

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting February 7, 2022
6:33 P.M. Public Session
West Orange High School
51 Conforti Avenue

Minutes

I. ROLL CALL OF THE MEMBERS

Present: Vice President Rothstein, Ms. Huerta, Mr. Rock, Mr. Stevenson

Absent: President 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, 2022.
- 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.

Board Goals
<ul style="list-style-type: none">→ The West Orange Board of Education will support the work of the administration to define multiple measures to assess and evaluate student achievement. Such measures will evaluate effectiveness of programs, equity and access for all students, identify achievement gaps, and be used to improve instructional delivery with student achievement presentations to the Board and community mid-year and at the end of the year.→ The West Orange Board of Education will be an active participant in monitoring and providing input into the strategic planning process which will include community input and participation. The Board will allocate the necessary and appropriate resources for the completion of the Five Year Strategic Plan by June, 2023.→ The West Orange Board of Education will provide support to the administration in its development of district resources to support students and staff with social - emotional and mental health needs throughout the school year with mid-year and end-of-year presentations to the Board and community.→ The West Orange Board of Education will direct the administration to issue Requests for Proposals (RFPs) for all of the district's major vendors, including: insurance, legal, financial, architects, transportation, etc.→ The West Orange Board of Education will seek ways to continue to improve communication between the Board and the community by relying on the work and recommendations of the Board's Public Relations Committee and consensus of the Board in developing an action plan.→ The West Orange Board of Education will strive to have effective, open, respectful, and professional communication among board members, between board members and the administration and exhibiting the highest level of boardsmanship at Board meetings by regularly participating in NJSBA trainings, meetings and workshops.→ The West Orange Board of Education supports the administration in the submission of the Preschool Expansion Grant Application to the NJ Department of Education in an effort to provide our community with public preschool opportunities and access.

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 six (6) 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, February 7, 2022 at 6:35 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: Student Hearing; Settlement Agreement.
- "(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 WOAA; WOEa.
- ☐ "(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:

■ "(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: Interim Superintendent; Superintendent Search.

□ "(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 January 19 and 24, 2022 (Att. #1)

MOTION: Mr. Rock

SECOND: Ms. Huerta

VOTE: 4-0 (RC)

Yes
Huerta

Yes
Rock

Yes
Stevenson

Yes
Rothstein

Absent
Tunnicliffe

VII. STUDENT LIAISON REPORT**VIII. SUPERINTENDENT/ BOARD REPORTS****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
J. Scott Cascone	Central Office	Superintendent of Schools	Resignation	4/5/22
Jerome Hayes	WOHS	Physical Education	Resignation	4/1/22
Jessica Lodato	Redwood	Kindergarten Special Education	Resignation	3/24/22
Shari Ritter	Mt. Pleasant	Reading Specialist	Retirement 21 years	7/1/22

- 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
Lakisha Allen	Roosevelt	Paraprofessional	Resignation	2/23/22
Oswaldo Orcon	Roosevelt	Lunch Aide	Resignation	1/31/22

2. Rescissions

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

Name	Location	Position	Effective Date
Bridget Haine	Roosevelt	Track	1/28/22
Stacy Marcus	Roosevelt	Track	2/2/22
James Matsakis	WOHS	Lacrosse: Boys' Assistant	1/24/22
Ursula McGee	Hazel	Saturday Academy Program Teacher	2/2/22
Lisette Villalobos	Liberty	Drama: Set Design/Construction	1/28/22
Kevin Yeager OOD	WOHS	Lacrosse: Boys' Head Coach	2/2/22

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
Marvin Garcia	WOHS	Special Education Leave Replacement	Cielo	MA	N/A	\$320 per diem	1/25/22 - 3/1/22
Jenna McAteer	Roosevelt	School Counselor Extended Assignment Substitute	Ellingham	N/A	N/A	\$320 per diem	1/31/22 - 3/31/22* amended from 1/3/22 - 1/28/22*
Felicia Mulee	Kelly	Primary Autistic	Salvatoriello	MA+30	17	\$114,304 prorated	4/11/22◊ - 6/30/22
Alan Reeder	WOHS	Social Studies Leave Replacement	Villavecchia	MA	N/A	\$320 per diem	3/24/22 - 6/22/22
Virginia Tucci	Mt. Pleasant	.5 ESL Extended Assignment Substitute	Asqui	N/A	N/A	\$100 per diem	2/1/22 - 3/1/22

