

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting February 24, 2020**  
**7:38 P.M. Public Session**  
**West Orange High School**  
**51 Conforti Avenue**

**Minutes**

**I. ROLL CALL OF THE MEMBERS**

**Present: President Alper, Mrs. Trigg-Scales, Mrs. Merklinger, Mr. Rothstein, Mrs. Tunnickliffe  
Darlene Folas, Student Liaison**

**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, 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. PLEDGE OF ALLEGIANCE**

**IV. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF February 10, 2020 (Att. #1)**

**MOTION:** Mrs. Merklinger

**SECOND:** Mrs. Trigg-Scales

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

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunnickliffe

Yes  
Trigg-Scales

Yes  
Alper

**V. STUDENT LIAISON REPORT**

**VI. SUPERINTENDENT/ BOARD REPORTS**

- A. Recognition of Students and Staff**
  - a. WOHS Bowling Team
  - b. Donation Presentation Morgan Family
  - c. St. Cloud Students Avery & Marlee John
  - d. WOHS Students Kai McCall, Olivia Ridley, Mariana Simpson
- B. HIB Report**
- C. Committee Reports**

The following committees provided updates to the Board: Public Relations, Policy, Negotiations, Legislative and Essex County School Boards Association.

## VII. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

## VIII. DISCUSSIONS AND RECOMMENDATIONS

### A. PERSONNEL

#### 1. Resignations / Retirements / Terminations

- a. Superintendent recommends approval to the Board of Education for the following certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Suzanne Forgione	Washington	Basic Skills	Retirement 24 years	7/1/20
Mirlene Nazaire	Special Services	School Psychologist	Resignation	4/14/20

- 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
Karen DeVivo	Mt. Pleasant	Administrative Assistant	Retirement 23 years	10/1/20
Beverly Garcia	Kelly	Clerical Aide	Resignation	2/28/20

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

Employee #	Effective Date
#8546	3/13/20

#### 2. 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
Mark Peterson	Kelly	Grade 3 Extended Assignment Substitute	Imperial	N/A	N/A	\$180 per diem	2/10/20 - 2/28/20
Dana Gallo	.5 Kelly / .5 WOHS	Music Extended Assignment Substitute	Zimmer	N/A	N/A	\$200 per diem	3/23/20 - 5/1/20
Susan Vecchio	BMELC	.5 PreSchool Disabled	New	BA	12	\$31,633 prorated	2/25/20 - 6/30/20
Lisa Cito	WOHS	Social Studies Leave Replacement	Valentino	BA	3	\$57,681 prorated	3/2/20 - 6/30/20

Andrew Crozier	Redwood	Special Education Grade 5 Leave Replacement	Chmielewski	BA	3	\$57,681 prorated	3/2/20 - 6/30/20
----------------	---------	---	-------------	----	---	----------------------	------------------

- b. Superintendent recommends approval to the Board of Education for the following non-certificated staff appointment(s):

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Kwamane Jackson	Gregory	Custodian Night-shift	Fernandez	Custodian	1	\$37,380* prorated includes \$580 shift differential	3/2/20 - 6/30/20
Towanna Rimpson	Washington	Paraprofessional Part-time, A.M.	New	BA	13	\$30.94 per hour not to exceed 17.5 hours per week	2/25/20 - 6/22/20

\*pending contract negotiations

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

Name	Location	Position / Coverage	Guide	Step	Salary	Effective Dates
Maheen Ahmad	Edison	English Language Arts Watford	MA	7	\$59.78 per diem	1/2/20 - 4/3/20 amended
Jennifer Blume	Edison	English Language Arts Watford	MA	17	\$99.64 per diem	1/2/20 - 4/3/20 amended
Amy McEntee	Edison	English Language Arts Watford	MA+45	17	\$108.78 per diem	1/2/20 - 4/3/20 amended
Kimberly Buckley	WOHS	Special Education Science Brennan	MA+30	13	\$70.51 per diem plus lab coverage as assigned	2/19/20
Shannon Core	WOHS	Special Education Science Brennan	MA+45	17	\$101.29 per diem plus lab coverage as assigned	2/19/20
Karen Green	WOHS	Special Education Science Brennan	MA+45	9	\$67.76 per diem plus lab coverage as assigned	2/19/20
Krista Romanyszyn	WOHS	Special Education Science Brennan	BA+15	17	\$89.41 per diem plus lab coverage as assigned	2/19/20

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

Name	Location	Guide	Step	Base	Stipend	Longevity	Effective Dates
Kristin Gogerty	Central Office	Director	N/A	\$141,143	N/A	\$6,524.17	9/1/17 - 6/30/18
Wayne Oakley	Washington	BA+30	12	\$65,923	N/A	\$5,502	2/1/19 - 1/31/20

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

Name	Location	Position	Stipend	Effective Dates
Zachary Coppola	WOHS	Softball: Volunteer	N/A	2019-2020
Alyssa Kuglin	WOHS	Softball: Volunteer	N/A	2019-2020
Kevin Lynch OOD	WOHS	Spring Musical Pit Musician	\$60 per rehearsal not to exceed 5 rehearsals \$125 per performance not to exceed 4 performances	3/16/20 - 3/29/20

