

**WEST ORANGE BOARD OF EDUCATION  
Public Board Meeting - 8:04 p.m. – December 9, 2015  
West Orange High School  
51 Conforti Avenue**

**Minutes**

**I. ROLL CALL OF THE MEMBERS AND PLEDGE OF ALLEGIANCE**

**Present: President Charles, Mr. Robertson, Mrs. Lab, Mrs. Mordecai**

**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 October 28, 2015.
- 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 CLOSED AND PUBLIC MEETING MINUTES OF November 23, 2015 (Att. #1)**

**MOTION: Mr. Robertson                      SECOND: Mrs. Mordecai                      VOTE: 4-0 (VV)**

**IV. SUPERINTENDENT/ BOARD REPORTS**

- A. Cheerleader Recognition
- B. Michelle Casalino
- C. Language Arts Presentation Grades 6-12 by Elizabeth Veneziano
- D. PARCC Update
- E. Strategic Plan Update
- F. HIB Report
- G. Athletic/Extracurricular Update

**V. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS**

**VI. 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
Jacquelyn Devore	WOHS	Social Studies	Resignation	1/22/16*

\*or sooner as determined by the Superintendent

- 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
Paige Dickman	Gregory	Paraprofessional	Resignation	12/31/15
Kayla Negron	WOHS	Paraprofessional	Resignation	12/23/15
Douglas Nettingham	WOHS	Paraprofessional	Resignation	12/23/15
Gabrielle Tino	Pleasantdale	Paraprofessional	Resignation	1/31/16

## 2. Rescission(s):

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

Name	Location	Position	Effective Date
William Farley	WOHS	Drill Team Advisor	12/9/15
Patricia Guerriero	.8 Pleasantdale / .2 Washington	School Occupational Therapist	12/9/15

## 3. Appointment(s):

- a. Superintendent recommends approval to the Board of Education for the following certificated staff appointment(s). Step and salary may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
James Casalino	WOHS	Business Education Extended Assignment Substitute	Dunlap	N/A	N/A	\$200 per diem	12/9/15 - 12/23/15
Asia Gaskin	Liberty	English Language Arts Leave Replacement	DeMeo	BA	2	\$51,862 to be prorated	12/18/15 - 5/31/16
Carlene Hendricks	WOHS	Spanish Extended Assignment Substitute	Perez	N/A	N/A	\$100 per diem half day rate	11/16/15 - 12/22/15 p.m. only amended
Teresa Lim	WOHS	Music Leave Replacement	Peres	BA	2	\$51,862 to be prorated	1/27/16 - 6/30/16
Mary Norcia	Liberty	Science Extended Assignment Substitute	Gino	N/A	N/A	\$180 per diem	12/11/15 - 1/8/16
Kimberly Pallant	St. Cloud	Library Media Specialist	Schulman	MA	4	\$56,378 to be prorated	1/8/16 - 6/30/16*
Tatum Sherman	Redwood	Kindergarten	McTigue	BA	3	\$52,244 to be prorated	1/11/16 - 6/30/16

Linda Thompson	St. Cloud	School Counselor Extended Assignment Substitute	Donatiello	N/A	N/A	\$200 per diem	12/9/15 - 12/23/15
Gabrielle Tino	Pleasantdale	Preschool	Johnson	BA+15	2	\$52,441 to be prorated	2/1/16 - 6/30/16

- b. Superintendent recommends approval to the Board of Education for the following non-certificated staff appointment(s). Step and salary may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Christian Lopez Reassigned	Buildings & Grounds	Utility	Companion, Jr. Reassigned	Utility	9	\$39,508.77 to be prorated	12/1/15 - 6/30/16
Ghassan Shakhsir	Liberty	Custodian Night Shift	Lopez Reassigned	Custodian	8	\$35,217.83 (\$34,637.83 salary plus \$580 shift differential) to be prorated	12/9/15 - 6/30/16