*or until a replacement is approved ◊or upon release 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
Garry Fleming	Gregory	Custodian Night-shift	Jackson	Custodian	23	\$61,101 prorated includes shift differential of \$580	2/8/22*◊ - 6/30/22

*pending Criminal History Record Check process ◊or upon release from current employer

- c. 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	ELA Leave Replacement-Wasko	MA	7	\$57.23 per diem	2/10/22 - 2/28/22
Jennifer Blume	Edison	ELA Leave Replacement-Wasko	MA	17	\$194.20 per diem	2/10/22 - 2/28/22
Jessica Corino	Edison	ELA Leave Replacement-Wasko	MA+15	15	\$77.76 per diem	2/10/22 - 2/28/22
Amy McEntee	Edison	ELA Leave Replacement-Wasko	MA+45	17	\$106.20 per diem	2/10/22 - 2/28/22
Arturo Rodriguez	Edison	ELA Leave Replacement-Wasko	MA+30	7	\$67.74 per diem	2/10/22 - 2/28/22
Demond Cowins	WOHS	Business Education Leave Replacement-Dunlap	BA	10	\$109.42 per diem	2/1/22 - 2/28/22
Maria Frangos	WOHS	Business Education Leave Replacement-Dunlap	MA+45	17	\$215.30 per diem	2/1/22 - 2/28/22
Anne Hanson	WOHS	Business Education Leave Replacement-Dunlap	MA+45	16	\$190.26 per diem	2/1/22 - 2/28/22
Jason-Lamont Jackson	WOHS	Business Education Leave Replacement-Dunlap	MA+30	9	\$132.46 per diem	2/1/22 - 2/28/22
Kimberly Szalkai	WOHS	Business Education Leave Replacement-Dunlap	MA+45	17	\$218.17 per diem	2/1/22 - 2/28/22

- d. Superintendent recommends approval to the Board of Education for the following negotiated co-curricular assignment(s): (Att. #2)
- e. Superintendent recommends approval to the Board of Education for the following additional assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Leslie Taylor	Hazel	Elementary Academic Support Before/ After School Program: Substitute	\$49.98 per hour* as assigned	2/22/22 - 6/10/22
Ashley Morris	Redwood	Elementary Academic Support Before/ After School Program: Substitute	\$49.98 per hour* as assigned	2/22/22 - 6/10/22
Joyce Reynolds	Redwood	Elementary Academic Support Before/ After School Program: Substitute	\$49.98 per hour* as assigned	2/22/22 - 6/10/22
Jacquelyn Santucci	Washington	Elementary Academic Support Before/ After School Program: Substitute	\$49.98 per hour* as assigned	2/22/22 - 6/10/22
Kimberly MacDonald	Kelly	Saturday Academy Program: Substitute	\$49.98 per hour* as assigned	2/26/22 - 5/14/22
Sarah Augustine	WOHS	Nurse to assist student during Commencement Exercises	\$55 per hour not to exceed 3 hours	6/23/22
Debra Coen	WOHS	Saturday Academy Program: Teacher (pending student enrollment)	\$49.98 per hour* not to exceed 30 hours	2/26/22 - 5/14/22

*Funded via ESSER III Grant

- f. Superintendent recommends approval to the Board of Education for the following Student Teacher assignments:

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Raphael Leniar	Seton Hall University	Special Services-CST	1/3/22 - 6/30/22
Samantha McCusker	Fordham University	Special Services-CST	2/8/22 - 5/18/22
Caitlyn Cassara	University of Scranton	St. Cloud	3/1/22 - 5/20/22

