

**WEST ORANGE BOARD OF EDUCATION
Public Board Meeting August 30, 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. 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, 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 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, August 30, 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 _____.

□ "(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 #2910114; Non-Resident Tuition Agreements (2).

□ "(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 August 16, 2021 (Att. #1)

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

Yes _____ Huerta	Yes _____ Merklinger	Yes _____ Rothstein	Yes _____ Tunncliffe	Yes _____ Trigg-Scales
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VII. SUPERINTENDENT/ BOARD REPORTS

A. Back to School 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
Melanie Chmielewski	Redwood	Resource Room	Resignation	10/15/21*
Laura Farrington	Hazel	Resource Room	Resignation	10/14/21*
Dave Joisil	Kelly	Health & Physical Education	Resignation	8/27/21

*or sooner as determined by the Superintendent

- 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
Ayesha Aly Ahmed	Kelly	Paraprofessional	Reassigned	8/24/21

Andrew Mazurek	Redwood	Paraprofessional	Reassigned	8/26/21
Marcella Staropoli	Edison	Paraprofessional	Resignation	8/27/21

2. Rescissions

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

Name	Location	Position	Effective Date
Ariana Bauer	Roosevelt	Special Education / Mathematics	8/19/21
Erika Caceres	WOHS	School Counselor Leave Replacement	8/18/21
Cheryl Dunlap	WOHS	SkillsUSA	8/23/21
Paula Goncalves-Healey	Gregory	Administrative Assistant Summer Hours	8/18/21
Katelyn Moll	Redwood	Kindergarten Leave Replacement	8/23/21
Luis Salazar	Mt. Pleasant	Lunch Aide	8/18/21

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
Ayesha Aly Ahmed	Kelly	Primary Autistic Leave Replacement	Figueiras	N/A	N/A	\$180 per diem	9/1/21 - 10/29/21
Emily Boyle	Kelly	Kindergarten Leave Replacement	Rodriguez	BA	N/A	\$288 per diem	9/1/21 - 11/3/21
Angela Capuana	Mt. Pleasant	Grade 4 Leave Replacement	Battista	BA	3	\$57,681 prorated	9/13/21- 1/31/22**
Tracy Clark	.5 Gregory / .5 Hazel	ESL Leave Replacement	Casenta	N/A	N/A	\$200 per diem	9/1/21 - 10/1/21
Kevin Oates	WOHS	Social Studies Leave Replacement	Bernard-Awumey	BA	N/A	\$288 per diem	9/13/21 - 10/15/21†
Jessica Ferguson	Gregory	Special Education Autistic	Faison	BA	9	\$60,438 prorated	9/13/21 - 6/30/22**
Andrew Mazurek	Roosevelt	STEM Leave Replacement	Ayes	N/A	N/A	\$180 per diem	9/1/21 - 11/9/21

*pending completion of onboarding process

†or sooner as determined by the Superintendent

**pending Criminal History Record Check process

‡or until Bernard-Awumey 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
Dorothy Bennett	Mt. Pleasant	Lunch Aide	Charles reassigned	N/A	N/A	\$19.34 per hour	9/9/21 - 6/22/22*
Fiana Cooper	Mt. Pleasant	Lunch Aide	New	N/A	N/A	\$19.34 per hour	9/9/21 - 6/22/22*
Luann Grasso	Edison	Lunch Aide	New	N/A	N/A	\$19.34 per hour	9/13/21 - 6/22/22*
Samuel Rolasky	Mt. Pleasant	Paraprofessional	New	Non-Degree	3	\$28,559 prorated	9/13/21 - 6/30/22*
Lorraine Toppeta	Gregory	Lunch Aide	New	N/A	N/A	\$19.34 per hour	9/9/21 - 6/22/22*
Krysten Torres	Kelly	Paraprofessional	Moore	Non-Degree	10	\$31,681	9/1/21 - 6/30/22*

*pending Criminal History Record Check process

- 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	Effective Dates
Tracey Gordon	Roosevelt	Science Leave Replacement-Jennings	BA+15	17	\$89.41 per diem	9/1/21 - 12/23/21
Julian Rodriguez	Roosevelt	Science Leave Replacement-Jennings	BA	5	\$52.71 per diem	9/1/21 - 12/23/21

- d. Superintendent recommends approval to the Board of Education for the following additional summer assignment(s). (Att. #2)
- e. Superintendent recommends approval to the Board of Education for the following negotiated Elementary School co-curricular assignment(s). (Att. #3)
- f. Superintendent recommends approval to the Board of Education for the following negotiated Middle School Co-curricular / Team Leader assignment(s). (Att. #4)
- g. Superintendent recommends approval to the Board of Education for the following negotiated Middle School coaching assignment(s). (Att. #5)
- h. Superintendent recommends approval to the Board of Education for the following Student Teacher assignments:

Student Teacher Candidate	Affiliated University	Assigned School	Effective Dates
Emily Blum	Fairleigh Dickinson	Kelly	9/1/21 - 5/6/22

- i. 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
Virginia Odom	CE		X					
Patricia Toscano	Standard		X	X				

Eddy Tunis	Standard		X				
Joanne Pollara	Standard	X					
Michael Bennett	Standard	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
Kimberly Jennings Family	Roosevelt Science	9/1/21 - 10/1/21 amended from 9/1/21 - 9/13/21	10/4/21 - 12/23/21 amended from 9/14/21 - 12/3/21	N/A	1/3/22 amended from 12/6/21
Vivian Troya Furnaguera Medical	Edison Science	9/1/21 - 1/31/22	N/A	N/A	2/1/22