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

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Sharon Ortiz	WOHS	Teacher to chaperone for evening event	\$122.40 per event not to exceed 1 event	3/25/20

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

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Amanda Best	WOHS	Paraprofessional to chaperone for evening event	\$122.40 per event not to exceed 2 events	3/5/20, 3/25/20
Sindy Hamilton District Substitute	Liberty	Nurse to chaperone overnight class trip	\$250 per day/night not to exceed 2 days / 1 night	6/11/20 - 6/12/20
Joe Spina	WOHS	Special Education Teacher to provide student support for after school activities	\$23.46 per hour not to exceed 123.75 hours	3/9/20 - 5/25/20
Kim Williams	WOHS	Paraprofessional to chaperone for evening event	\$122.40 per event not to exceed 1 event	3/5/20

- i. Superintendent recommends approval to the Board of Education of the following non-certificated staff professional development stipend(s):

Name	Location	Position	Professional Development Program	Stipend	Effective Date
Melissa Cruz	WOHS	Administrative Assistant	NAEOP Professional Development Program: Option II	\$2,532 prorated	1/15/20

- j. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2019-2020:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Rogger Alvarez Torres	N/A	X					X
Markeese Falconer	Substitute	X	X				
Caitlin Flores	N/A						X
Dana Gallo	CEAS	X	X				

Tuli Roy-Kirwan	Substitute	X	X				
Thomas Rubinetti	Standard	X	X				
Anita Tejwani	CEAS	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
Patricia Brennan Medical	WOHS Science/Special Education	2/3/20 - 2/19/20 p.m. only amended	N/A	N/A	2/20/20 amended
Valentina Gabriele Family	Kelly Grade 1	5/4/20 - 6/30/20	N/A	9/1/20 - 1/1/21	1/4/21
Michael Lawrence Medical	Liberty Resource Room	2/3/20 - 2/20/20 amended	N/A	N/A	TBD
Margarita Rud Medical	Liberty Special Services	9/3/19 - 2/19/20 amended	N/A	N/A	2/20/20
Sylvia Watford Medical	Edison English Language Arts	12/5/19 - 4/3/20 amended	N/A	N/A	4/13/20 amended

- 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
Mary Mondalto Medical	Kelly Paraprofessional	12/11/19 - 3/19/20 a.m. only amended	3/19/20 p.m. only - 4/30/20 amended	N/A	5/1/20
Kirk Roberts Medical	WOHS Multimedia Coordinator	1/19/20 - 2/10/20 amended	N/A	NA	2/11/20 amended
Sandra Stein Medical	WOHS Clerical Aide	2/10/20 - 5/1/20	N/A	N/A	5/4/20

### 4. Transfers / Reassignments

- a. Superintendent recommends approval to the Board of Education for the following transfer(s)/reassignment(s) non-certificated staff:

Name	From	Position	To	Position	Effective Date
Courtney Louissaint	BMELC	Paraprofessional Part-time	BMELC	Paraprofessional Full-time MA, Step 9 , \$35,601 prorated	3/2/20 - 6/30/20

**Personnel - Items 1 through 4****MOTION:** Mrs. Tunncliffe**SECOND:** Mrs. Merklinger**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. #3)
2. Superintendent recommends approval for field trip destination(s) for the 2019-2020 school year:

Destination	City	State
Freedom High School	Bethlehem	PA

**Curriculum and Instruction - Item 1, Terry Trigg-Scales****MOTION:** Mrs. Trigg-Scales**SECOND:** Mrs. Merklinger**VOTE:** 4-0-1 (RC)Yes  
MerklingerYes  
RothsteinYes  
TunncliffeAbstain  
Trigg-ScalesYes  
Alper**Curriculum and Instruction - Item 1, Ken Alper****MOTION:** Mrs. Trigg-Scales**SECOND:** Mrs. Merklinger**VOTE:** 4-0-1 (RC)Yes  
MerklingerYes  
RothsteinYes  
TunncliffeYes  
Trigg-ScalesAbstain  
Alper**Curriculum and Instruction - Items 1 and 2, with the exception of the above****MOTION:** Mrs. Trigg-Scales**SECOND:** Mrs. Merklinger**VOTE:** 5-0 (RC)Yes  
MerklingerYes  
RothsteinYes  
TunncliffeYes  
Trigg-ScalesYes  
Alper**C. FINANCE****a.) Special Services**

1. Recommend approval for the following out of district placements for the 2019-2020 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
2706056	Allegro School	Tuition: \$42,400.00 80 days @ \$530.00 1:1 Aide: \$12,000.00 80 days @ \$150.00	Unbudgeted
236118	Crossroads Academy	Tuition: \$33,440.00 80 days @ \$418.00	Budgeted

