

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting February 10, 2020
6:36 P.M. Public Session
Liberty Middle School Auditorium
One Kelly Drive

Minutes

I. ROLL CALL OF THE MEMBERS

**Present: President Alper, Mrs. Trigg-Scales, Mrs. Merklinger, Mr. Rothstein, Mrs. Tunncliffe
Darlene Folas, Student Liaison (arrived at 7:37 p.m.)**

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 6:38 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 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, February 10, 2020 at 6:30 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 is: Student #1309056.

■ "(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: Interim Personnel Director.

□ "(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 January 27, 2020 (Att. #1)

MOTION: Mrs. Tunncliffe

SECOND: Mrs. Trigg-Scales

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunncliffe

Yes
Trigg-Scales

Yes
Alper

VII. SUPERINTENDENT/ BOARD REPORTS

A. Student and Staff Recognition

- a. Denae Hill, WOHS Track & Field, Shot Put Colgate Women's Games Champion
- b. Coach Flecia Blake, Coach of the Year, 46th Annual Colgate Games
- c. Virtual Enterprise Team Zo: Emily Baker, Samantha Rhew, Giovanna Winning, Rheanna Daniel, Samantha Rhew, Ismail Taylor, Andrea Kendrick, Iwinosa Obasuyi, Jonathan Salazar, Herva Kana, Samara Charles, Amiri Wilson, Mya Coleman, Justin Vera, Adam Portilla, Schmidt Norelus, Anne Innocent

B. Amistad Commission Presentation: Mr. Michael Figueiredo, Dr. Keri Orange, Mr. Gregory Saul, Ms. Eveny de Mendez

C. HIB Report

VIII. STUDENT LIAISON REPORT

IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

X. SECOND READING OF THE FOLLOWING BOARD POLICY:

9130 Public Complaints And Grievances (Att. #2)

MOTION: Mrs. Trigg-Scales

SECOND: Mrs. Tunncliffe

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunncliffe

Yes
Trigg-Scales

Yes
Alper

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
Peter Tourian	WOHS	Lacrosse: Assistant Coach	Resignation	1/24/20

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
Kristina Estupinan	Mt. Pleasant	ESL	Marconi	MA amended	5	\$62,472 prorated amended	2/18/20 - 6/30/20
Dr. Gary McCartney	Central Office	Interim Director of Personnel	Palek	N/A	N/A	\$560 per diem	2/11/20 - 6/30/20
Katherine Westerlund	.6 Gregory / .4 Mt. Pleasant	Music Leave Replacement amended	Lagatic	BA	3	\$57,681 prorated	2/18/20 - 5/15/20
Brianna Grasso	Mt. Pleasant	School Nurse	Aldrich	BA	9	\$60,438 prorated	2/24/20 - 6/30-20*
Devin Alexander	Special Services	School Social Worker	Tuitt	MA	11	\$65,290 prorated	4/13/20 - 6/30/20*

*or 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
Juan Febrero	Edison	Custodian Mid-shift	Williams	Custodian	1	\$37,085* includes shift differential of \$285 prorated	2/11/20 - 6/30/20
Luis Morales	WOHS	Custodian Night-shift	Mack	Custodian	1	\$37,380* includes shift differential of \$580 prorated	2/11/20 - 6/30/20
Vera Silas	BMELC	Lunch Aide	New	N/A	N/A	\$18.96 per hour not to exceed 2.5 hours per diem	2/11/20 - 6/19/20
Christina Canonaco	WOHS	Paraprofessional	Escobar	BA	4	\$30,881 prorated	2/24/20 - 6/30/20

*pending contract negotiations

- c. 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
Teresa Harris	WOHS	Afterschool Library Media Center Program Substitute	\$35.70 per hour not to exceed 3 hours per week as assigned	2/11/20 - 6/30/20
Nicole Dalle-Molle	Kelly	Professional Development Instructor: <i>Crisis Prevention Intervention (CPI)</i> <i>Recertification</i> <i>& New Certification Training</i>	\$74.46 per hour not to exceed 13.5 hours	2/10/20, 2/26/20

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

Name	Location	Position	Stipend	Effective Dates
Cindy Newell	Kelly	Substitute to provide student assistance for afterschool activities	\$23.46 per hour not to exceed 14 hours as assigned	2/5/20 - 5/7/20
Dana Robinson	Kelly	Paraprofessional to provide student assistance for afterschool activities	\$23.46 per hour not to exceed 14 hours	2/5/20 - 5/7/20

- e. 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
Karla Camacho	Substitute	X					
Scot Campbell	Substitute	X	X				
Stephanie Cubero	Substitute	X	X				
Nigel Edwards	Standard	X	X				
Avril Grant	Substitute	X	X				
Victoria Huff	Substitute	X	X				
Robert Manley	Standard	X	X				
Malaika McClean-Jordan	Standard	X	X				
Kevin Reilly	Standard	X	X				
Benjamin Ruben-Schnirman	CE	X					
Eddy Tunis	Substitute	X	X				
Nnaemeka Ubozoh	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
Patricia Brennan Medical	WOHS Science/Special Education	N/A	2/3/20 - 2/28/20 p.m. only	N/A	3/2/20
Dianna Carpenito Family	Gregory Special Education	4/28/20 - 6/30/20	9/1/20 - 11/20/20	N/A	11/23/20
Jennifer Imperial Medical	Kelly Grade 3	11/18/19 - 2/28/20 amended	N/A	N/A	3/2/20 amended
Michael Lawrence Medical	Liberty Resource Room	N/A	2/3/20 - 2/14/20	N/A	2/18/20
Margarita Rud Medical	Liberty Special Services	9/3/19 - 2/19/20 a.m. only	2/19/20 p.m. only - 6/30/20	N/A	N/A

