

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting August 17, 2020**  
**6:30 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 30, 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 two (2) 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 17, 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: Settlement Agreement re: Student #2606128

■ "(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: Kelly Elementary Principal Candidate.

□ "(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 7:37 P.M.**

**V. PLEDGE OF ALLEGIANCE**

**VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF July 20 and 30, 2020 (Att. #1)**

**MOTION:** Mrs. Tunncliffe

**SECOND:** Mrs. Merklinger

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

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunncliffe

Yes  
Trigg-Scales

Yes  
Alper

**VII. SUPERINTENDENT/ BOARD REPORTS**

- A. Essex County School Boards Unsung Hero Award Recipient 2019-2020
- B. SSDS Report
- C. Bilingual Family Resource Services
- D. School Reopening Plan Presentation

**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
Anne Engelhardt	Washington	Grade 3	Retirement 34 years	10/1/20
Marina Reznikov	St. Cloud	Music	Retirement 19 years	10/1/20

- 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
Mauricio de Souza	WOHS	Paraprofessional	Resignation	8/31/20

Pamela Robinson	Transportation	Bus Monitor Part-time	Resignation	9/4/20
-----------------	----------------	--------------------------	-------------	--------

## 2. Rescissions

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

Name	Location	Position	Effective Date
Derrick Eatman	Edison	Paraprofessional	7/30/20
Alec Smith OOD	WOHS	Marching Band: Color Guard Designer, Overall Effects & Drill Designer	7/29/20

## 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	Account Code	Effective Dates
Joel Castillo	Kelly	Principal	Pollara	N/A	N/A	\$130,000 prorated	11.000.240.103.00.12.150	11/1/20 - 6/30/21
Andrew Crozier	Mt. Pleasant	Resource Room Leave Replacement	Cerrigone	BA	3	\$57,681 prorated	11.213.100.101.00.11.140	9/1/20 - 1/22/21
Jenna Laszlo	Redwood	Kindergarten Long Term Substitute	Donohue	BA	N/A	\$288 per diem	11.110.100.101.00.13.160	9/1/20 - 11/20/20
Miji Lee	Kelly	Grade 2 Leave Replacement	Gray	BA	3	\$57,681 prorated	11.120.100.101.00.12.150	9/1/20 - 1/29/21
Stephanie Suriano	WOHS	Acting Assistant Principal	Mancarella	MA+45	N/A	\$1,500 per month for additional duties	11.000.240.103.00.03.050	8/18/20 - 10/16/20

- 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	Account Code	Effective Dates
Patricia Christiano	Roosevelt	Paraprofessional	New	MA	3	\$32,752	TBD	9/1/20 - 6/30/21
Madeline Machuca	Mt. Pleasant	Administrative Assistant	DeVivo	Column I	14	\$61,919 prorated	11.000.240.105.00.11.140	10/1/20 - 6/30/20
Samantha Palmer	WOHS	Paraprofessional	Rapp	BA	7	\$32,403	11.214.100.106.00.03.050	9/1/20 - 6/30/21
Richard Zarro	WOHS	Paraprofessional	Denerstein Redwood	BA	3	\$30,655	TBD	9/1/20 - 6/30/21

- c. Superintendent recommends approval to the Board of Education for the following certificated additional summer assignment(s):

Name	Location	Position	Stipend	Account Code	Effective Dates
Jodie Goldstein	Liberty	ESY Counseling Grades 6-12	\$49.98 per hour not to exceed 12 hours per week amended from 8 hours	11.000.219.104.00.92.000	7/27/20 - 7/30/20
Yelena Grushko	Liberty	ESY Counseling Grades 6-12	\$49.98 per hour not to exceed 12 hours per week amended from 8 hours	11.000.219.104.00.92.000	7/27/20 - 7/30/20
Pamela Halstead Stewart	Edison	School Counselor Summer Work	\$408 per diem not to exceed 15 days amended from 10 days	11.000.218.104.00.91.070	7/1/20 - 8/31/20
Jeffrey Lafoon	Edison	School Counselor Summer Work	\$408 per diem not to exceed 15 days amended from 10 days	11.000.218.104.00.91.070	7/1/20 - 8/31/20
Nancy Mullin	WOHS	Summer Work for Perkins and PreApprenticeship Grants	\$500 per diem not to exceed 13 days*	20.362.200.100.00.03.050 20.361.200.103.00.86.000	7/1/20 - 8/31/20
Dawn Ribeiro	WOHS	Supervisor of Special Services Summer Work	\$500 per day not to exceed 8 days amended from 5 days	11.000.221.102.00.00.000	8/11/20 - 8/25/20

\*8 days to be funded by PreApprenticeship Grant/5 days to be funded by Perkins Grant - amended

- d. Superintendent recommends approval to the Board of Education for the following non-certificated staff additional summer assignment(s):

Name	Location	Position	Stipend/ Rate of Pay	Account Code	Effective Dates
Catherine Lee	Hazel	Administrative Assistant Summer Work	\$212.76 per diem not to exceed 5 days	11.000.240.105.00.10.130	7/1/20 - 8/24/20
Megan Malia	Kelly	Administrative Assistant Summer Work	\$190.13 per diem not to exceed 5 days	11.000.240.105.00.12.150	7/1/20 - 8/24/20
Dayna Martinez	Redwood	Administrative Assistant Summer Work	\$190.13 per diem not to exceed 5 days	11.000.240.105.00.13.160	7/1/20 - 8/24/20
Ellen Nelson	Washington	Administrative Assistant Summer Work	\$278.68 per diem not to exceed 5 days	11.000.240.105.00.15.180	7/1/20 - 8/24/20

