

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting April 6, 2020
5:30 P.M. Public Session
Virtual
Minutes

I. ROLL CALL OF THE MEMBERS AND PLEDGE OF ALLEGIANCE

Present: President Alper, Mrs. Trigg-Scales, Mrs. Merklinger, Mr. Rothstein, Mrs. Tunnickliffe

Absent: 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 March 19 and April 4, 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. CONSIDERATION OF THE PUBLIC MEETING MINUTES OF March 19, 2020 (Att. #1)

MOTION: Mrs. Merklinger

SECOND: Mrs. Tunnickliffe

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunnickliffe

Yes
Trigg-Scales

Yes
Alper

IV. SUPERINTENDENT/ BOARD REPORTS**V. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS****VI. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS****A. PERSONNEL****1. Rescissions**

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

Name	Location	Position	Effective Date
Mini Thapar	Kelly	Paraprofessional is rescinding previously approved Personal Leave	3/12/20

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
Jenna Heaslip	WOHS	Art Extended Assignment Substitute	Morante	N/A	N/A	\$200 per diem	5/12/20 - 6/22/20
Jeannie Kivlon	Kelly	Grade 1 Long Term Substitute	Gabriele	BA	N/A	\$288 per diem	5/1/20 - 6/22/20
Miriam Negasi	Special Services	School Psychologist	Nazaire	MA+45	3	\$71,785 prorated amended	5/11/20 - 6/30/20
Danielle Heller	Mt. Pleasant	Special Education Leave Replacement	Cerrigone	MA	3	\$61,594 prorated	3/23/20 - 6/30/20
Anne Shaffer	Liberty	Special Education Leave Replacement	Rud	BA	3	\$57,681 prorated	1/30/20 - 5/22/20 amended

- 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
Courtney Cottle	BMELC	Paraprofessional	New	BA	3	\$30,655 prorated	3/20/20 - 6/30/30

- 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
Catherine Connors	WOHS	Science / Green	MA+30	7	\$65.23 per diem	3/16/20 - 4/24/20
Jodi Costanza	WOHS	Science / Green	MA	10	\$58.42 per diem	3/16/20 - 4/24/20
Brad Mitchell	WOHS	Science / Green	MA+45	17	\$106.24 per diem	3/16/20 - 4/24/20
Paul Tavarone	WOHS	Science / Green	MA+45	17	\$107.66 per diem	3/16/20 - 4/24/20
Peter Tourian	WOHS	Science / Green	MA	17	\$90.73 per diem	3/16/20 - 4/24/20

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

Mentor	Provisional Teacher	Location	Stipend	Effective Dates
Maryann Solimo	Anne Shaffer	Liberty	\$110 amended	1/30/20 - 3/13/20 amended

- e. 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
------	----------	----------	-----------------------	-----------------

Rosalie Dudkiewicz	WOHS	Nurse to assist student during Commencement exercises	\$55 per hour not to exceed 4 hours	6/23/20
--------------------	------	---	--	---------

- f. Superintendent recommends approval to the Board of Education for the following certificated staff members to serve in the role of E-Platform Technology Help Desk Support personnel, at the rate indicated, effective March 23, 2020 through a date yet to be determined: (Att. #2)
- g. Superintendent recommends retroactive approval to the Board of Education for the following certificated staff members to be compensated as E-Schooling Platform Developers, at the rate indicated, effective March 14, 2020 through March 23, 2020: (Att. #3)
- h. Superintendent recommends approval to the Board of Education for the following additional assignments for non-certified staff:

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Joanne Duncan	WOHS	Administrative Assistant assigned to additional duties Megaro	\$26.06 per hour not to exceed 6 hours per week	2/7/20 - 3/24/20 amended
Gina Kubu	WOHS	Administrative Assistant assigned to additional duties Megaro	\$30.35 per hour not to exceed 4 hours per week	2/7/20 - 3/24/20 amended

- i. Superintendent recommends approval to the Board of Education for adjustments for the following Board approved salaries for non-certificated staff:

Name	Location	Guide	Step	Base	Stipend	Longevity	Effective Dates
Barbara Solomon	Kelly	BA	8	\$32,720 amended	N/A	N/A	9/1/19 - 6/30/20

- j. Superintendent recommends approval to the Board of Education for the following Summer School Counselor assignments, at the negotiated rate indicated, effective June 24, 2020 through August 31, 2020: (Att. #4)

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
Saira Azad Family	WOHS ESL	9/10/20 - 9/25/20	9/29/20 - 12/11/20	N/A	12/14/20
Melanie Chmielewski Family	Redwood Resource Room	3/2/20 - 3/24/20 amended	3/25/20 - 6/30/20 amended	N/A	9/1/20
Karen Deas Medical	Special Services Supervisor, PK-5	3/12/20 - 6/30/20	N/A	N/A	9/1/20
Jennifer Imperial Medical	Kelly Grade 3	11/18/19 - 2/28/20	3/2/20 - 3/20/20 amended	N/A	3/23/20 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
Annamarie Megaro Medical	WOHS Administrative Assistant	2/7/20 - 3/24/20 amended	N/A	N/A	3/25/20 amended
Mary Mondalto Medical	Kelly Paraprofessional	12/11/19 - 3/30/20 a.m. only amended	3/30/20 p.m. only - 4/30/20 amended	N/A	5/1/20

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

Employee #	Leave Dates	Type of Leave	Anticipated Return Date
#8570	3/11/20 - 3/23/20	Administrative Unpaid	3/24/20

Personnel - Item 2.a., Appointment of Jeannie Kivlon

MOTION: Mrs. Trigg-Scales

SECOND: Mr. Rothstein

VOTE: 4-0-1 (RC)

