

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting December 21, 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  
Olivia Ridley and Andree Celestin, Student Liaisons**

**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 November 24, 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, December 21, 2020 at 6:32 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 the WOOA and 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:

□ "(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: \_\_\_\_\_.

□ "(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 7:33 P.M.**

**V. PLEDGE OF ALLEGIANCE**

**VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF December 7 and 15, 2020 (Att. #1)**

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

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

**VII. STUDENT LIAISON REPORT**

**VIII. SUPERINTENDENT/ BOARD REPORTS**

- A. 2020-2021 Governor's Educator of the Year Recognition Program
- B. Fall in Review/Recognitions
- C. Recognition of Outgoing Board Member - Ken Alper

**RECOMMEND APPROVAL OF THE FOLLOWING RESOLUTION:**

**Presented to Ken Alper by the West Orange Board of Education, Essex County**

WHEREAS, Ken Alper has served the citizens of his community for 3 years as a member of the Board of Education, and as the Board’s President for 2 of those years; and

WHEREAS, Ken Alper’s service to the West Orange Board of Education includes his leadership and participation in a wide range of committees and associations including, but not limited to, Negotiations and Essex County School Boards Association; and

RESOLVED, That the West Orange Board of Education expresses its deep appreciation to Ken Alper for his exemplary service to the children of West Orange Township and the State of New Jersey; and be it further

RESOLVED, That a copy of this resolution be sent to the Essex County School Boards Association.

**MOTION:** Mrs. Merklinger**SECOND:** Mrs. Trigg-Scales**VOTE:** 5-0 (RC)Yes  
MerklingerYes  
RothsteinYes  
TunncliffeYes  
Trigg-ScalesYes  
Alper**IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS****X. BOARD SELF-EVALUATION - CHARLENE PETERSON, NEW JERSEY SCHOOL BOARDS ASSOCIATION****XI. 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
Michael Lawrence	Liberty	Math Interventionist	Retirement 17 years	1/1/21

- 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
Nicole Torrisi	St. Cloud	Clerical Aide	Resignation reassignment	1/1/21

**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	Account Code	Effective Dates
Rebecca DeFrance	Kelly	Speech Language Specialist	Dyer	MA	3	\$61,594 prorated	11.000.216.100.00.12.150	1/4/21* - 6/30/21
Teresa Gotanco	.8 Mt. Pleasant / .1 Gregory / .1 Redwood	Music	Zimmerman	BA	3	\$57,681 prorated	11.120.100.101.00.25.140 11.120.100.101.00.25.160	1/4/21** - 6/30/21
Jeannie Kivlon	Hazel	Kindergarten Leave Replacement	Dluoik	BA	3	\$57,681 prorated	11.110.100.101.00.10.130	1/4/21 - 6/30/21
Laura Kraft	Gregory	.6 Basic Skills .4 Instructional Coach <input type="checkbox"/> amended	N/A	MA	5	\$62,472 prorated	11.230.100.101.00.09.120 20.270.100.101.00.76.120	12/22/20 - 6/30/21
Jenna Laszlo	St. Cloud	Kindergarten	Munoz	BA	3	\$57,681 prorated	11.110.100.101.00.14.170	1/4/21 - 6/30/21

\*pending Criminal History Record Check process

\*\*pending completion of 50-Hour Pre-Professional Experience

 Funded by Title IIA

- 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
Ashley Morris	Redwood	Paraprofessional	Weinstein	BA	3	\$30,655 prorated	11.213.100.106.00.13.160	12/22/20 - 6/30/21
Nicole Torrisi	Central Office	Administrative Assistant	McCormick	Column IV	2	\$49,365 prorated includes BA stipend of \$1,212	11.000.262.105.00.62.000	1/4/21 - 6/30/21

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

Name	Location	Position	Guide	Step	Salary/ Rate of Pay	Account Code	Effective Dates
Erika DeVos	Edison	Resource Room-Math Jackson-Leave Replacement	MA+15	10	\$62.20 per diem	11-130-100-101-00-36-070	1/4/21 - 5/7/21
Christina Ferinde	Edison	Resource Room-Math Jackson-Leave Replacement	MA+30	8	\$68.09 per diem	11-204-100-101-00-04-070	1/4/21 - 5/7/21
Spyridon Mantzas	Edison	Resource Room-Math Jackson-Leave Replacement	BA+15	4	\$52.93 per diem	11-213-100-101-00-04-070	1/4/21 - 5/7/21
Janet Wiggins	Edison	Resource Room-Math Jackson-Leave Replacement	MA+45	17	\$106.24 per diem	11-230-100-101-00-04-070	1/4/21 - 5/7/21
Elena Bley	Liberty	Math Interventionist Lawrence-Vacancy	MA+45	11	\$69.31 per diem	11-213-100-101-00-05-135	1/4/21 - 6/23/21

- d.** Superintendent recommends approval to the Board of Education for the following negotiated WOHS Winter Sports Coaching assignment(s). Stipends / Rates of Pay may be adjusted upon ratification of collective bargaining agreement: (Att. #2)
- e.** Superintendent recommends approval to the Board of Education for the following negotiated co-curricular assignment(s). Stipends / Rates of Pay may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Position	Stipend	Account Code	Effective Dates
Jaclyn Headlam	WOHS	Black Student Union amended	\$732	11.401.100.100.00.03.050	2020-2021
Jason-Lamont Jackson	WOHS	Black Student Union amended	\$732	11.401.100.100.00.03.050	2020-2021

