

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting January 27, 2020
6:35 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. Tunncliffe
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. WEST ORANGE BOARD OF EDUCATION RESOLUTION AUTHORIZING EXECUTIVE SESSION at 6:37 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 seven (7) 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, January 27, 2020 at 6:37 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:

- "(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 #4435, #8535, #7855, #8529, and Former Employee Numbers #5064, #5021 and #7661.

- "(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 December 16, 2019 and January 6, 2020 (Att. #1)

MOTION: Mrs. Trigg-Scales

SECOND: Mrs. Merklinger

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunncliffe

Yes
Trigg-Scales

Yes
Alper

VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/ BOARD / COMMITTEE REPORTS

A. Student and Staff Recognition

- a. *WOHS Locker Slam*: Victoria Bratsos, Amiya Franklin, Sesen Tewedle, Senay Dani, Bri'an Kelly Jackson, Kyle Dorcelly, Gabrielle Rodas, Daniel Moise, Brianna Dannemiller, Leslie Pineda
- b. *Claire Flanagan Award*: Kristy Lopez, Art Teacher

B. Diversity Equity and Access Update

C. HIB Report

D. 2018-2019 Audit Presentation - Sheryl Nicolosi, Lerch, Vinci & Higgins, LLP

E. School Board Recognition Month

F. Committee Reports

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

Recommend approval of the following resolution commending the efforts of the Members of the Board of Education during School Board Recognition Month and to urge the public to support efforts to improve education:

WHEREAS, The New Jersey School Boards Association has declared January 2020 to be School Board Recognition Month, a time when all residents can acknowledge the contributions made by our local school

board members; and

WHEREAS, The West Orange Board of Education is one of 580 local school boards in New Jersey, which sets policies and oversees operations for public school districts; and

WHEREAS, The West Orange Board of Education embraces the goal of high-quality education for all New Jersey public school students; and

WHEREAS, New Jersey's local school boards help determine the educational goals for approximately 1.4 million children in pre-kindergarten through 12th grade; and

WHEREAS, New Jersey's 5,000 local school board members, who receive no remuneration for their services, act as advocates for public school students as they work with administrators, teachers and parents for the betterment of public education; and

WHEREAS, School boards strive to provide the resources necessary to meet the needs of all students, including those with special needs; and

WHEREAS, Boards of education provide accountability to the public; they communicate the needs of the school district to the public; and they convey to school administrators the public's expectations for the schools; and

WHEREAS, New Jersey can take pride in its schools, which rank among the nation's best in key achievement indicators such as the National Assessment of Educational Progress scores, and the preparation for college through advanced placement offerings and SAT assessments; Now, therefore, be it

RESOLVED, That the West Orange Board of Education, does hereby recognize the services of local school board members throughout New Jersey as we join communities statewide in observing January 2020 as SCHOOL BOARD RECOGNITION MONTH; and be it further

RESOLVED, That the West Orange Board of Education urges all New Jersey citizens to work with their local boards of education and public school staff toward the advancement of our children's education.

MOTION: Mrs. Trigg-Scales

SECOND: Mrs. Merklinger

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunnicliffe

Yes
Trigg-Scales

Yes
Alper

IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

X. FIRST READING OF THE FOLLOWING BOARD POLICIES:

5331 Management of Life-Threatening Allergies in Schools (Att. #2)

9130 Public Complaints And Grievances (Att. #3)

MOTION: Mrs. Tunnicliffe

SECOND: Mrs. Trigg-Scales

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunnicliffe

Yes
Trigg-Scales

Yes
Alper

XI. REPORTS, 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
Jean Tirrito	Gregory	BSI	Retirement 25 Years	7/1/20
Susan Wright	WOHS	Learning Disabilities Teacher-Consultant	Retirement 21 years	7/1/20
Joanne Pollara	Kelly	Principal	Retirement 33 years	7/1/20
Margarita Rud	Liberty	Special Education	Retirement Pending Disability Retirement 19 years	7/1/20
Cheryl Dabroski	Gregory	Conflict Resolution Advisor	Resignation	9/3/19 amended

- 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
Stephen Ferrara	Washington	Paraprofessional	Resignation	3/12/20