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

Name	Location	Position	Stipend	Account Code	Effective Dates
Scott Tomlin	WOHS	Marching Band: Color Guard Designer, Overall Effects & Drill Designer	\$3,060	11.401.100.100.00.03.050	2020-2021

- f. 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
Patience Allotey	Substitute					X	
Mandar Dave	CE	X					
Diane Gray	Standard	X	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
Erika DeVos Family	Edison Special Education / Mathematics	N/A amended	9/1/20 - 11/20/20 amended	11/23/20 - 1/1/21 amended	1/4/21
Megan Kiczek Family	WOHS ELA	10/7/20 - 12/23/20	N/A	1/4/21 - 5/14/21	5/17/21
Kimberly Mancarella Medical	WOHS Assistant Principal	8/18/20 - 10/16/20	N/A	N/A	10/19/20
Hope Stewart Medical	WOHS Science	N/A	N/A	9/1/20 - 6/30/21	9/1/21
William Urbanski Medical	WOHS Physical Education, Health, Driver's Education	9/1/20 - 9/29/20	N/A	N/A	9/30/20

- 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 - 9/2/20 amended	N/A	N/A	9/3/20 amended

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

1. Recommend approval for student teaching for the 2020-2021 school year. (Att. #2)
2. Recommend approval between Rutgers University Behavioral Health Care "RBHC" and West Orange School District for the provision of Bilingual Family Resource services for the 2020-2021 school year in the amount of \$50,000 funded through ESSER. (Att. #3)
3. Recommend approval of The Ready NJ Reading, Writing & Math Program to be utilized as an intervention for Title I \ BSI students for the 2020-2021 school year in the amount of \$28,000 funded by the CARES Act (ESSER) Grant Funds. (Att. #4)
4. Superintendent recommends the approval of the West Orange Public Schools Restart and Recovery Plan and the submission of that Plan to the Executive County Superintendent's Office. (Att. #5)

**Curriculum and Instruction - Items 1 through 3**

**MOTION:** Mrs. Tunncliffe

**SECOND:** Mrs. Merklinger

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

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunncliffe

Yes  
Trigg-Scales

Yes  
Alper

**Curriculum and Instruction - Item 4**

**MOTION:** Mrs. Tunncliffe

**SECOND:** Mrs. Merklinger

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

No  
Merklinger

Yes  
Rothstein

Yes  
Tunncliffe

Yes  
Trigg-Scales

Yes  
Alper

**C. FINANCE**

**a.) Special Services**

1. Recommend approval for the following out of district placements for the 2020-2021 school year. (Att. #6)
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
2706115	Infinite Therapy Solutions	BCBA	8/24/20-9/4/20 \$165/hour Not to exceed 20 hours	\$3,300.00	Budgeted

3. Recommend approval for the following providers to provide services to students in the West Orange Public Schools for the 2020-2021 school year.

Provider	Type of Service / Cost	Not to Exceed	Budgeted
Delta-T Group Woodbridge, NJ	Applied Behavior Analysis Instruction \$35.00/ hour  BCBA Supervision / Consultation / Parent Training \$90.00/hour	\$85,000	Budgeted
Kid Clan Services, Inc.	Bilingual Educational - \$450.00 per Evaluation and Report Bilingual Psychological - \$450.00 per Evaluation and Report Bilingual Speech - \$375.00 per Evaluation and Report Bilingual Occupational - \$325.00 per Evaluation and Report Monolingual Occupational - \$275.00 per Evaluation and Report	\$15,000	Budgeted

**b.) Business Office**

1. Recommend approval of the 8/17/2020 Bills List:

Payroll/Benefits	\$ 4,418,366.01
Transportation	\$ 694,038.04

Tuition (Spec. Ed./Charter)	\$ 571,294.33
Instruction	\$ 194,369.76
Facilities/Security	\$ 995,736.16
Capital Outlay	\$ 171,449.80
Grants	\$ 265,989.57
Food Service	\$ 130,868.87
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 492,771.15</u>
	\$ 7,934,883.69

2. Recommend approval of June 2020 transfers within the 2019-2020 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #7)

3. Secretary's Report - Acceptance and Certification - June 2020

Recommend that the West Orange Board of Education accept the Board Secretary's financial report for the month of June 2020, 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 - June 2020

Recommend that the West Orange Board of Education acknowledge and accept the Report of the Treasurer of School Monies for the month of June 2020, which report is in agreement with the Secretary's Report. (Att. #9)

5. Recommend approval of Waiver Request for the use of the alternative method of compliance, in accordance with N.J.A.C. 6A:26-6.2(h)4ii and iii, by providing toilet rooms adjacent to or outside the classroom in lieu of individual toilet rooms in each classroom, for the 2020-2021 school year, as per the attached. (Att. #10)
6. Recommend approval of Initial/Renewal Application for Temporary Instructional Space for the 2020-2021 school year as per the attached. (Att. #11)
7. Recommend approval of Settlement Agreement between the parents of Student #2606128 and the West Orange Board of Education.
8. Recommend approval of submission of the Preliminary CARES Act Elementary and Secondary Emergency Relief (ESSER) Fund Digital Divide Discretionary Grant Application in the amount of \$357,000 to bridge the digital divide in the form of purchasing student digital devices in order to support our 1:1 Chromebook Program and provide every West Orange student with a Chromebook.
9. Recommend approval of Union County Coop (UCCP) Bid Vendors for the 2020-2021 school year. (Att. #12)
10. Recommend approval of 2020-2021 vendors that exceed the bid threshold of \$44,000. (Att. #13)