- 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
Roseann Przybysz Medical	BMELC Paraprofessional	9/1/21 - 9/27/21	N/A	9/28/21 - 11/2/21	11/3/21
Monica Salazar Medical	Mt. Pleasant Lunch Aide	9/9/21 - 10/8/21	N/A	10/11/21 - 10/29/21	11/1/21

5. Transfer(s):

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

Name	From	Position	To	Position	Effective Date
Thomas Tutalo Voluntary	Roosevelt	Paraprofessional	Redwood	Paraprofessional	9/1/21 - 11/9/21

6. 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 the modified Technology position of Network, Surveillance and VoIP Coordinator being retitled to Technology and Project Manager. (Att. #6)

7. Superintendent recommends approval to the Board of Education for the following job description(s). (Att. #7)

Job Description	New	Revised
Technology and Project Manager		X from Network, Surveillance and VoIP Coordinator

8. Superintendent recommends approval to the Board of Education for 2021-2022 revised rate(s) for hourly and per diem employees/assignments. (Att. #8)

9. Public Hearing For Superintendent’s Employment Contract

Comments from Public on Superintendent’s Employment Contract Only

RESOLVED, that the Board approve an amended contract of employment for Dr. J. Scott Cascone, commencing July 11, 2019 through June 30, 2024, which has been reviewed and approved by the County Executive Superintendent on August 24, 2021, 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. #9)

Personnel - Items 1 through 8

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

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

Personnel - Item 9

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

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

B. CURRICULUM AND INSTRUCTION

1. Recommend approval of Applications for School Business requests. (Att. #10)
2. Recommend approval of the Middle College Program Agreement between Fairleigh Dickinson University and West Orange High School for the 2021-2022 and the 2022-2023 school years.
3. Recommend approval of the New Jersey Consortium for Gifted and Talented Programs Membership for the 2021-2022 school year in the amount of \$450.00.

Curriculum and Instruction - Items 1 through 3

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

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

C. FINANCE

a.) Special Services

1. Recommend approval for the following out of district placements for the 2021-2022 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
2706140	Bergen County Special Services SHIP Midland Park	Tuition: \$78,660.00 Out of County Fee: \$6,750.00	Budgeted
2113011	Bergen County Special Services	Tuition: \$64,980.00	Budgeted

	HIP - PM Godwin	Out of County Fee: \$6,750.00	
1913053	Bergen County Special Services HIP - PM Godwin	Tuition: \$64,980.00 Out of County Fee: \$6,750.00	Budgeted
2111003	Winston Preparatory School	\$73,300.00	Unbudgeted
2102002	Winston Preparatory School	\$73,300.00	Unbudgeted

2. Recommend approval of the West Orange District's 2021-2022 School Nurse's Plan (Att. #11/ Att. #12). **Item Tabled.**
3. Recommend approval for the following vendor to provide nursing services for the 2021-2022 school year:

ID Number	Provider	Type of Service	Cost	Not to Exceed	Budgeted/ Unbudgeted
2606148	Preferred Home Care Health Care & Nursing Services	Nursing Services	LPN \$55.00/hour	\$75,500.00	Unbudgeted

b.) Business Office

1. Recommend approval of the 8/30/2021 Bills List:

Payroll/Benefits	\$ 147,655.28
Transportation	\$ 272,876.92
Tuition (Spec. Ed./Charter)	\$ 670,142.34
Instruction	\$ 63,251.43
Facilities/Security	\$ 542,763.19
Capital Outlay	\$ 14,999.00
Grants	\$ 98,026.16
Food Service	\$ 253,985.11
Summer Enrichment	\$ 9,124.26
Support Svcs/Co-Curricular/Athletics/Misc.	\$ 246,528.36
	\$ 2,319,352.05

2. Recommend approval of June 2021 transfers within the 2020-2021 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #13)
3. Secretary's Report - Acceptance and Certification - June 2021

Recommend that the West Orange Board of Education accept the Board Secretary's financial report for the month of June 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. #14)

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

Recommend that the West Orange Board of Education acknowledge and accept the Report of the Treasurer of School Monies for the month of June 2021, which report is in agreement with the Secretary's Report. (Att. #15)

5. 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	\$94.50 (\$97.50 baseball)
Sport Official (Middle School) - 2 per game	\$63 (\$65 baseball)
Game Personnel	Amount
Crowd Control	\$56

6. Recommend acceptance of the following donations/awards:

Donor	Recipient	Donation
West Orange Rotary Club	Redwood School	32 Backpacks valued at approximately \$960
West Orange Rotary Club	Kelly School	75 Backpacks valued at approximately \$2,250
World Organization for Positive Action	Hazel School	100 Backpacks valued at approximately \$3,000
World Organization for Positive Action	Washington School	School Supplies for 140 Students valued at approximately \$700
Friendly Sons of the Shillelagh-Essex Division	Edison School	Backpacks & School Supplies valued at approximately \$1,800

7. Recommend approval to void the following stale-dated checks from the indicated accounts:

WOHS Athletic Account		
Check Number		Check Amount
2838	(1)	\$84.00
2956	(1)	\$62.00

(1) Sports Officials

8. Recommend approval of Non-Resident Tuition Agreement (Student #1502001) for the 2021-2022 school year in the amount of \$19,932.
9. Recommend approval of Non-Resident Tuition Agreement (Student C.R.) for the 2021-2022 school year in the amount of \$19,932.
10. 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).

School	Description	Amount
Seton Hall Prep	School Safety Services	\$130,350.60

Finance - Special Services - Item 2 - Motion to Table

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

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

Finance - Special Services - Items 1 and 3; Business Office Items 1 through 10

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

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

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 20, 2021 at West Orange High School.

XIV. ADJOURNMENT at 9:17 p.m.

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

Respectfully submitted,

Tonya Flowers, Board Secretary