- g. 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	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Marguerite DeCarlo	Standard	X						
Tracy Jones	CE		X					
Nichelle Tello	N/A				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
Cheryl Dunlap Medical	WOHS Business Education	1/24/22 - 2/14/22	2/15/22 - 2/25/22	N/A	2/28/22
Jamie Podhurst Medical	WOHS Art	10/5/21 - 4/6/22 a.m. only amended from 10/5/21 - 3/31/22	4/6/22 p.m. only - 4/8/22 amended from 4/1/22 - 4/8/22	N/A	4/11/22
Sahkeenah Wallace Medical	Roosevelt English Language Arts	1/18/22 - 2/28/22	N/A	N/A	3/1/22

- 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
Ashley Kuglin Personal	BMELC Paraprofessional	N/A	N/A	3/14/22 - 3/18/22	3/21/22
Randa Meseha Family	Mt. Pleasant Paraprofessional	4/11/22 - 5/19/22	N/A	5/20/22 - 6/30/22 9/1/22 - 10/24/22	10/25/22
Maria Navarette Family	WOHS Paraprofessional	3/23/22 - 4/27/22	N/A	4/28/22 - 6/30/22	9/1/22
Nubia Rodriguez Medical	WOHS Paraprofessional	2/23/22 - 4/1/22	N/A	N/A	4/4/22

- c. Superintendent recommends approval to the Board of Education for the following leave(s) of absence:

Employee #	Leave Dates	Type of Leave	Anticipated Return Date
5134	12/6/21 - 2/28/22 amended from 12/6/21 - 2/15/22	Paid Administrative Leave	3/1/22 amended from 2/16/22

5. Superintendent recommends approval to the Board of Education for the following Affiliation Agreement between the University of Scranton and the West Orange Board of Education for the district to provide supervised clinical training to students enrolled in the university's Panuska College of Professional Studies. (Att. #3)
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 (WOEA) for employee #8301 to receive compensation for additional workload. (Att. #4)

Personnel - Item 3e with the exception of Sarah Augustine

MOTION: Mr. Rock

SECOND: Mr. Stevenson

VOTE: 4-0 (RC)

Yes
Huerta

Yes
Rock

Yes
Stevenson

Yes
Rothstein

Absent
Tunnicliffe

Personnel - Items 1 through 3d, Item 3e (Sarah Augustine), Items 3f through 6

MOTION: Mr. Stevenson

SECOND: Mr. Rock

VOTE: 4-0 (RC)

Yes
Huerta

Yes
Rock

Yes
Stevenson

Yes
Rothstein

Absent
Tunnicliffe

B. CURRICULUM AND INSTRUCTION

1. Recommend approval of Applications for School Business requests. (Att. #5)
2. Superintendent recommends approval for field trip destinations for the 2021-2022 school year:

Destination	City	State
Harrah's Waterfront Conference Center	Atlantic City	NJ

3. Recommend approval for field trips for the 2021-2022 school year. (Att. #6)
4. Recommend approval of the agreement between West Orange School District and Teso Consulting Group to provide Professional Development to equip BSI Teachers with reflective and instructional, culturally responsive strategies to support the academic and cultural needs of every student on February 7, 2022 in the amount of \$3,000 funded by ARP ESSER III Grant.

Curriculum and Instruction - Items 1 through 4**MOTION:** Mr. Rock**SECOND:** Ms. Huerta**VOTE:** 4-0 (RC)Yes
HuertaYes
RockYes
StevensonYes
RothsteinAbsent
Tunncliffe**C. FINANCE****a.) Special Services**

1. 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
Deron I	2020-2021	\$408,284.00	\$373,637.00	\$34,647.00
Deron I	2020-2021	\$83,342.00	\$102,300.00	-\$18,958.00
Deron II	2020-2021	\$68,145.00	\$66,757.00	\$1,388.00
Deron II	2020-2021	\$27,846.00	\$32,550.00	-\$4,704.00
P.G.Chambers	2020-2021	\$85,665.30	\$81,912.60	\$3,752.70
P.G.Chambers	2020-2021	\$85,665.30	\$81,912.60	\$3,752.70