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

Employee #	Effective Date
#4435	1/27/2020
#8535	12/31/2019
#8529	02/02/2020

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
Angela Capuana	Mt. Pleasant	ESL Extended Assignment Substitute	Marconi	N/A	N/A	\$200 per diem	1/13/20 - 2/14/20
Kristen Landosca	Gregory	Grade 3	Lilburn	BA	4	\$58,105 prorated	2/18/20 - 6/30/20* amended
Patricia Polizzano	Gregory	Grade 3 Extended Assignment Substitute	Lilburn	N/A	N/A	\$180 per diem	1/6/20 - 1/24/20
Katherine Westerlund	WOHS	Music Leave Replacement	Lagatic, E	BA	3	\$57,681 prorated	9/23/19 - 2/14/20 amended

Katherine Westerlund	.6 Gregory / .4 Mt. Pleasant	Music Long Term Substitute	Lagatic, M	BA	N/A	\$288 per diem	2/18/20 - 5/15/20
Jessica Reid	Gregory	Special Education Grade 4 Leave Replacement	Sopranzetti	BA	3	\$57,681 prorated	1/2/20 - 6/30/20
Joseph Santucci	Redwood	Special Education	New	MA+15	7	\$67,649 prorated	1/31/20 - 6/30/20 amended
Anne Shaffer	Liberty	Special Education Leave Replacement	Rud	BA	3	\$57,681 prorated	1/30/20 - 6/30/20
Leana Sudit	.5 Liberty / .5 Roosevelt	Student Assistance Counselor Leave Replacement	Brotzman	MA	3	\$61,594 prorated	1/11/20 - 2/12/20 amended

*or sooner upon release by current employer

- 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
David Molina	Edison	Custodian Night-shift	Hidalgo	Custodian	1	\$37,380 prorated includes a shift differential of \$580	1/28/20 - 6/30/20
Chantay Parker	BMELC	Lunch Aide	Liendo	N/A	N/A	\$18.96 per hour not to exceed 2.5 hours per day	1/28/20 - 6/19/20
Brune Petrus	Redwood	Lunch Aide	Grasso	N/A	N/A	\$18.96 per hour not to exceed 2.5 hours per day	1/28/20 - 6/19/20 amended

- c. Superintendent recommends approval to the Board of Education for a previously approved employee's salary to be moved from Local Funded to Grant Funded for the 2019-2020 school year as indicated below:

Name	Location	Grant	Total Salary	Portion Funded by Grant
Patricia Hack	Gregory	Title IIA	\$87,331 prorated	\$87,331 prorated

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

Name	Location	Position / Coverage	Guide	Step	Salary	Effective Dates
Ara Berberian	WOHS	Social Studies Sweeney	MA+45	17	\$109.09 per diem	12/16/19 - 1/31/20 amended
Anthony Edelstein	WOHS	Social Studies Sweeney	MA+45	13	\$71.85 per diem	12/16/19 - 1/31/20 amended
Christopher Evans	WOHS	Social Studies Sweeney	MA+30	17	\$106.27 per diem	12/16/19 - 1/31/20 amended

Timothy Miskimon	WOHS	Social Studies Sweeney	MA+30	17	\$106.27 per diem	12/16/19 - 1/31/20 amended
Douglas Nevins	WOHS	Social Studies Sweeney	BA+30	17	\$90.07 per diem	12/16/19 - 1/31/20 amended

- e. Superintendent recommends approval to the Board of Education for the following staff to serve as Professional Development instructors on February 10, 2020 at the contractual rate indicated:

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Meara Franowicz Roosevelt	WOHS	<i>Break-out: Digital and Hands-on Immersive Learning Experiences</i>	\$74.46 per hour not to exceed 3 hours	2/10/20
Julie Matz	WOHS	<i>Break-out: Digital and Hands-on Immersive Learning Experiences</i>	\$74.46 per hour not to exceed 3 hours	2/10/20
Beverly Tindal	WOHS	<i>Break-out: Digital and Hands-on Immersive Learning Experiences</i>	\$74.46 per hour not to exceed 3 hours	2/10/20
Hillary Rubenstein Roosevelt	WOHS	<i>Integrating Project-based Learning</i>	\$74.46 per hour not to exceed 3 hours	2/10/20
Leslie Diglio Redwood	Liberty	<i>Aligning Our Assessments to Curriculum</i>	\$74.46 per hour not to exceed 4 hours	2/10/20
Wendi Giuliano Washington	Liberty	<i>Aligning Our Assessments to Curriculum</i>	\$74.46 per hour not to exceed 4 hours	2/10/20
Patricia Hack Gregory	Liberty	<i>Aligning Our Assessments to Curriculum</i>	\$74.46 per hour not to exceed 4 hours	2/10/20
Shari Ritter Mt. Pleasant	Liberty	<i>Aligning Our Assessments to Curriculum</i>	\$74.46 per hour not to exceed 4 hours	2/10/20
Stephanie Ross Kelly	Liberty	<i>Aligning Our Assessments to Curriculum</i>	\$74.46 per hour not to exceed 4 hours	2/10/20
Jennifer Sissman Hazel	Liberty	<i>Aligning Our Assessments to Curriculum</i>	\$74.46 per hour not to exceed 4 hours	2/10/20
Elsa Battista Gregory	WOHS	<i>World Language Communicative Strategies</i>	\$74.46 per hour not to exceed 3 hours	2/10/20

- f. Superintendent recommends approval to the Board of Education for the following negotiated co-curricular staff assignments at the approved contractual rates:

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Ryan Krewer Liberty	WOHS	Spring Musical Pit Musician Trumpet	\$60 per rehearsal not to exceed 5 \$125 per performance not to exceed 4	3/16/20 - 3/29/20
Katherine Westerlund	.6 Gregory / .4 Mt Pleasant	Spring Musical Pit Musician Reed 3	\$60 per rehearsal not to exceed 5 \$125 per performance not to exceed 4	3/16/20 - 3/29/20

- g. Superintendent recommends approval to the Board of Education for the following Out-of-District individuals to serve as Pit Orchestra Musicians for the WOHS Spring Musical at the rates indicated:

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Scott Burzynski	WOHS	Keyboard 1	\$60 per rehearsal not to exceed 5 \$125 per performance not to exceed 4	3/16/20 - 3/29/20
Erik Donough	WOHS	Reed 1	\$60 per rehearsal not to exceed 5 \$125 per performance not to exceed 4	3/16/20 - 3/29/20
Daniel Giannone	WOHS	Drumset	\$60 per rehearsal not to exceed 5 \$125 per performance not to exceed 4	3/16/20 - 3/29/20
Ben Ruben	WOHS	Bass	\$60 per rehearsal not to exceed 5 \$125 per performance not to exceed 4	3/16/20 - 3/29/20

- 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 - 4/30/20
Gina Kubu	WOHS	Administrative Assistant assigned to additional duties Megaro	\$30.35 per hour not to exceed 4 hours per week	2/7/20 - 4/30/20
Kimberly Stecher	Central Office	Administrative Assistant assigned to additional duties as Benefits Specialist Phillips	\$25 per diem as needed	7/1/19 - 1/31/20 amended
Sara Cabral-Fogerty	Roosevelt	Paraprofessional to provide student support for afterschool activities	\$23.46 per hour not to exceed 146 hours	1/28/20 - 5/19/20
Jennifer Ferlauto Wasky	Roosevelt	Paraprofessional to provide student support for afterschool activities Substitute	\$23.46 per hour not to exceed 146 hours as assigned	1/28/20 - 5/19/20
Amal Kheir	Roosevelt	Paraprofessional to provide student support for afterschool activities	\$23.46 per hour not to exceed 4 hours	1/14/20, 5/7/20
Alyssa Kuglin	WOHS	Paraprofessional to provide student support for afterschool activities	\$23.46 per hour not to exceed 11 hours	1/27/20, 1/29/20, 1/30/20
Sarah Tarbell-Fitzgerald	Roosevelt	Paraprofessional to provide student support for afterschool activities	\$23.46 per hour not to exceed 4 hours	1/14/20, 5/7/20

- i. 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
Salwa Abdelhamid	Standard	X	X				
Roxana Abril	Substitute	X	X				

