

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting July 20, 2020
7:33 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 and July 3, 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 one (1) issue is 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, July 20, 2020 at 6:31 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:

■ "(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: Superintendent Evaluation

□ "(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 fifty (50) 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 7:33 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF June 22 and 24, and July 9 and 15, 2020 (Att. #1)

MOTION: Mrs. Trigg-Scales

SECOND: Mrs. Tunncliffe

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunncliffe

Yes
Trigg-Scales

Yes
Alper

VII. SUPERINTENDENT/ BOARD REPORTS

- A. HIB Report for 2019-2020
- B. 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 non-certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Eleanor Frank	Mt. Pleasant	Lunch Aide	Resignation	6/19/20
Anna Marie Megaro	WOHS	Administrative Assistant	Retirement 27 Years	9/1/20
Amparo Olaya	Transportation	Bus Monitor Part-time	Resignation	6/17/20
Megan Rapp	WOHS	Paraprofessional	Resignation	7/31/20

2. 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
Susan Campbell	District	Learning Disabilities Teacher-Consultant	Wright	MA+45	15	\$90,172	9/1/20 - 6/30/21
Min Kim	Mt Pleasant	Grade 3	Wolk	MA	7	\$63,549	9/1/20 - 6/30/21
Jesse Lab	Edison	Social Studies Long Term Substitute	Haubrich	BA	N/A	\$288.00 Per Diem	9/1/20 - 11/20/20
Sandra Lillo	Kelly	Special Education Leave Replacement	Scalici	MA	3	\$61,594 prorated	9/1/20 - 12/21/20
Gnanaseharan Selliah	WOHS	English as a Second Language Leave Replacement	Azad	MA	3	\$61,594 prorated	9/1/20 - 12/15/20

- 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
Rubina Allen	Roosevelt	Paraprofessional	New	BA	3	\$30,655	9/1/20 - 6/30/21
Derrick Eatman	Edison	Paraprofessional	New	Non-Degree	8	\$31,127	9/1/20 - 6/30/21
Abigail Lapone	Roosevelt	Paraprofessional	New	BA	3	\$30,655	9/1/20 - 6/30/21
Marcella Staropoli	Edison	Paraprofessional	Jean Baptiste	BA	7	\$32,403	9/1/20 - 6/30/21
Derek Uibelhoer	Roosevelt	Paraprofessional	Mira	Non-Degree	6	\$30,095	9/1/20 - 6/30/21

- c. Superintendent recommends approval to the Board of Education for the following certificated staff additional summer assignment(s). Stipend(s)/Rate(s) may be adjusted upon ratification of collective bargaining agreement. (Att. #2)
- d. Superintendent recommends approval to the Board of Education for the following non-certificated staff additional summer assignment(s). Stipend(s)/Rate(s) may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Janice Davis	Transportation	PT Bus Monitor Summer Work	\$20.72 per hour	6/22/20 - 8/31/20
Brian Green Washington	WOHS	Summer Security Assignment	\$24.84 per hour not to exceed 10 hours per day amended from 7 hours	6/23/20 - 7/6/20

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

Name	Location	Position / Coverage	Guide	Step	Salary	Effective Dates
Christina Ferinde	Edison	Special Education DeVos	MA+30	8	\$65.55 per diem	9/1/20 - 12/23/20
Kimberly Jackson	Edison	Special Education DeVos	MA+45	10	\$68.09 per diem	9/1/20 - 12/23/20
Spyridon Mantzas	Edison	Special Education DeVos	BA+15	4	\$52.94 per diem	9/1/20 - 12/23/20

Janet Wiggins	Edison	Special Education DeVos	MA+45	17	\$106.24 per diem	9/1/20 - 12/23/20
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- f. Superintendent recommends approval to the Board of Education for the following additional assignment(s). Stipend(s)/Rate(s) may be adjusted upon ratification of collective bargaining agreement. (Att. #3)
- g. 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
Tracy Clark	Standard				X		
Mudita Dave	Substitute	X	X	X	X		
Kenya Dubar	Substitute	X					
Debra Salters	Substitute	X	X		X		
Samson Tewelde	CE	X	X				
Marqus White, Jr.	Substitute	X	X				

3. 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
Julie Brady Family	WOHS Social Studies	10/30/20 - 1/26/21	1/27/21 - 4/30/21	N/A	5/3/21
Kimberly Covington Family	Edison Science	N/A	9/1/20 - 11/25/20	N/A	11/30/20
Kathryn Meleiro Family	Roosevelt Resource Room	11/9/20 - 1/5/21	1/6/21 - 6/30/21	N/A	9/1/21
Rachel Villavecchia Family	WOHS Social Studies	11/23/20 - 1/29/21	2/1/21 - 5/28/21	N/A	6/1/21