2. Recommend approval for the following vendors to complete specialized evaluations for the 2021-2022 school year:

ID Number	Provider	Type of Service	Cost	Not to Exceed
1705068	Lake Drive Program (Hearing Impaired)	Psychological Evaluation Educational Evaluation Speech/Language Evaluation	\$800.00 \$800.00 \$800.00	\$2,400

2604108	ACES: Assessments, Counseling, and Educational Services	Psychological Evaluation Educational Evaluation Speech/Language Evaluation	\$900.00 \$900.00 \$900.00	\$2,700
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3. Recommend approval of Agreement with New England Center for Children (NECC) and the West Orange Public Schools for the Autism Curriculum Encyclopedia (ACE) program for the 2021-2022 school year in the amount not to exceed \$35,000.00.

b.) Business Office

1. Recommend approval of the 2/7/22 Bills List:

Payroll/Benefits	\$ 152,179.39
Transportation	\$ 48,327.13
Tuition (Spec. Ed./Charter)	\$ 760,728.13
Instruction	\$ 75,157.22
Facilities/Security	\$ 466,150.31
Capital Outlay	\$ 430,982.48
Grants	\$ 357,198.12
Food Service	\$ 316,261.96
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 136,247.28</u>
	\$ 2,743,232.02

2. Recommend acceptance of the following grants/donations:

Donor	Recipient	Donation
The Blackbaud Giving Fund obo New York Life and its donors	WOHS	\$100
Frances Mende Scholarship Fund	Washington School	\$1,000
Rotary Club of West Orange Foundation, Inc.	Washington School Grief and Loss Program	\$1,000

3. Recommend approval to void the following checks from the indicated accounts:

School Account		
Check Number	Check Amount	Description
58229	\$616.00	Aid in Lieu
58445	\$918.00	Tuition Reimbursement

4. Recommend approval of 60 month lease contract with Pitney Bowes, Stamford, CT, for a Mailing System for WOHS, at an annual cost of \$14,416, realizing an annual savings of \$2,500 over prior lease contract.

5. Recommend approval of Dr. Charles Park, Associates in Psychiatry of North Jersey Psychiatric, West Orange, NJ, to provide a Psychiatric/ Evaluation/Report, in an amount not to exceed \$1,000.
6. Recommend approval of settlement agreement between the parents of Student #1206048 and the West Orange Board of Education as stipulated in closed session.
7. Recommend approval of the following resolution:

Resolution Authorizing the Use of the Competitive Contracting Process

WHEREAS; it is the recommendation of the School Business Administrator/Board Secretary to seek proposals from qualified providers for the following contract:

Professional Development Services

NOW, THEREFORE, BE IT RESOLVED, the Board of Education, pursuant to N.J.S.A. 18A:18A-4.3 (a), authorizes the use of the Competitive Contracting procurement process for the purpose of entering into a contract for Professional Development Services.

The Competitive Contracting process shall be administered by the School Business Administrator/Board Secretary pursuant to N.J.S.A. 18A:18A-4.3 (b).

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

MOTION: Ms. Huerta **SECOND:** Mr. Rock **VOTE:** 4-0 (RC)

<u>Yes</u> Huerta	<u>Yes</u> Rock	<u>Yes</u> Stevenson	<u>Yes</u> Rothstein	<u>Absent</u> Tunnicliffe
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D. MISCELLANEOUS

1. Recommend approval of disposition of Student Hearing as stipulated in closed session.

Miscellaneous

MOTION: Mr. Stevenson **SECOND:** Ms. Huerta **VOTE:** 4-0 (RC)

<u>Yes</u> Huerta	<u>Yes</u> Rock	<u>Yes</u> Stevenson	<u>Yes</u> Rothstein	<u>Absent</u> Tunnicliffe
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XI. PETITIONS AND HEARINGS OF CITIZENS

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

XIII. NEXT BOARD MEETING to be held at 7:30 p.m. on February 28, 2022 at West Orange High School.

XIV. ADJOURNMENT at 8:19 p.m.

MOTION: Mr. Stevenson

SECOND: Ms. Huerta

VOTE: 4-0 (VV)

Respectfully submitted,

Tonya Flowers, Board Secretary