Abdoulie Conteh	N/A						X
Cherella Cox	Substitute	X	X				
Melissa Hinojosa	CEAS	X	X				
Melissa Israel	Substitute	X	X				
Jeannie Kivlon	CEAS	X	X				
Annelisse Leon	Substitute	X	X				
Gabrielle Loma	Substitute	X	X				
Donald Massey, Jr.	N/A						X
Rhonda Reeves	Substitute	X	X				
Mattison Touzeau	Substitute	X	X				
Richard Zarro, Jr.	Substitute	X	X				
Yu Zheng	Substitute	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
Alyson Abdallah Family	Special Services BCBA	3/23/20 - 5/7/20	5/8/20 - 6/30/20	N/A	9/1/20
Patricia Brennan Medical	WOHS Science	1/21/20 - 1/24/20	1/27/20 - 1/31/20	N/A	2/3/20
Shena Brown Medical	St. Cloud School Nurse	12/6/19 - 1/17/20	N/A	N/A	1/21/20
Nicole Cerrigone Family	Mt. Pleasant Resource	3/20/20 - 5/21/20	5/22/20 - 6/30/20 9/1/20 - 1/22/21	N/A	1/25/21
Jennifer Imperial Medical	Kelly Grade 3	11/18/19 - 1/31/20 amended	N/A	N/A	2/3/20 amended
Erin Lagatic Family	WOHS Music	9/23/19 - 11/11/19	N/A	11/12/19 - 2/14/20 amended	2/18/20 amended
Mark Lagatic Family	.6 Gregory / .4 Mt. Pleasant Music	N/A	2/18/20 - 5/15/20 amended	N/A	5/18/20 amended
Robbin Sweeney Medical	WOHS Social Studies	12/16/19 - 1/31/20 amended	N/A	N/A	2/3/20 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
Eileen Duggan Medical	Gregory Paraprofessional	3/9/20 - 4/20/20	N/A	N/A	4/21/20
Annamarie Megaro Medical	WOHS Administrative Assistant	2/7/20 - 2/13/20 a.m. only	2/13/20 p.m. only - 4/30/20	N/A	5/1/20

Mary Mondalto Medical	Kelly Paraprofessional	12/11/19 - 2/28/20 a.m. only	2/28/20 p.m. only - 4/30/20	N/A	5/1/20
Rachel Mondalto Medical	St. Cloud Paraprofessional	9/3/19 - 9/19/19	9/20/19 - 4/30/20 amended	N/A	5/1/20 amended
Kirk Roberts Medical	WOHS Multimedia Coordinator	1/19/20 - 2/28/20	N/A	NA	3/2/20
Derek Smith Administrative	Roosevelt Paraprofessional	11/21/19 - 1/7/20	N/A	N/A	1/8/20

4. Transfer(s):

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

Name	From	Position	To	Position	Effective Date
Lauren Kenny Voluntary	BMELC	PreSchool Disabled	Washington	PreSchool Disabled	1/2/20
Nicole Suriano-Postiglione Voluntary	Gregory	Grade 2 Special Education	BMELC	PreSchool Special Education	2/7/20

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

Name	From	Position	To	Position	Effective Date
Lisa Wnek Voluntary	WOHS	Administrative Assistant	Central Office	Administrative Assistant	1/2/20
Michael Facchiano Voluntary	Mt. Pleasant	Custodian Night-shift	Administration Building	Custodian Night-shift Mantilla, Jr.	1/28/20
Antonio Fernandez-Bastista Voluntary	Gregory	Custodian Night-shift	Gregory	Custodial Supervisor Cardone \$45,000 pending negotiations prorated	3/2/20 - 6/30/20
Mercedes Hidalgo Voluntary	Edison	Custodian Night-shift	WOHS	Custodian Night-shift Perez	1/28/20
Aracelio Mantilla, Jr. Voluntary	Administration Building	Custodian Night-shift	Mt. Pleasant	Custodian Night-shift Facchiano	1/28/20
Marissa Mayaan Voluntary	BMELC	Paraprofessional	Washington	Paraprofessional	1/2/20
Areeg Moustafa Voluntary	BMELC	Paraprofessional	Washington	Paraprofessional	1/2/20
Karen Weinstein Voluntary	BMELC	Paraprofessional	Washington	Paraprofessional	1/2/20