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

Name	Location	Position	Stipend	Effective Dates
Demond Cowins	WOHS	Basketball: Boys' Assistant Coach	\$8,481	2015-2016
Meghan Colabella	WOHS	Basketball: Girls' Assistant Coach	\$8,481	2015-2016
Sebastian DePinho Mt. Pleasant	WOHS	Weight Training: Winter	\$3,758	2015-2016
Brian Dorflauffer Substitute	WOHS	Basketball: Boys' Assistant Coach	\$8,481	2015-2016

- d. Superintendent recommends approval to the Board of Education for the following other additional assignments:

Name	Location	Position	Rate of Pay	Effective Dates
Matthew King OOD	District	Piano Accompanist Concert Rehearsal	\$50 per hour (not to exceed 3 hours per rehearsal)	2015-2016
Matthew King OOD	District	Piano Accompanist Winter/Spring Concerts	\$100 per performance	2015-2016
David Maiullo OOD	District	Piano Accompanist Concert Rehearsal	\$50 per hour (not to exceed 3 hours per rehearsal)	2015-2016
David Maiullo OOD	District	Piano Accompanist Winter/Spring Concerts	\$100 per performance	2015-2016
Francine Sprinzen OOD	District	Piano Accompanist Concert Rehearsal	\$50 per hour (not to exceed 3 hours per rehearsal)	2015-2016
Francine Sprinzen OOD	District	Piano Accompanist Winter/Spring Concerts	\$100 per performance	2015-2016
Lisette Villalobos	Liberty	Morning Breakfast Duty	\$35 per diem as assigned	2015-2016

- e. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2015-2016:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Mary Norcia	Substitute	X	X				
Farbod Rajael	Substitute	X	X				
Anna Ruberti	Substitute	X	X	X	X		
David Sinisi	CEAS	X	X				
Nicole Sutton	N/A				X		
Keisha Yarrell	Substitute	X	X	X	X		
Matthew Zielyk	Substitute	X	X	X	X		

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

Name	Location	Position	Stipend	Effective Dates
Keisha Yarrell OOD	WOHS	Drill Team Advisor	\$3,691	2015-2016

#### 4. 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
Deborah Andriola Medical	Edison Mathematics	N/A	12/3/15 - 1/14/16	N/A	1/15/16
CherylAnn Dunlap Medical	WOHS Business Education	12/8/15 - 12/23/15	N/A	N/A	1/4/16
Valentina Gabrielle Family	Pleasantdale Grade 1	3/7/16 - 5/9/16	5/10/16 - 6/30/16	N/A	9/1/16
Carlos Perez Medical	WOHS Spanish	11/16/15 - 12/23/15 p.m. only amended	N/A	N/A	1/4/16 amended
Carol Tuitt Medical	Gregory School Psychologist	9/1/15 - 12/23/15 amended	N/A	N/A	1/4/16 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
Henry Chang Medical	WOHS Paraprofessional	1/4/16 - 2/16/16	2/17/16 - 6/30/16	N/A	TBD
Jeanne Sant'Angelo Medical	Pleasantdale Paraprofessional	11/30/15 - 12/15/16	12/16/15 - 12/23/15	N/A	1/4/16

- c. Superintendent recommends approval to the Board of Education for the following administrative leave of absence for certificated staff:

Employee #	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4202	12/7/15 - 1/3/16	N/A	N/A	1/4/16

**5. 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
Kellie Carsillo Voluntary	.6 Washington / .4 Hazel	Learning Disabilities Teacher - Consultant	.6 Washington / .2 Mt. Pleasant / .2 Hazel	Learning Disabilities Teacher - Consultant	12/16/15

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

Name	From	Position	To	Position	Effective Date
Domenica Alessi-Obando Involuntary	St. Cloud	Paraprofessional	WOHS	Paraprofessional	1/4/16 (on leave until 3/24/16)
Henry Chang Involuntary	Roosevelt	Paraprofessional	St. Cloud	Paraprofessional	1/4/16