- f.** Superintendent recommends approval to the Board of Education for the following additional assignment(s). Stipends / Rates of Pay 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
Teresa Gotanco	CE	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
Jane Horwitz Personal	Liberty Social Studies	1/19/21* - 3/2/21	N/A	N/A	3/3/21
Charlotte Isaac Family	Roosevelt STEM	5/21/21 - 6/30/21	9/1/21 - 11/19/21	N/A	11/22/21
Michael Lawrence Medical	Liberty Math Integration Specialist	12/4/20 - 12/31/20	N/A	N/A	N/A

\*start date of leave is contingent upon when a leave replacement is approved

- 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
Noel Duverge Personal	Transportation Bus Driver Part-time	1/8/21 - 1/22/21	12/23/20 - 1/7/21	N/A	1/25/21
Joseph Ferville Medical	Roosevelt Custodian Night Shift	11/5/20 - 12/4/20	12/7/20 - 12/31/20	N/A	1/4/21
Janis Lewis FFCRA	Central Office District Floater Nurse	11/12/20 - 11/13/20 (EPSLA) 11/30/20 - 12/9/20 (EPSLA) 12/10/20 - 12/23/20	N/A	N/A	1/4/21
Gail McCullough Medical	Transportation Administrative Assistant	7/1/20 - 1/6/21 amended	N/A	N/A	1/7/21 amended
Sandra Stein Medical	WOHS Clerical Aide	9/1/20 - 10/19/20 a.m. only	10/19/20 p.m. only - 1/18/21 amended	N/A	1/19/21 amended

4. Recommend approval of the employment contract for Kristin Gogerty, Executive Director of Special Services, from December 22, 2020 through June 30, 2021. (Att. #4)

#### **Personnel - Items 1 through 4**

**MOTION:** Mrs. Merklinger

**SECOND:** Mr. Rothstein

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

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunncliffe

Yes  
Trigg-Scales

Yes  
Alper

#### **B. CURRICULUM AND INSTRUCTION**

1. Recommend approval of Applications for School Business requests. (Att. #5)

**Curriculum and Instruction - Item 1**

**MOTION:** Mr. Rothstein

**SECOND:** Mrs. Tunnickliffe

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

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunnickliffe

Yes  
Trigg-Scales

Yes  
Alper

**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
The Calais School	2013-2014	\$147,242.00	\$144,324.45	\$2,917.55

2. Recommend approval for the following providers to deliver services for the 2020-2021 school year:

Provider	Type of Service/Cost	Not to Exceed	Budgeted/ Unbudgeted
Infinite Therapy Solutions 623 Eagle Rock Avenue, Suite 4 West Orange, NJ 07052	Behavioral Intervention Services \$65.00 per hour	\$85,000	Budgeted
Jewish Vocational Services	Vocational Assessments/Reports \$900.00 per Assessment	\$9,000	Budgeted
JTF Vision Rehabilitation Specialist LLC	Orientation & Mobility Services \$125.00 per hour	\$6,000	Budgeted

**b.) Business Office**

1. Recommend approval of the 12/21/2020 Bills List:

Payroll/Benefits	\$ 8,390,025.75
Transportation	\$ 7,158.53
Tuition (Spec. Ed./Charter)	\$ 773,395.54
Instruction	\$ 72,678.75
Facilities/Security	\$ 119,978.46
Capital Outlay	\$ 264,644.08
Grants	\$ 233,984.15
Food Service	\$ 123,024.63
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 136,246.58</u>
	\$10,121,136.47

2. Recommend approval and acceptance of the Special Olympics New Jersey 2020-2021 Play Unified Grant in the amount of \$3,000.

3. Recommend approval of submission of the Alyssa’s Law Compliance - School Security Grant Application for Project Period FY 2021 in the amount of \$375,295 and acceptance of the grant award upon subsequent approval of the FY2021 School Security Grant Application.
4. Recommend acceptance of the following donations/awards:

Donor	Recipient	Donation
John Fry	Roosevelt School	\$450 for the purchase of multicultural books
Blackbaud Giving Fund o/b/o NY Life and its donors	WOHS	\$480
Aerojet Rocketdyne Foundation	Gregory School	\$1,500 for the Maker Station Project

5. Recommend approval of agreement with Hanover Research Council LLC, Arlington, VA, to provide research services, for the period ending 6/30/2021, in the amount of \$27,665. (Att. #6)
6. Recommend approval of contract with Frontline Technologies Group LLC for the 2020-2021 school year for the following: (Att. #7)
  - Frontline Central, unlimited access, in the amount of \$14,097.60 (prorated).
7. Recommend approval of IT Asset Removal Agreement with Sycamore for the removal and data destruction of retired/obsolete IT equipment and to compensate at the District total amount of \$24,273.00 (Att.#8)
8. Recommend approval of submission of the amended CARES Act Education Stabilization Fund Elementary and Secondary School Emergency Relief Fund (ESSER Fund) Grant Application for Fiscal Year 2020 to include additional allocated ESSER Funding in the amount of \$179,825 for a total of \$929,735 and acceptance of the grant award of these funds upon subsequent approval of the Fiscal Year 2020 Amended ESSER Application.

**Finance - Special Services Items 1 and 2; Business Office Items 1 through 8**

**MOTION:** Mrs. Tunncliffe

**SECOND:** Mr. Rothstein

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

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunncliffe

Yes  
Trigg-Scales

Yes  
Alper

**XII. PETITIONS AND HEARINGS OF CITIZENS**

**XIII. REPORT FROM THE BOARD PRESIDENT AND/OR BOARD MEMBERS**

**XIV. NEXT BOARD MEETING to be held at 7:30 p.m. on January 7, 2021 virtually.**

**XV. ADJOURNMENT at 10:21 p.m.**



**Respectfully submitted,**

**John Calavano, Board Secretary**