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

Job Description	New	Revised
Executive Director of Personnel and Special Projects	X	

Personnel - Item 2.h. Additional Assignment for Jennifer Ferlauto Wasky**MOTION:** Mrs. Trigg-Scales**SECOND:** Mrs. Tunncliffe**VOTE:** 4-0-1 (RC)Yes
MerklingerAbstain
RothsteinYes
TunncliffeYes
Trigg-ScalesYes
Alper**Personnel - Item 2.i. Appointment of Substitute Jeannie Kivlon****MOTION:** Mrs. Trigg-Scales**SECOND:** Mrs. Tunncliffe**VOTE:** 4-0-1 (RC)Abstain
MerklingerYes
RothsteinYes
TunncliffeYes
Trigg-ScalesYes
Alper**Personnel - Items 1 through 5, with the exception of the above****MOTION:** Mrs. Trigg-Scales**SECOND:** Mrs. Tunncliffe**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. #5)
2. Superintendent recommends approval for field trip destinations for the 2019-2020 school year:

Destination	City	State
Essex County Schools of Technology	Newark	NJ
Hornblower Cruises and Events	New York	NY
Two River Theater	Red Bank	NJ

3. Recommend approval for student teaching for the 2019-2020 school year (Att. #6)
4. Recommend approval of School Psychology Professional Diploma Program Practicum Agreements with Kean University Department of Advanced Studies in Psychology for the 2019-2020 school year.
5. Recommend approval of Center for Child Advocacy Bachelor's Program Practicum Agreement with Montclair University for the 2019-2020 school year.
6. Recommend approval contract with Frontline Technologies Group for Frontline Central Solution for Human Resources in the amount of \$8,588.38 and Frontline Implementation Professional Development Tool, My Learning Plan, in the amount of \$3,360.00 for the 2019-2020 school year.
7. Recommend approval of the updated Middle College Program Agreement between Fairleigh Dickinson University and West Orange High School for the 2019-2020 school year.

8. Recommend approval for WOHS Assistant Principal Lesley Chung to conduct a research study in partial fulfillment of her doctoral degree on the topic of *Educators' Levels of Stress and the Perception of Emergency Preparedness in Public Schools* with Caldwell University School of Education to be completed on or before June 15, 2020.

Curriculum and Instruction - Item 1, Cheryl Merklinger

MOTION: Mrs. Trigg-Scales

SECOND: Mr. Rothstein

VOTE: 4-0-1 (RC)

Abstain
Merklinger

Yes
Rothstein

Yes
Tunnicliffe

Yes
Trigg-Scales

Yes
Alper

Curriculum and Instruction - Item 1, Gary Rothstein

MOTION: Mrs. Trigg-Scales

SECOND: Mr. Rothstein

VOTE: 4-0-1 (RC)

Yes
Merklinger

Abstain
Rothstein

Yes
Tunnicliffe

Yes
Trigg-Scales

Yes
Alper

Curriculum and Instruction - Item 1, Jennifer Tunnicliffe

MOTION: Mrs. Trigg-Scales

SECOND: Mr. Rothstein

VOTE: 4-0-1 (RC)