1806071	Honor Ridge Academy	Tuition: \$36,256.00 88 days @ \$412.00 *Amended rate to reflect the removal of a paraprofessional	Budgeted
1407061	Shepard School	Tuition: \$26,072.79 83 days @ \$314.13	Unbudgeted
1507108	Shepard School	Tuition: \$26,701.05 85 days @ \$314.13	Unbudgeted

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

School	Year	Certified Rate Less Adjustment	Tuition Paid	Tuition Adjustment
Bergen County Special Services	2018-2019	\$80,860.00	\$76,860.00	\$4,000
Bergen County Special Services	2018-2019	\$64,660.00	\$60,660.00	\$4,000
Horizon High School *Adjustment for Personal Aide	2018-2019	\$131,900.00	\$113,400.00	\$18,500.00
Horizon High School *Adjustment for Tuition	2018-2019	\$238,127.00	\$237,875.00	\$252.00
Horizon School *Adjustment for Personal Aide	2018-2019	\$97,979.00	\$73,500.00	\$24,479.00
Horizon School *Adjustment for Tuition	2018-2019	\$255,464.00	\$241,308.00	\$14,156.00

**b.) Business Office**

1. Recommend approval of the 2/24/2020 Bills List:

Payroll/Benefits	\$ 6,851,168.64
Transportation	\$ 408,516.58
Tuition (Spec. Ed./Charter)	\$ 809,467.10
Instruction	\$ 175,648.82
Facilities/Security	\$ 101,601.90
Grants	\$ 262,342.17
Food Service	\$ 402,044.81
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 96,386.96</u>
	\$ 9,107,176.98

2. Recommend approval of January 2020 transfers within the 2019-2020 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #4)

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

Recommend that the West Orange Board of Education accept the Board Secretary's financial report for the month of January 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. #5)

4. Report of the Treasurer of School Monies - January 2020

Recommend that the West Orange Board of Education acknowledge and accept the Report of the Treasurer of School Monies for the month of January 2020, which report is in agreement with the Secretary's Report. (Att. #6)

5. Recommend approval of proposed Nonpublic School Security Aid Program expenditures funded through the Office of State Aid Entitlements and Payments to Nonpublic Schools (not local funds).

School	Description	Amount
Golda Och Upper School	• 175 LFT Chain Link Fencing	\$4,375.00
Golda Och Lower School	• 25 LFT Chain Link Fencing	\$1,200.00
Seton Hall Prep	• Extra Duty Solutions WOPD	\$10,000.00

6. Recommend approval of contract with the County of Essex, Essex County Codey Arena, for the WOHS 2020 Commencement Event on June 23, 2020 in the amount of \$6,000. (Att. #7)

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

Grantor	Recipient	Award
Sustainable Jersey for Schools and NJEA	Roosevelt Middle School	\$2,000

8. Recommend approval to void the following checks from the indicated account:

School Account	
Check Number	Check Amount
48183	\$500.00
48395	\$1,000.00

**Finance - Special Services Items 1 and 2; Business Office Items 1 through 8****MOTION:** Mrs. Tunncliffe**SECOND:** Mr. Rothstein**VOTE:** 5-0 (RC)Yes  
MerklingerYes  
RothsteinYes  
TunncliffeYes  
Trigg-ScalesYes  
Alper**D. REPORTS**

1. Superintendent recommends the Board of Education accept the HIB Report ending February 24, 2020.

2. **Harassment, Intimidation and Bullying**

“Whereas, pursuant to Board Policy and the requirements of N.J.S.A. 18A:37-17(b)(6)(c), at its meeting on February 10, 2020, the Superintendent reported HIB Incident Number(s) 028 to the Board; and

Whereas, on February 13, 2020 the parents and/or guardians of the students who are parties to the investigation received information about the investigation pursuant to N.J.S.A. 18A:37-17(b)(6)(d); and

Now, therefore, be it Resolved that the Board affirms the decision of the Superintendent concerning HIB Incident Number(s) 028 for the 2019-2020 school year for the reasons conveyed to the Board.”

**Reports - Items 1 and 2****MOTION:** Mrs. Trigg-Scales**SECOND:** Mrs. Tunncliffe**VOTE:** 5-0 (RC)Yes  
MerklingerYes  
RothsteinYes  
TunncliffeYes  
Trigg-ScalesYes  
Alper**IX. PETITIONS AND HEARINGS OF CITIZENS****X. REPORT FROM THE BOARD PRESIDENT AND/OR BOARD MEMBERS****XI. NEXT BOARD MEETING to be held at 7:30 p.m. on March 9, 2020 at Roosevelt Middle School.****XII. WEST ORANGE BOARD OF EDUCATION RESOLUTION AUTHORIZING EXECUTIVE SESSION at 8:47 p.m.**

**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 24, 2020, 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 discussed is between the Board and WOAA and a matter concerning the terms and conditions of 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 are Employee Numbers #8546 and #8520.

☐ "(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 thirty (30) 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.

**MOTION:** Mrs. Trigg-Scales

**SECOND:** Mrs. Merklinger

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

**XIII. ADJOURNMENT at 9:22 p.m.**

**Respectfully submitted,**

**John Calavano, Board Secretary**