

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting February 22, 2021
6:34 P.M. Public Session
Virtual
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.

Board Goals
<ul style="list-style-type: none"> → The Board of Education, in concert with the Administration, will review and evaluate district expenditures across all budget lines beginning in December, 2020 and will identify opportunities for efficiencies and financial savings in the budget preparation for the 2021-2022 school year. → The Board of Education will increase parent and community engagement by conducting two Town Hall meetings, one in the fall to identify the community's priorities for the 2021-22 budget preparation and one in the spring to gain input in the setting of the Board's goals for the 2021-2022 school year. → The Board of Education will assess the district's progress toward the goals of the 5-year strategic plan, and, including opportunities for input from the public, will review the plan's current relevancy and its implications on student achievement, policy, budget, community relations, and other areas of Board responsibility so as to enable the administration to develop action plans for implementation which align with the Board's review. → The Board of Education will complete the conversion of the Board's Policy Manual and accompanying By-Laws and Regulations to Strauss-Esmay and fully implement the ElanOnline search engine by June, 2021.

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, February 22, 2021 at 6:36 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 WOAA, WOE, Local 68.

"(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 #2806132

□ "(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 7:35 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF February 3 and 8, 2021 (Att. #1)

MOTION: <u>Mrs. Tunncliffe</u>	SECOND: <u>Mrs. Huerta</u>	VOTE: <u>5-0 (RC)</u>
<u>Yes</u> Huerta	<u>Yes</u> Merklinger	<u>Yes</u> Rothstein
		<u>Yes</u> Tunncliffe
		<u>Yes</u> Trigg-Scales

VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/ BOARD REPORTS

A. Budget Presentation - Ms. Flowers, Mrs. Flores, Dr. Cascone

IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

X. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS

A. PERSONNEL**1. 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	Account Code	Effective Dates
Emily Boyle	Washington	Grade 1 Leave Replacement	Karmel	BA	3	\$57,681 prorated	11.120.100.101.00.15.180	2/23/21 - 6/30/21
Tracy Clark	WOHS	Spanish Leave Replacement	Perez	MA	N/A	\$308 per diem	11.140.100.101.00.20.050	2/16/21 - 3/19/21
Melissa Rendon	Washington	Grade 5 Leave Replacement	Oakley	N/A	N/A	\$200 per diem	11.120.100.101.00.15.180	2/23/21 - 3/18/21
Danaayaal Salaam	WOHS	English	Lian	BA+30	10	\$63,843 prorated	11.140.100.101.00.34.050	4/26/21* <input type="checkbox"/> - 6/30/21
Gnanaseharan Selliah	.5 Gregory / .5 Hazel	ESL Leave Replacement	Casenta	MA	3	\$61,594 prorated	11.240.100.101.00.09.120 11.240.100.101.00.10.130	3/15/21 - 6/30/21

*pending Criminal History Record Check process or sooner as determined by the Superintendent

- 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	Account Code	Effective Dates
Robert Brandt	Kelly	Paraprofessional	Santangelo	BA	3	\$30,655 prorated	11.204.100.106.00.12.150	2/23/21* - 6/30/21
Mauricio Souza	WOHS	Paraprofessional	Pouy	BA	4	\$30,881 prorated	11.190.100.106.00.03.050	2/23/21 <input type="checkbox"/> - 6/30/21
Gladies Owens	Transportation	Bus Monitor Part-time	Jackson	N/A	N/A	\$20.72 per hour	11.000.270.107.00.70.000	2/23/21* - 6/23/21
Nicholas Munoz	Buildings & Grounds	Assistant Director	Hanley	N/A	N/A	\$85,000 prorated	11.000.262.110.00.61.000	3/1/21 - 6/30/21
Brian Smith	Transportation	Bus Monitor Part-time	Olaya	N/A	N/A	\$20.72 per hour	11.000.270.107.00.70.000	2/23/21 - 6/23/21

*pending Criminal History Record Check process pending successful completion of onboarding process

- c. Superintendent recommends approval to the Board of Education for adjustments for the following Board approved training level changes for WOECA certificated and non-certificated staff. (Att. #2)
- 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:

Name	Location	Position	Guide	Step	Salary	Account Code	Effective Dates
Lori Bollotta	WOHS	Special Education/Math Leave Replacement-Meleiro	MA	17	\$95.69 per diem	11.213.100.101.00.03.050	9/14/20 - 2/17/21 amended