Yes
Merklinger

Yes
Rothstein

Abstain
Tunnicliffe

Yes
Trigg-Scales

Yes
Alper

Curriculum and Instruction - Item 1, Terry Trigg-Scales

MOTION: Mrs. Trigg-Scales

SECOND: Mr. Rothstein

VOTE: 4-0-1 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunnicliffe

Abstain
Trigg-Scales

Yes
Alper

Curriculum and Instruction - Item 1, Ken Alper

MOTION: Mrs. Trigg-Scales

SECOND: Mr. Rothstein

VOTE: 4-0-1 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunnicliffe

Yes
Trigg-Scales

Abstain
Alper

Curriculum and Instruction - Items 1 through 8, with the exception of the above

MOTION: Mrs. Trigg-Scales

SECOND: Mr. Rothstein

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunnicliffe

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
1913011	Celebrate the Children	Tuition: \$46,346.70 114 days @ \$ 406.55/day 1:1 Aide: \$17,100.00 114 days @ \$ 150.00/day	Budgeted
1901078	Essex Valley School	Tuition: \$42,350.56 112 days @ \$378.13/day	Unbudgeted
1913036	P.G.Chambers School	Tuition: \$44,253.48 111 days @ \$398.68/day	Unbudgeted
1905084	Spectrum 360 Lower School	Tuition: \$42,619.08 113 days @ \$377.16/day 1:1 Aide: \$18,645.00 113 days @ \$165.00/day	Unbudgeted
2506146	Cranford Public School	Tuition: \$35,000.99 109 days @ \$321.11/day	Budgeted
1308109	YCS-Sawtelle	Tuition: \$36,202.68 108 days @ \$335.21 1:1 Aide: \$21,839.76 108 days @ \$202.22	Unbudgeted
1911033	Windsor Learning Center	Tuition: \$34,560.00 108 days @ \$320.00/day	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	Tuition Paid	Tuition Adjustment
Deron II School of New Jersey	2018-2019	\$119,208.00	\$114,383.00	\$4,825.00
Essex Valley	2018-2019	\$26,889.98	\$25,459.33	\$1,430.65
ECLC of New Jersey	2018-2019	\$171,488.60	\$168,971.40	\$2,517.20
Montgomery Academy	2018-2019	\$62,182.00	\$60,942.00	\$1,240.00

3. Recommend approval for the following service providers for related services for the 2019-2020 school year:

ID Number	Provider	Type of Service	Cost	Not to Exceed
1206074	Communication Exchange	Speech Therapy	3 times/week \$140.00/hour	\$21,000.00
1406078	Lake Drive Program Specialized Evaluation Services	Educational, Psychological and Speech and Language Evaluation (Hearing Impairment)	\$1,600.00	\$1,600.00

4. Recommend approval for the following service providers for related services for the 2019-2020 school year:

Provider	Type of Service	Cost	Not to Exceed
Infinite Therapy Solutions	Revision for Occupational Therapy services to be provided at Betty Maddalena Early Learning Center (previously approved for Mt. Pleasant Elementary School and Redwood Elementary School).	\$50.00 per 30 minutes session	\$30,000.00

5. Recommend approval for the following service provider for district substitute nursing for the 2019-2020 school year.

Provider	Type of Service	Rate	Not to Exceed
St. Monica Healthcare Agency	Substitute Nursing as needed in district schools	\$54.00 per hour RN \$47.00 per hour LPN	\$12,500 (previously approved for \$5,000)

b.) Business Office

1. Recommend approval of the 1/27/20 Bills List:

Payroll/Benefits	\$17,318,418.95
Transportation	\$ 478,356.21
Tuition (Spec. Ed./Charter)	\$ 1,073,052.78
Instruction	\$ 189,989.86
Facilities/Security	\$ 612,009.12
Capital Outlay	\$ 40,278.96
Grants	\$ 438,865.47
Food Service	\$ 279,651.19
Debt Service	\$ 15,000.00
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 372,936.96</u>
	\$20,818,559.50

2. Recommend approval of November and December 2019 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 - November and December 2019

Recommend that the West Orange Board of Education accept the Board Secretary's financial report for the months of November and December 2019, 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 - November and December 2019

Recommend that the West Orange Board of Education acknowledge and accept the Report of the Treasurer of School Monies for the months of November and December 2019, which report is in agreement with the Secretary's Report. (Att. #9)

5. Accept the financial audit and synopsis of the 2018-2019 school year as prepared by the firm Lerch, Vinci & Higgins, LLP. (Att. #10)
6. Recommend approval of an audit corrective action plan for the remediation of recommendations noted in the financial audit of the 2018-2019 school year. (Att. #11)
7. 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).