- 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
Kathy McCormick Medical	Central Office Administrative Assistant	7/1/20 - 8/3/20	N/A	N/A	8/4/20
Gail McCullough Medical	Transportation Administrative Assistant	7/1/20 - 9/9/20	N/A	N/A	9/10/20
Edwin Torres Medical	Gregory Custodian Night Shift	N/A	7/1/20 - 7/16/20 amended	N/A	7/17/20 amended

4. 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
Janine Duarte Voluntary	Mt. Pleasant	Grade 4	Washington	Grade 3	9/1/20

Personnel - Items 1 through 4**MOTION:** Mrs. Merklinger**SECOND:** Mr. Rothstein**VOTE:** 5-0 (RC)Yes
MerklingerYes
RothsteinYes
TunncliffeYes
Trigg-ScalesYes
Alper**B. CURRICULUM AND INSTRUCTION**

1. Recommend approval of Applications for School Business requests. (Att. #4)
2. Recommend approval of the updated Middle College Program Agreement between Fairleigh Dickinson University and West Orange High School for the 2020-2021 school year.
3. Recommend renewal of Northwest Evaluation Association (NWEA) for the 2020-2021 school year in the amount of \$69,025 for the following:
 - MAP Growth K-12 (incl. English & Spanish) \$17,675
 - MAP Growth- Math, Reading, Language (incl. English & Spanish) \$51,350
4. Recommend approval of contract with PowerSchool Group LLC for the 2020-2021 school year in the amount of \$64,663.34 for the following:
 - SIS Maintenance, Performance and Hosting
5. Recommend approval of contract for Lesson Planner with Website Hosting Module with the Oncourse System for Education in the amount of \$37,395.65 for the 2020-2021 school year.
6. Recommend approval of contract for IEP Direct with Frontline Technologies Group LLC in the amount of \$26,942.20 for the 2020-2021 school year.
7. Recommend approval of renewal contract for Naviance Achieve Works with HOBSONS in the amount of \$22,794.02 for the 2020-2021 school year.

Curriculum - Items 1 through 7**MOTION:** Mrs. Tunncliffe**SECOND:** Mrs. Merklinger**VOTE:** 5-0 (RC)Yes
MerklingerYes
RothsteinYes
TunncliffeYes
Trigg-ScalesYes
Alper

C. FINANCE**a.) Special Services**

1. Recommend approval for out of district placements for the 2020-2021 school year. (Att. #5)
2. Recommend approval for the following service providers for related services for the 2020-2021 school year:

ID Number	Provider	Type of Service	Cost	Not to Exceed	Budgeted/ Unbudgeted
1206074	Communication Exchange	Speech Therapy	3 times/week \$140.00/hour	\$24,000.00	Budgeted
2706115	Infinite Therapy	BCBA	5 times/week from 6/29/20-7/31/2020 4 times/week from 8/3/2020-8/21/2020 1.5 hours each session \$165.00/hour	\$9,200.00	Budgeted
2506098	Creative Learning Studios, Inc.	Occupational Therapy	1 hour/week \$180.00/hour	\$8,500.00	Budgeted

3. Recommend approval for the following service provider for district Substitute Nursing for the 2019-2020 school year.

Provider	Type of Service	Rate	Not to Exceed
St. Monica Healthcare Agency, LLC West Orange, NJ	Substitute Nursing as needed in district schools	\$54.00 per hour RN \$47.00 per hour LPN	\$775.00

4. Recommend approval for the following tuition student(s) for the 2020-2021 school year:

Student #	School	Responsible District	Tuition Received
1401002	West Orange High School	Livingston	ESY Tuition: \$3,556.03 2020-2021 Tuition: \$27,829
501009	West Orange High School	Livingston	ESY Tuition: \$3,556.03 2020-2021 Tuition: \$27,829
1601008	West Orange High School	Irvington	ESY Tuition: \$3,556.03 2020-2021 Tuition: \$27,829 1:1 Aide: \$38,273.88
236124	West Orange High School	North Plainfield	ESY Tuition: \$3,556.03 2020-2021 Tuition: \$27,829 1:1 Aide: \$33,243.40

5. Recommend approval for the following providers for Specialist Evaluations for the 2020-2021 school year:

Provider	Cost	Type of Evaluation/Service	Not to Exceed	Budgeted
Dr. Mark Faber	\$550 per Evaluation	Psychiatric Evaluation/ Report	\$7,700.00	Budgeted
Dr. Ellen Platt Platt Psychiatric	\$650 per Evaluation \$125 Expedited Fee \$150 per hour Translator Fee	Psychiatric Evaluation/Report/Risk Assessment/Report	\$15,000.00	Budgeted
Dr. Marilyn Kubichek	\$600 per Evaluation	Neurological Evaluation/Report	\$15,000.00	Budgeted
Gringerbred Kids LLC Dr. Isabel Carotenuto	\$475 per Evaluation	Pediatric Neurodevelopmental Evaluation/Report	\$10,000.00	Budgeted

6. Recommend approval for the following service contract agreements for the 2020-2021 school year for Related Services to Nonpublic Schools IDEA grant funded:

Provider	Schools	Rate
Georganne Fitzpatrick Occupational Therapy Services	Golda Och Academy - Lower School Golda Och Academy - Upper School Seton Hall Preparatory School	\$140.00/hour
Aliza Feurstein PTatric Therapy, LLC Physical Therapy Services	Golda Och Academy - Lower School Golda Och Academy - Upper School Seton Hall Preparatory School	\$90.00/hour
Helen Korn Kornerstone Kids, LLC Occupational Therapy Services	Golda Och Academy - Lower School Golda Och Academy - Upper School Seton Hall Preparatory School	\$90.00/hour
Stacy Potkulski Next Step Pediatric Therapy Physical Therapy	Golda Och Academy - Lower School Golda Och Academy - Upper School Seton Hall Preparatory School	\$90.00/hour

b.) Business Office

1. Recommend approval of the 7/20/2020 Bills List:

Payroll/Benefits	\$ 1,926,761.46
Transportation	\$ 201,148.49
Tuition (Spec. Ed./Charter)	\$ 9,092.00
Instruction	\$ 534,511.89
Facilities/Security	\$ 474,803.78
Capital Outlay	\$ 6,231.50
Food Service	\$ 3,069.67
Support Svcs/Co-Curricular/Athletics/Misc.	\$ 429,932.53
	\$ 3,585,551.32

2. Recommend approval of contract with Raptor Technologies for the 2020-2021 school year in the amount of \$23,450 for the following:

- Emergency Management Software Access Fee \$15,600
 - Emergency Management Implementation one fee (\$350 x 13 per location) \$4,550
 - Onsite Emergency Management Training \$3,300
3. Recommend approval of contract renewal with Frontline Technologies Group LLC for the 2020-2021 school year for the following:
- Absence & Substitute Management, unlimited access, in the amount of \$36,118.52
 - Applicant Tracking, unlimited access, in the amount of \$5,727.09
 - Employee Evaluation Management, in the amount of \$32,187.20
4. Recommend acceptance of the following donation(s)/award(s):

Grantor	Recipient	Award
Stephanie Gaona Gallo	Redwood School	100 Washable Children's Cloth Masks valued at \$1,250

5. Recommend approval of resolution authorizing the West Orange Board of Education to participate in the Union County Cooperative Pricing Agreement. (Att. #6)

WHEREAS, N.J.S.A. 40A:11-1 et. seq. authorizes contracting units to enter into Cooperative Pricing Agreements; and

WHEREAS, the County of Union hereinafter referred to as "the Lead Agency" has offered voluntary participation in a Cooperative Pricing System for the purchase of work, materials and supplies; and

WHEREAS, the West Orange Board of Education, in the County Essex desires to participate in the Union County Cooperative Pricing Agreement.

NOW THEREFORE BE IT RESOLVED by the West Orange Board of Education of the Township of West Orange, in the County of Essex, State of New Jersey that it hereby authorizes the West Orange Board of Education to participate in the Union County Cooperative Pricing Agreement and to authorize the Board President to execute a Cooperative Pricing Agreement with the County of Union upon its approval; and

BE IT FURTHER RESOLVED, that the County of Union as Lead Agency is expected to comply with the provisions of the Local Public Contracts Law (N.J.S.A. 40A:11-1 et. seq. and all of the provisions of the revised statutes of the State of New Jersey).

6. Recommend approval of awarding of the following bids: (Att. #7)

Bid #	Description	Vendor	Award Description
20-05	WOHS Interior Painting	Balanikas Painting Long Branch, NJ	Total Cost: \$46,025 (base bid \$34,900 + alternate 1 \$11,125)
20-06	Retaining Wall Replacement - Hazel	Frank Galbraith & Son Scotch Plains, NJ	Total Cost: \$53,100 (base bid \$39,100 + alternate 1 \$14,000)

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

School	Textbook
Golda Och Academy-Lower School	\$13,257.00
Golda Och Academy-Upper School	\$14,967.00
Playhouse	\$ 367.00
Seton Hall Prep	\$58,891.00
Total:	\$87,482.00

8. Recommend approval of renewal of contract with EMS LINQ Inc for the 2020-2021 school year in the amount of \$51,963.00 for the following:
- SRC Registration Gateway Docuscan

Finance - Special Services Items 1 through 6; Business Office Items 1 through 8

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

Yes
Merklinger

Yes
Rothstein

Yes
Tunnickliffe

Yes
Trigg-Scales

Yes
Alper

D. REPORTS

1. Superintendent recommends to the Board of Education acceptance of the 2019-2020 Annual HIB Report.

Reports

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

Yes
Merklinger

Yes
Rothstein

Yes
Tunnickliffe

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 5:30 p.m. on July 30, 2020 at West Orange High School.

XIII. ADJOURNMENT at 12:04 a.m.

Respectfully submitted,

John Calavano, Board Secretary