- 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 - 2/27/20 a.m. only amended	2/27/20 p.m. only - 4/30/20 amended	N/A	5/1/20

4. Superintendent recommends to the Board of Education the submission of the revised Comprehensive Equity Plan to replace the original Plan that was approved on August 26, 2019, for the years 2019-2020 through 2021-2022 and the Affirmative Action Team that participated in the development of the Needs Assessment and Comprehensive Equity Plan. (Att. #3)

Personnel - Items 1 through 4

MOTION: Mrs. Merklinger

SECOND: Mr. Rothstein

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunnicliffe

Yes
Trigg-Scales

Yes
Alper

B. CURRICULUM AND INSTRUCTION

1. Recommend approval of Applications for School Business requests. (Att. #4)
2. Recommend approval for student teaching for the 2019-2020 school year (Att. #5)
3. Recommend approval for the 2020 Summer Enrichment Program (Att. #6)

Curriculum and Instruction - Items 1 through 3

MOTION: Mr. Rothstein

SECOND: Mrs. Merklinger

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
1505005	Shepard School	Tuition:\$30,156.48 96 days @ \$314.13/day	Unbudgeted
1409021	Benway School	1:1 Aide: \$18,334.00 103 days @ \$178.00/day	Unbudgeted
1801085	Essex County Vocational	Tuition: \$4,137.70	Unbudgeted
1009077	Roselle Park Public Schools	Tuition: \$18,255.02	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
Celebrate the Children	2018-2019	\$490,681.00	\$487,230.00	\$3,451.00
Glenview Academy *Adjustment for Personal Aide	2018-2019	\$226,313.00	\$203,940.00	\$22,373.00
Glenview Academy *Adjustment for Tuition	2018-2019	\$380,636.50	\$363,064.70	\$17,571.80
Gramon School	2018-2019	\$52,209.96	\$49,097.40	\$3,112.56
New Beginnings	2018-2019	\$160,505.20	\$152,143.92	\$8,361.28

b.) Business Office

1. Recommend approval of the 2/10/20 Bills List:

Payroll/Benefits	\$ 9,348,175.17
Transportation	\$ 634,648.28
Tuition (Spec. Ed./Charter)	\$ 577,814.89
Instruction	\$ 37,007.97
Facilities/Security	\$ 199,888.36
Capital Outlay	\$ 44,842.75
Grants	\$ 238,795.30
Food Service	\$ 9,539.35
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 74,300.38</u>
	\$11,165,012.45

2. Recommend approval of renewal of the following bid:

Bid #	Originally Awarded	Description	Award	Amount
18-16	7/16/18	School Bus and Maintenance Vehicle Repairs	Select Auto and Truck Repair West Orange, NJ	Year 1 Renewal (2/1/20-6/30/20): Hourly Straight Time: \$65.00 Hourly Overtime: \$65.00 Hourly Holidays: \$65.00 Parts/Cost+% (% Price Over MSRP): 25% Towing Service (Per Mile): \$7.00

3. Recommend approval to void the following stale-dated checks from the indicated account:

WOHS Athletic Account	
Check Number	Check Amount
1132	\$58.00
14760789	\$58.00
1714	\$83.00
1732	\$14.00
1776	\$60.00
1806	\$83.00

4. Recommend acceptance of the following donation/award:

Donor	Recipient	Donation
Target - Scholarship America	WOHS	\$700 - Target Field Trip Grants Program

5. Resolved, that the Board of Education hereby agrees to the terms set forth in the Global Settlement Agreement involving former Student ID. No. 1309056, agrees to enter into same, and hereby authorizes the Board President to execute the Agreement on its behalf.
6. Recommend approval of Transportation Agreement between the Board of Education of the Mercer County Special Services School District (MCSSSD) and the West Orange Board of Education, for the period 11/18/2019-6/30/2020.

Finance - Special Services Items 1 and 2; Business Office Items 1 through 6

MOTION: Mrs. Merklinger

SECOND: Mrs. Trigg-Scales

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunnicliffe

Yes
Trigg-Scales

Yes
Alper

D. REPORTS

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending February 10, 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 January 27, 2020, the Superintendent reported HIB Incident Number(s) 021 to the Board; and

Whereas, on January 29, 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) 021 for the 2019-2020 school year for the reasons conveyed to the Board.”

Reports - 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

E. MISCELLANEOUS

1. Resolution to approve the Central Office/Personnel Calendar for the 2020-2021 school year. (Att. #7)
2. Resolution to approve the Transportation Department Calendar for the 2020-2021 school year. (Att. #8)
3. Resolution to approve the Buildings & Grounds Calendar for the 2020-2021 school year. (Att. #9)

Miscellaneous - Items 1 through 3**MOTION:** Mrs. Merklinger**SECOND:** Mrs. Tunnicliffe**VOTE:** 5-0 (RC)

Yes
Merklinger

Yes
Rothstein

Yes
Tunnicliffe

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 February 24, 2020 at West Orange High School.**

XV. ADJOURNMENT at 9:30 p.m.

Respectfully submitted,

John Calavano, Board Secretary