6. Superintendent recommends approval to the Board of Education for the following withholding of increment(s):

Employee #	Salary Guide	Effective Dates
4202	Schedule A (Teacher)	2016-2017

**Personnel - Items 1 through 6**

**MOTION:** Mrs. Lab

**SECOND:** Mr. Robertson

**VOTE:** 4-0 (RC)

**B. CURRICULUM AND INSTRUCTION**

1. Recommend approval for the following field trip(s) for 2015-2016: (Att. #2)
2. Recommend approval for the following over night field trip(s) for 2015-2016: (Att. #3)
3. Recommend approval/acceptance of Applications for School Business requests:

Name	Position	School	Conference	Dates	Amount	Funded
Carlene Hernandez	CST	Edison	NJ Special Education Law Newark, NJ	2/24/16	\$359.00	Local
Makeida Hewitt	Assistant Prinicipal	Gregory	FEA: Leader to Leader Transformational Leadership From Compliance to Growth Monroe Township, NJ	12/9/15	\$0	

Michelle Iftode	LDTc	WOHS	From Challenge to Success For Students with ADHD and SLD New Providence, NJ	2/10/16*	\$135.00	Local
Ryan Krewer	Music Teacher	Liberty	NJBA Middle and High School Band Directors Event New London, CT	3/11/16	\$40	Local
Jaclyn Morgan	English Teacher	WOHS	Teachers As Scholars: An Interdisciplinary Approach Montclair, NJ	12/11/15, 12/18/15	\$0	Local
Nancy Mullin	Career Ed & Library Science Supervisor	WOHS	NJ CTE Advisory Council Meeting Trenton, NJ	2/25/16	\$0	
Jennifer Tarullo	Grade 5 Teacher	Washington	Fully Aligned Common Core and PARCC Classrooms Monroe Township, NJ	12/11/15	\$199.00	Local
Tynia Thomassie	Integration Specialist	Administration Building	Microsoft Excel 2007/2010 Parsippany, NJ	1/26/16	\$106.60	Local
Elise Volpe	MIS Coordinator	Administration Building	PowerSchool University Orlando, FL	2/28/16-3/3/16	\$3,833.00	Local
Susan Wright	LDTc	WOHS	From Challenge to Success For Students with ADHD and SLD New Providence, NJ	2/10/16*	\$135.00	Local

\*Revised date

## 4. Recommend approval of the Title I Homework Club at Hazel Elementary School.

**Curriculum and Instruction - Items 1 through 4****MOTION:** Mr. Robertson**SECOND:** Mrs. Mordecai**VOTE:** 4-0 (RC)**C. FINANCE****a.) Special Services**

1. Recommend approval for the following Independent Specialist Evaluations and Reports:

Student #	Building	Cost	Provider	Type of Evaluation	Budgeted/ Unbudgeted
2604108	OOD - Lake Drive School for the Hearing Impaired	\$1,350.00	NJ Specialized Child Study Team	Educational, Psychological & Speech	Budgeted

2. Recommend approval for the following extraordinary services for the 2015-2016 School Year:

Student #	Placement	Extraordinary Service	Not to Exceed	Budgeted/ Unbudgeted
2706145	Mt. Carmel Guild Academy West Orange, NJ	Part Time 1:1 Aide	\$15,300 \$85 per diem	Budgeted

**b.) Business Office**

1. Recommend approval of the 12/9/15 Bills List: (Att. #4)

Payroll/Benefits	\$ 9,214,106.55
Transportation	\$ 609,024.24
Tuition (Spec. Ed./Charter)	\$ 470,061.40
Instruction	\$ 61,479.07
Facilities	\$ 136,109.01
Capital Outlay	\$ 390,263.78
Grants	\$ 115,076.72
Food Service	\$ 10,554.97
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 119,384.97</u>
	<b>\$11,126,060.71</b>

2. Recommend approval of the contract between Pitney Bowes and the West Orange Board of Education for 48 month rental of Addressing & Inserting machines in the amount of \$972.97/month effective January 31, 2016.