Lauren Peacock	Roosevelt	Mathematics Vacancy-Marcus	MA	15	\$76.04 per diem	11.130.100.101.00.36.090	2/16/21 - 6/30/21
Julian Rodriguez	Roosevelt	Special Education Leave Replacement-Meleiro	BA	5	\$52.71 per diem	11.213.100.101.00.06.090	9/14/20 - 2/17/21 amended
Rebecca Rud	Roosevelt	Special Education Leave Replacement-Meleiro	MA+45	16	\$17,600.83 prorated	11.214.100.101.00.06.090	9/14/20 - 2/17/21 amended
Arielle Samra	WOHS	Special Education/Math Leave Replacement-Meleiro	BA	8	\$53.88 per diem	11.213.100.101.00.03.050	9/14/20 - 2/17/21 amended
John Tomazewski	WOHS	Special Education Vacancy-Marcus	MA+45	10	\$68.09 per diem	11.213.100.101.00.03.050	9/14/21- 2/12/21 amended

- e. Superintendent recommends approval to the Board of Education for the following negotiated co-curricular assignment(s). Stipends /Rate of Pay may be adjusted upon ratification of collective bargaining agreement: (Att. #3)
- f. Superintendent recommends approval to the Board of Education for the following additional assignment(s):

Name	Location	Position	Stipend	Account Code	Effective Dates
Amalia Morales	Washington	Academic Literacy Remote Learning for Second Language Parents Instructor	\$49.98 per hour* not to exceed 72 hours	20.231.200.100.00.81.180	2/23/21 - 6/23/21
Bree MacNett	WOHS	Curriculum Writing: US History I & II Special Education Strategies	\$39.78 per hour not to exceed 30 hours	11.000.221.104.00.00.000	2020-2021

*Funded by Title IA Parent Involvement

- g. Superintendent recommends approval to the Board of Education for the following mentor assignments to be funded by the provisional teacher:

Mentor	Provisional Teacher	Location	Stipend	Account Code	Effective Dates
Mark Lagatic	Emily Busby	.4 Gregory / .3 Mt. Pleasant / .3 Washington	\$330	11.120.100.101.00.25.120 11.120.100.101.00.25.140 11.120.100.101.00.25.180	2/1/21 - 6/30/21

- h. 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
Scot Campbell	Substitute	X					
Willam Clark	CE	X	X				
Ryan Coppola	Substitute	X	X				
Marvin Garcia	Standard	X	X				
Walter Howard	Substitute	X	X				
Francisco Lopez Ballesteros	Substitute	X	X				

Ellen Perkins	Substitute	X				
Thomas Zemon*	CE	X	X			

*pending Criminal History Record Check process

2. 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
Vincenza Amabile Medical	WOHS Italian	2/22/21* - 6/30/21	N/A	N/A	9/1/21
Brittany Karmel Personal	Washington Grade 1	N/A	N/A	2/23/21 - 6/30/21	9/1/21
Kimberly Mancarella Medical	WOHS Assistant Principal	3/8/21 - 4/30/21	N/A	N/A	5/3/21
Carlos Perez Medical	WOHS Spanish	2/16/21 - 3/19/21 amended	N/A	N/A	3/22/21 amended
Jennifer Tarullo Medical	Washington Grade 5	1/22/21* - 3/19/21 amended	N/A	N/A	3/22/21 amended

*start date of leave is contingent upon approval of a leave replacement

- 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
Lisa Okyle Medical	Kelly Paraprofessional	1/7/21 - 2/19/21 amended	N/A	N/A	2/22/21 amended
Sandra Stein Medical	WOHS Clerical Aide	9/1/20 - 10/19/20 a.m. only	10/19/20 p.m. only - 2/26/21 amended	N/A	3/1/21 amended

3. Superintendent recommends approval to the Board of Education for the following job description(s): (Att. #4)

Job Description	New	Revised From
Routing Specialist	X	

Personnel - Items 1a through 1h

MOTION: Mr. Rothstein

SECOND: Mrs. Huerta

VOTE: 5-0 (RC)

Yes
Huerta

Yes
Merklinger

Yes
Rothstein

Yes
Tunncliffe

Yes
Trigg-Scales

Personnel - Items 2a and b**MOTION:** Mrs. Tunncliffe**SECOND:** Mr. Rothstein**VOTE:** 5-0 (RC)Yes
HuertaYes
MerklingerYes
RothsteinYes
TunncliffeYes
Trigg-Scales**Personnel - Item 3****MOTION:** Mrs. Huerta**SECOND:** Mrs. Tunncliffe**VOTE:** 5-0 (RC)Yes
HuertaYes
MerklingerYes
RothsteinYes
TunncliffeYes
Trigg-Scales**B. CURRICULUM AND INSTRUCTION**

1. Recommend approval of Applications for School Business requests. (Att. #5)
2. Recommend approval for student teaching for the 2020-2021 school year (Att. #6)
3. Recommend approval of Academic Literacy & Remote Learning for Second Language Parents Program at Washington Elementary School between February 2021 - June 2021 in the amount of \$3,873.85 funded by Title IA.