Abstain
Merklinger

Yes
Rothstein

Yes
Tunncliffe

Yes
Trigg-Scales

Yes
Alper

Personnel - Items 1 through 3, with the exception of the above

MOTION: Mrs. Trigg-Scales

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 for student teaching for the 2020-2021 school year (Att. #5)

Curriculum and Instruction

MOTION: Mrs. Merklinger

SECOND: Mr. Rothstein

VOTE: 5-0 (RC)

Yes
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 2019-2020 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1507108	Shepard School	Tuition: \$16,648.89 53 days@\$314.13/day	Unbudgeted

b.) Business Office**1. Recommend approval of the 4/6/2020 Bills List:**

Payroll/Benefits	\$ 7,390,867.43
Transportation	\$ 37,143.05
Tuition (Spec. Ed./Charter)	\$ 208,697.98
Instruction	\$ 536.20
Facilities/Security	\$ 261,526.94
Capital Outlay	\$ 4,480.00
Grants	\$ 138,832.24
Food Service	\$ 754.20
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 67,690.27</u>
	\$ 8,110,528.31

2. Recommend approval of awarding of the following bid, to be funded from the 2019 COPS Office School Violence Prevention Program (SVVP): (Att. #6)

Bid #	Description	Vendor	Award Description
19-17	Interior Door Replacement: Redwood, St. Cloud and Mt. Pleasant Elementary Schools	Jersey Architectural Door & Supply Atlantic City, NJ	\$144,217 \$55,919 - Add Alternative (Mt. Pleasant School) not awarded at this time due to limited funding.

- 3. Recommend approval of settlement agreement of Worker's Compensation claim in the case of former employee #7514 in an amount up to \$17,500, under Section 20.**
- 4. Recommend approval of EI Associates, Cedar Knolls, NJ Proposal for Professional Architectural and Engineering Services with respect to Boiler Chimney Reconstruction at Kelly Elementary School in an amount not to exceed \$12,000.**
- 5. Recommend approval contract with Cenergistic, LLC, Dallas, TX, in accordance with the Purchasing Coop at the Educational Services Commission of New Jersey (ESCNJ 18/19-06), for Energy Conservation Services, with a proposed savings of \$1,014,400 over a 5-year contract, at no cost or risk to the District.**
- 6. 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
Golda Och Upper School	Security upgrades- Witness Security Solutions LLC	\$28,600.64
Golda Och Lower School	Security upgrades- Witness Security Solutions LLC	\$28,759.80

7. Recommend approval of the following resolution:

Opposing Delay in Transmission of Quarterly Property Tax Revenue to School Districts

WHEREAS, Assembly Bill 3902, currently pending in the State Legislature, would authorize the Department of Community Affairs to permit municipalities to delay the quarterly transmission of property tax revenues to school districts during gubernatorial-declared emergencies; and

WHEREAS, New Jersey's public schools are highly dependent on property tax revenue to support education programs; and

WHEREAS, on average, local property taxes constitute close to 60% of public school revenue, with the percentage even greater in a significant number of districts; and

WHEREAS, a delay in payments from municipalities would result in a financial crisis for school districts, seriously disrupting the educational process—and bringing it to a halt; and

WHEREAS, although public school buildings are closed during the current health emergency, the education of our students is taking place through remote learning and home instruction; and

WHEREAS, continued timely transmission of school property taxes is critical for the education process to continue without interruption; and

WHEREAS, even though municipalities are designated as the authorities to collect property taxes, these taxes are levied for specific purposes—e.g., municipal, school, county, fire district—and these obligations must continue to be met; and

WHEREAS, as currently written, A-3902, which is intended to ease a financial burden on municipalities, would place a severe strain on school districts and the students and families that they serve; and

WHEREAS, the West Orange Board of Education recognizes the impact of the current public health emergency on the state and local governments, as well as local school districts, but believes this legislation would worsen the situation for our communities.

NOW, THEREFORE, BE IT RESOLVED that the West Orange Board of Education urges the State Senate and the Governor to oppose A-3902; and be it further

RESOLVED, that this resolution be delivered to Governor Phil Murphy, State Senate President Stephen M. Sweeney, Assembly Speaker Craig Coughlin; and the West Orange Legislative District's representatives in the state Senate and General Assembly; and be it further

RESOLVED, that copies of this resolution be sent to the New Jersey School Boards Association.

Finance - Special Services Item 1; Business Office Items 1 through 6**MOTION:** Mrs. Trigg-Scales**SECOND:** Mrs. Merklinger**VOTE:** 5-0 (RC)Yes
MerklingerYes
RothsteinYes
TunncliffeYes
Trigg-ScalesYes
Alper**Finance - Business Office Item 7****MOTION:** Mrs. Trigg-Scales**SECOND:** Mrs. Merklinger**VOTE:** 5-0 (RC)Yes
MerklingerYes
RothsteinYes
TunncliffeYes
Trigg-ScalesYes
Alper**VII. PETITIONS AND HEARINGS OF CITIZENS****VIII. REPORT FROM THE BOARD PRESIDENT AND/OR BOARD MEMBERS****IX. NEXT BOARD MEETING to be held April 20, 2020 at 5:30 p.m. virtual platform.****X. WEST ORANGE BOARD OF EDUCATION RESOLUTION AUTHORIZING EXECUTIVE SESSION at 6:24 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 eleven (11) 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, April 6, 2020 immediately following the Open Session, 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 WOEa.

□ "(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 #4103, #4159, #4730, #5004, #5195, #7636, #7855, #8356, #8487, #8570.

□ "(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 one hundred ten (110) 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)

XI. ADJOURNMENT at 8:41 p.m.

Respectfully submitted,

John Calavano, Board Secretary