Non Public School	Description	Amount
Seton Hall Prep	School Check In Driver License Scanner	\$984.50

8. Recommend approval of proposed Non Public Technology Aid program expenditures funded through the Office of State Aid Entitlements and Payments to Non Public Schools (not local funds):

Non Public School	Description	Amount
Golda Och Upper School	9 Dell Notebooks 1 Chromebook Charging Cart	\$5,639.85 \$413.55

9. Recommend approval of License Agreement between The Township of West Orange, Bethany Evangelical Free Church and the West Orange Board of Education ending 12/31/2023, with renewal options, to provide an exit only from the church parking area and right turn only onto School Drive to turn onto Main Street. (Att. #12)
10. Recommend acceptance of the following donation(s)/award(s):

Donor	Recipient	Donation
Fran Mende Scholarship Fund	Washington School	\$1,000 for students to attend Summer Music School
WO Girls Soccer Booster Club	WO Girls Soccer Program	Uniforms valued at \$3,800: 25 jerseys 25 shorts 25 socks 2 goalkeeper jerseys

11. Recommend approval of Joint Transportation Agreement between River Edge School District and the West Orange Board of Education, for the period 9/1/2019-6/30/2020.
12. Recommend approval of four (4) settlement agreements of Worker's Compensation claims, in the matter of former employee #5064, in the total amount not to exceed \$133,956, as stipulated in closed session.

13. Recommend approval of settlement agreement of Worker's Compensation claim, in the matter of former employee #5021, in an amount not to exceed \$21,510, as stipulated in closed session.
14. Recommend approval of settlement agreement of Worker's Compensation claim, in the matter of former employee #7661, in an amount not to exceed \$11,830.50, as stipulated in closed session.
15. Recommend approval of awarding of the following bid for the 2019-2020 school year: (Att. #13)

Bid #	Description	Award	Amount
19-16	Environmental Services District-Wide	Omega Environmental Services, Inc. So. Hackensack, NJ	Year 1 (2/1/20-6/30/20) \$70/hour per environmental technician Year 2 Renewal Option (7/1/20-6/30/21) \$70/hour per environmental technician Year 3 Renewal Option (7/1/21-6/30/22) \$78/hour per environmental technician

16. Recommend approval of Agreement between the International Association of Machinists Corporation for Re-Employment and Safety Training (IAM CREST) and the West Orange Board of Education for storage of IAM CREST equipment, tools and materials used for the IAM CREST Youth Transitions Work Program (YTTW), in the amount of \$600 annually.

Finance - Business Office Item 1, Vendor #12502

MOTION: Mrs. Tunncliffe

SECOND: Mrs. Merklinger

VOTE: 4-0-1 (RC)

Yes
Merklinger

Abstain
Rothstein

Yes
Tunncliffe

Yes
Trigg-Scales

Yes
Alper

Finance - Business Office Item 1, Vendor #12320

MOTION: Mrs. Tunncliffe

SECOND: Mrs. Merklinger

VOTE: 4-0-1 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunncliffe

Abstain
Trigg-Scales

Yes
Alper

Finance - Special Services Items 1 through 5; Business Office Items 1 through 16, with the exception of the above

MOTION: Mrs. Tunncliffe

SECOND: Mrs. Merklinger

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunncliffe

Yes
Trigg-Scales

Yes
Alper

D. REPORTS

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending January 27, 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 December 16, 2019, the Superintendent reported HIB Incident Number(s) 016, 017, 018 to the Board; and

Whereas, on January 17, 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) 016, 017, 018 for the 2019-2020 school year for the reasons conveyed to the Board.”

Reports - Item 1

MOTION: Mrs. Merklinger

SECOND: Mr. Rothstein

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunnicliffe

Yes
Trigg-Scales

Yes
Alper

Reports - Item 2

MOTION: Mrs. Merklinger

SECOND: Mr. Rothstein

VOTE: 3-0-2 (RC)

Yes
Merklinger

Abstain
Rothstein

Abstain
Tunnicliffe

Yes
Trigg-Scales

Yes
Alper

E. MISCELLANEOUS

1. Resolution to approve the 2020-2021 District Calendar. (Att. #14)
2. Resolution to approve the Memorandum of Agreement between Education and Law Enforcement Officials for the 2019-2020 school year.

Miscellaneous - Items 1 and 2

MOTION: Mrs. Trigg-Scales

SECOND: Mrs. Merklinger

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunnicliffe

Yes
Trigg-Scales

Yes
Alper

XI. PETITIONS AND HEARINGS OF CITIZENS

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

XIII. NEXT BOARD MEETING to be held at 7:30 p.m. on February 10, 2020 at Liberty Middle School.

XIV. ADJOURNMENT at 9:38 p.m.

Respectfully submitted,

John Calavano, Board Secretary