Curriculum and Instruction - Items 1 through 3**MOTION:** Mrs. Tunncliffe**SECOND:** Mrs. Huerta**VOTE:** 5-0 (RC)Yes
HuertaYes
MerklingerYes
RothsteinYes
TunncliffeYes
Trigg-Scales**C. FINANCE****a.) Special Services**

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

School	Year	Certified Rate Less Adjustments	Tuition Paid	Tuition Adjustments
Bergen County Special Services	2019-2020	\$81,116.00	\$77,940.00	\$3,176.00
New Beginnings	2019-2020	\$164,168.56	\$153,856.88	\$10,311.68

2. Recommend approval for the following service providers for related services for the 2020-2021 school year:

Provider	Type of Service	Cost	Not to Exceed
Kid Clan Services, Inc.	Speech Therapy Kelly Elementary School (30 hours/week) 03/01/2021 to 06/23/2021	\$90.00 per hour (30 hours per week)	\$43,200.00

b.) Business Office

1. Recommend approval of the 2/22/2021 Bills List:

Payroll/Benefits	\$ 6,669,583.85
Transportation	\$ 110,043.11
Tuition (Spec. Ed./Charter)	\$ 917,243.46
Instruction	\$ 56,857.90
Facilities/Security	\$ 217,029.30
Grants	\$ 204,479.11
Food Service	\$ 123,875.25
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 131,634.01</u>
	<u>\$ 8,430,745.99</u>

2. Recommend approval of January 2021 transfers within the 2020-2021 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #7)

3. Secretary’s Report - Acceptance and Certification - January 2021

Recommend that the West Orange Board of Education accept the Board Secretary’s financial report for the month of January 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. #8)

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

Recommend that the West Orange Board of Education acknowledge and accept the Report of the Treasurer of School Monies for the month of January 2021, which report is in agreement with the Secretary’s Report. (Att. #9)

5. 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
Playhouse Nursery	Panic bar hardware with alarm device- Essex Locksmith	\$1,220.00

6. Recommend approval to void the following stale-dated checks from the indicated account:

School Account		
Check Number		Check Amount
53220	(1)	\$177.60
53289	(1)	\$177.60
53300	(1)	\$177.60

53488	(1)	\$177.60
53502	(1)	\$355.20
53507	(1)	\$177.60
53540	(2)	\$1,451.43
53607	(1)	\$500.00
53611	(1)	\$288.60
53612	(1)	\$460.65
53615	(1)	\$500.00
53883	(1)	\$177.60
53890	(1)	\$177.60
53910	(1)	\$177.60
55468	(3)	\$1,145.00

- (1) Aid in Lieu
- (2) Tuition Reimbursement
- (3) Student disenrolled from Charter School

7. Recommend acceptance of the following donation(s)/award(s):

Donor	Recipient	Donation
Blackbaud Giving Fund o/b/o NY Life and its donors	WOHS	\$100

- 8. Recommend approval of agreement between Titan School Solutions Inc. and the West Orange Board of Education for Online Meal Account Payments for a fixed rate parent/cardholder fee of \$2.60 per transaction for an initial term of 12 months.
- 9. Recommend approval of settlement agreement between the parents of Student #2806132 and the West Orange Board of Education as stipulated in closed session.

Finance - Special Services Items 1 and 2

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

<u>Yes</u> Huerta	<u>Yes</u> Merklinger	<u>Yes</u> Rothstein	<u>Yes</u> Tunncliffe	<u>Yes</u> Trigg-Scales
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Finance - Business Office - Items 1 through 8

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

<u>Yes</u> Huerta	<u>Yes</u> Merklinger	<u>Yes</u> Rothstein	<u>Yes</u> Tunncliffe	<u>Yes</u> Trigg-Scales
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Finance - Business Office - Item 9

MOTION: Mr. Rothstein

SECOND: Mrs. Merklinger

VOTE: 0-5 (RC)

No
Huerta

No
Merklinger

No
Rothstein

No
Tunncliffe

No
Trigg-Scales

D. MISCELLANEOUS

1. Resolution to approve the 2021-2022 District Calendar (Att. #10)
2. Resolution to approve the 2021-2022 calendar for the departments of Buildings & Grounds and Transportation. (Att. #11)
3. Resolution to approve the 2021-2022 calendar for the Central Office Administrative Personnel. (Att. #12)

Miscellaneous - Items 1 through 3

MOTION: Mrs. Tunncliffe

SECOND: Mr. Rothstein

VOTE: 5-0 (RC)

Yes
Huerta

Yes
Merklinger

Yes
Rothstein

Yes
Tunncliffe

Yes
Trigg-Scales

XI. PETITIONS AND HEARINGS OF CITIZENS

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

XIII. NEXT BOARD MEETING to be held at 6:30 p.m. on March 3, 2021 virtually.

XIV. ADJOURNMENT at 10:13 p.m.

MOTION: Mrs. Huerta

SECOND: Mr. Rothstein

VOTE: 5-0 (VV)

Respectfully submitted,

Tonya Flowers, Board Secretary