County School Boards Association.

**MOTION:** Mrs. Trigg-Scales

**SECOND:** Mrs. Merklinger

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

Yes  
Merklinger

Abstain  
Robertson

Yes  
Trigg-Scales

Yes  
Mordecai

Yes  
Alper

The Board took a brief recess and reconvened at 9:10 p.m.

C. 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
Cheryl Dabroski	Gregory	Conflict Resolution Advisor	Resignation	12/10/19
Joelle DeNotaris	Gregory	Conflict Resolution Advisor	Resignation	12/18/19
Lori Graham	WOHS	Family & Consumer Science	Retirement 21.5 years	4/1/20

- 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
Yanira Escobar	WOHS	Paraprofessional	Resignation	1/10/20

## 2. Rescissions

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

Name	Location	Position	Effective Date
David Leach	WOHS	Curriculum Writing: Programming in Visual Basic	12/12/19
David Leach	WOHS	Curriculum Writing: Programming in C++	12/12/19

## 3. 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
Yanira Escobar	.5 Liberty / .5 Roosevelt	ESL	Fumia	BA	5	\$58,504 prorated	1/13/20 - 6/30/20**
Kristina Estupinan	Mt. Pleasant	ESL	Marconi	BA+15	5	\$59,157 prorated	2/18/20 - 6/30/20*
Dora Wong-Macias	WOHS	Family & Consumer Science Long Term Substitute	Graham	MA	N/A	\$308 per diem	11/6/19 - 1/17/20 amended
Kristen Landsoca	Gregory	Grade 3	Lilburn	BA	4	\$58,105 prorated	2/17/20 - 6/30/20*
Jessica Reid	Gregory	Grade 4 Special Education Extended Assignment Substitute	Sopranzetti	N/A	N/A	\$200 per diem	1/2/20 - 1/22/20
Jessica Reid	Gregory	Grade 4 Special Education Leave Replacement	Sopranzetti	BA	3	\$57,681 prorated	1/23/20 - 6/30/20
Andrea Serio	Gregory amended	School Psychologist	DeNotaris	MA+30	3	\$70,182 prorated	12/19/19 - 6/30/20 amended

\*or upon release by current employer

\*\*or sooner as determined by the Superintendent

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Brunie Petrus	Redwood	Lunch Aide	Grasso	N/A	N/A	\$18.96 per hour not to exceed 2.5 hours per day	1/2/20 - 6/19/20
Maureen Hargrave-Kerns	Mt. Pleasant	Paraprofessional	Beijian	Non Degree amended	5	\$29,289 prorated amended	10/8/19 - 6/30/20

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

Name	Location	Position	Stipend	Effective Dates
Tara Donatiello	Gregory	Conflict Resolution Advisor	\$732 prorated	12/19/19 - 6/30/20
Lisa Picini-Asman	Gregory	Conflict Resolution Advisor	\$732 prorated amended	9/1/19 - 6/30/20
Douglas Nevins	WOHS	Play Unified Program Advisor	\$1,000*	1/2/20 - 6/30/20
Ferdinand Christian	WOHS	Play Unified Assistant Coach	\$600*	1/2/20 - 6/30/20
Gina Piserchio	WOHS	Play Unified Assistant Coach	\$600*	1/2/20 - 6/30/20
Nicole Fleck	WOHS	Play Unified Coach	\$1,000*	1/2/20 - 6/30/20

\*Funded by Special Olympics Play Unified Grant

- d. Recommend approval 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 / Rate of Pay	Effective Dates
Barbara Cicciaglione	WOHS	Curriculum Writing: Programming in Visual Basic	\$39.78 per hour not to exceed 15 hours	12/13/19 - 6/30/20
Barbara Cicciaglione	WOHS	Curriculum Writing: Programming in C++	\$39.78 per hour not to exceed 15 hours	12/13/19 - 6/30/20

- e. 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
Marvin Benton	N/A						X
Olivienne Evra	Substitute	X	X	X	X		

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

Name	Location	Position	Guide	Step	Salary/Rate of Pay	Effective Dates
Maheen Ahmad	Edison	English Language Arts Watford	MA	7	\$59.78 per diem	1/2/20 - 3/5/20

Jennifer Blume	Edison	English Language Arts Watford	MA	17	\$99.64 per diem	1/2/20 - 3/5/20
Amy McEntee	Edison	English Language Arts Watford	MA+45	17	\$108.78 per diem	1/2/20 - 3/5/20