3. Recommend approval of the following change orders:

Change Order #	Vendor	Project	Amount	Description
CO-02	Integrity Roofing, Inc.	Admin. Building Roof Replacement	\$2,082.33	To furnish and install two (2) new chimney caps on the newly repaired chimneys, fabricated of 24 ga. steel with a Dark Bronze Kynar finish, including furnishing bird screens.
CO-03	Integrity Roofing, Inc.	Admin. Building Roof Replacement	\$2,765.84	To remove and dispose, and furnish and install 120 LF of 17" and 14" coping cap and 30 LF of gutter and 20 LF of leaders on the existing low flat roofs to match the new metal work presently being installed. The coping and gutters will be fabricated of 24 ga. steel with a Dark Bronze Kynar finish.

4. Recommend awarding of the following bid: (Att. #5)

Bid #	Description	Award	Amount
16-09	Snow Removal Services	Hoimark-Lembo Paving, East Hanover, NJ	Hourly Rates as follows: <ul style="list-style-type: none"> <li>• 7.5 ton vehicle with driver - \$175</li> <li>• 12 ton vehicle with driver - \$190</li> <li>• 16 ton vehicle with driver - \$225</li> <li>• 18 ton vehicle with driver - \$225</li> </ul> Additional hourly services as needed: <ul style="list-style-type: none"> <li>• dump truck with driver - \$140</li> <li>• bucket loader with operator - \$225</li> </ul> Renewal option for 2016-2017 and 2017-2018 with same hourly rates as 2015-2016

**Finance - Business Office Item 1, Vendor #9305**

**MOTION:** Mrs. Lab

**SECOND:** Mrs. Mordecai

**VOTE:** 3-0-1 (RC)

**ABSTAIN:** Mrs. Lab

**Finance - Special Services Items 1 and 2, Business Office Items 1 through 4 (with the exception of the above)****MOTION:** Mrs. Lab**SECOND:** Mrs. Mordecai**VOTE:** 4-0 (RC)**D. REPORTS**

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending December 9, 2015.
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 November 23, 2015, the Superintendent reported HIB Incident Numbers 38, 39, 41, 42, 43 to the Board; and

Whereas, on November 24, 2015 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 Numbers 38, 39, 41, 42, 43 for the 2015-2016 school year for the reasons conveyed to the Board."

**Reports Items 1 and 2****MOTION:** Mrs. Mordecai**SECOND:** Mr. Robertson**VOTE:** 4-0 (RC)**E. Miscellaneous**

1. Designate tentative meeting dates for regular business meetings of the Board of Education as follows:
  - January 25, 2016
  - February 8, 2016
  - February 22, 2016
  - March 14, 2016
  - March 28, 2016
  - April 25, 2016
  - May 9, 2016
  - May 23, 2016
  - June 13, 2016
  - June 27, 2016

**Miscellaneous****MOTION:** Mrs. Mordecai**SECOND:** Mr. Robertson**VOTE:** 4-0 (RC)**VII. REPORT FROM THE BOARD PRESIDENT AND/OR BOARD MEMBERS**

- VIII. **NEXT BOARD MEETING for the purpose of Reorganization will be held at 8:00 p.m on January 4, 2016 at West Orange High School.**



IX. PETITIONS AND HEARINGS OF CITIZENS

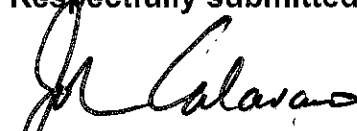
X. ADJOURNMENT at 10:50 p.m.

MOTION: Mrs. Lab

SECOND: Mr. Robertson

VOTE: 4-0 (RC)

Respectfully submitted,



John Calavano, Board Secretary