#### 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
Lori Graham Medical	WOHS Family & Consumer Science	11/5/19 - 1/15/20 amended	1/16/20 - 1/17/20 amended	N/A	1/21/20 amended
Anna Maria Sopranzetti Medical/Family	Gregory Special Education	12/16/19 - 1/21/20 amended	N/A	1/22/20 - 6/30/20 amended	9/1/20
Janis Lewis Personal	Special Services District Nurse	1/7/20- 1/9/20	1/2/20-1/6/20	N/A	1/10/20 amended

- 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
Taneesha Gillard	Mt. Pleasant Paraprofessional	11/18/19 - 12/13/19 amended	N/A	N/A	12/16/19

#### Personnel - Items 1 through 4

**MOTION:** Mrs. Mordecai

**SECOND:** Mr. Robertson

**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. #2)

#### Curriculum and Instruction

**MOTION:** Mrs. Mordecai

**SECOND:** Mrs. Merklinger

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

Yes  
Merklinger

Yes  
Robertson

Yes  
Trigg-Scales

Yes  
Mordecai

Yes  
Alper

#### **C. FINANCE**

##### **a.) Special Services**

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

<b>Student #</b>	<b>Placement</b>	<b>Tuition</b>	<b>Budgeted/ Unbudgeted</b>
1913011	Celebrate the Children	Tuition: \$50,005.65 123 days @ 406.55/day 1:1 Aide: \$18,450.00 123 days @ \$150.00/day	Unbudgeted
1806071	Honor Ridge Academy	1:1 Aide: \$21,700.00 124 days @ \$175.00/day	Unbudgeted

2. Designate the following out of district placements for the 2019-2020 school year as funded by IDEA (previously approved as LEA funded):

<b>Student #</b>	<b>Placement</b>	<b>Tuition</b>
1010091	Celebrate the Children	Tuition: \$73,179.00 180 days @ \$406.55/day 1:1 Aide: \$27,000.00 180 days @ \$150.00/day
1103027	Cerebral Palsy of North Jersey	Tuition: \$123,826.50 210 days @ \$589.65/day
1411025	Cerebral Palsy of North Jersey	Tuition: \$123,826.50 210 days @ \$589.65/day
1608087	Cerebral Palsy of North Jersey	Tuition: \$111,514.70 210 days @ \$531.02/day
2806078	Cerebral Palsy of North Jersey	Tuition: \$123,826.50 210 days @ \$589.65/day
2806125	Cerebral Palsy of North Jersey	Tuition: \$84,665.70 210 days @ \$403.17/day
2906068	Cerebral Palsy of North Jersey	Tuition: \$123,515.70 210 days @ \$588.17/day
2806017	Chancellor Academy	Tuition: \$71,187.00 183 days @ \$389.00/day
1605033	Chapel Hill Academy	Tuition: \$71,190.00 210 days @ \$339.00/day
2910100	Glenview Academy	Tuition: \$75,879.04 212 days @ \$357.92/day 1:1 Aide \$43,460.00 212 days @ \$205.00/day
246142	Matheny	Tuition: \$110,000.00 220 days @ \$500.00/day
1813029	P.G. Chambers School	Tuition: \$83,722.80 210 days @ 4398.68
236129	Reed Academy	Tuition: \$116,602.50 210 days @ \$555.25/day
1508055	Shepard School	Tuition: \$57,485.79 183 days @ \$314.13/day



1808094	Windsor Learning Center	Tuition: \$67,200.00 210 days @ \$320.00/day
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3. Recommend approval of the following retroactive tuition/extraordinary services adjustments for the 2018-2019 school year as certified by the State of NJ Division of Administration and Finance:

School	Year	Tuition Paid (2018-2019)	Certified Rate	Tuition Adjustment
Calais School	2018-2019	\$219,997.00	\$228,368.00	\$8,371.00
Partnership in Education	2018-2019	\$243,368.00	\$272,947.00	\$29,579.00
Spectrum 360	2018-2019	\$500,131.28	\$509,702.71	\$9,571.43

4. Recommend approval of provider for home instruction for the 2019-2020 school year to provide services to the West Orange School District students as follows:

Name of Facility	Rate	Not to Exceed
Educational Services Commission of New Jersey 1660 Stelton Road Piscataway, NJ 08854	\$69.00 per hour	\$10,000 (previously approved for \$5,000)
Union County Educational Services Commission 45 Cardinal Drive Westfield, NJ 07901	\$68.00 per hour	\$4,000 (previously approved for \$2,000)

**b.) Business Office**

1. Recommend approval of the 12/16/19 Bills List:

Payroll/Benefits	\$ 5,570,126.98
Transportation	\$ 198,406.69
Tuition (Spec. Ed./Charter)	\$ 78,028.87
Instruction	\$ 58,628.19
Facilities/Security	\$ 112,082.01
Grants	\$ 72,887.79
Food Service	\$ 293,843.09
Support Svcs/Co-Curricular/Athletics/Misc.	\$ 67,705.86
	\$ 6,451,709.48

2. Recommend approval of proposed Non Public security aid program 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	Replace two exterior pan tilt cameras with static wide angle cameras	\$4,466.25

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

Non Public School	Description	Budget
Golda Och Lower	CDW Logitech Wired Mice Quantity:23	\$196.42

4. Recommend approval of 2019-2020 vendors that exceed the bid threshold of \$40,000. (Att. #3)
5. Recommend approval of settlement agreement of Worker's Compensation claims in the matter of former employee #7862 in an amount up to \$16,008, as stipulated in closed session.
6. Recommend approval of settlement agreement of Worker's Compensation claims in the matter of employee #4269 in an amount up to \$41,190, as stipulated in closed session.
7. Recommend approval of Settlement Agreement between the parents of Student #1106063 and the West Orange Board of Education, as stipulated in closed session.
8. Recommend acceptance of the following donations/awards:

Donor	Recipient	Donation
Hermetic Family Foundation	West Orange Public Schools	\$10,000 for the reduction of school lunch debt
WOHS African Heritage Organization	WOHS	\$5,000 for Field Trip to National Museum of African American History and Culture, D.C.
Brain Injury Alliance of New Jersey	WOHS	\$750.00

9. Recommend approval of IT Asset Removal Agreement with UPCYCLE to remove retired/obsolete IT equipment and to compensate at the District total amount of \$1,406.00 (Att.# 4)
10. Recommend approval to void the following check(s) from the indicated account(s):

School Account	
Check Number	Check Amount
47042	\$2,275.00

Redwood Student Activity Account	
Check Number	Check Amount
2191	\$20.00

11. Recommend approval of StoneGate Associates, LLC, Middletown, NJ Proposal #2019-57 in the amount of \$4,875: conduct COPS grant funded site surveys to identify and itemize security equipment, technology, supplies and physical space upgrades and retrofits for the development job specifications to inform an RFP for vendors to perform the respective work.

**Finance - Business Office Item 1; Emani Randolph, Colette Pierre**

**MOTION:** Mr. Robertson

**SECOND:** Mrs. Merklinger

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

Yes  
Merklinger

Yes  
Robertson

Yes  
Trigg-Scales

Abstain  
Mordecai

Yes  
Alper

**Finance - Special Services Items 1 through 4; Business Office Items 1 through 11, with the exception of the above**

**MOTION:** Mr. Robertson

**SECOND:** Mrs. Merklinger

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

Yes  
Merklinger

Yes  
Robertson

Yes  
Trigg-Scales

Yes  
Mordecai

Yes  
Alper

**E. REPORTS**

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending December 16, 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 December 9, 2019, the Superintendent reported HIB Incident Number(s) 015 to the Board; and

Whereas, on December 12, 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) 015 for the 2019-2020 school year for the reasons conveyed to the Board.”

**Reports - Items 1 and 2**

**MOTION:** Mrs. Merklinger

**SECOND:** Mr. Robertson

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

Yes  
Merklinger

Yes  
Robertson

Yes  
Trigg-Scales

Yes  
Mordecai

Yes  
Alper

**XI. PETITIONS AND HEARINGS OF CITIZENS**

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

**XII. NEXT BOARD MEETING for the purpose of annual reorganization to be held at 8:00 p.m. on January 6, 2020 at West Orange High School.**

**XIV. ADJOURNMENT at 9:57 p.m.**

**MOTION:** Mrs. Trigg-Scales

**SECOND:** Mrs. Merklinger

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

Respectfully submitted,

Ana Flores, Assistant Business Administrator