

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting - 8:05 p.m. – July 11, 2016**  
**West Orange High School**  
**51 Conforti Avenue**

**Minutes**

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

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

**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 5, 2016.
- 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 June 27, 2016 (Att. #1)**

**MOTION:** Mr. Robertson

**SECOND:** Mrs. Mordecai

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

**IV. SUPERINTENDENT/ BOARD REPORTS**

- A. Strategic Plan Work Session - July 27, 2016
- B. Strategic Plan Presentation - postponed until August
- C. Board and District Goals - postponed until August
- D. Transportation Update
- E. Gregory School Construction Update
- F. ESIP Update
- G. Athletic/Extracurricular Update

**V. President Lab recommended a moment of silence for Michael Fabiano.**

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

**VII. FIRST READING OF THE FOLLOWING BOARD POLICIES:**

District Records and Reports	3570.00
Expenses and Reimbursements	9250.00

**VIII. 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
Olivia DelSpina	Redwood	School Counselor Long Term Substitute	7/11/16
Carol Nellen	Summer Enrichment Program	Art Teacher	7/1/16

**2. Appointments**

- 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
Melissa Bougades	Redwood	Kindergarten	Vanderstreet	BA	2	\$51,862	9/1/16 - 6/30/17
Angela Capuana	Mt. Pleasant	Grade 3 Leave Replacement	Japaz	BA	2	\$51,862 prorated	9/1/16 - 1/31/17
Melanie Chmielewski	Redwood	Special Education	Boccardi	MA	2	\$55,380	9/1/16 - 6/30/17
Olivia DelSpina	WOHS	School Counselor	New	MA	2	\$55,380	9/1/16 - 6/30/17
Karen Porreca	Mt. Pleasant	Basic Skills Long Term Substitute	Cerrigone	MA	2	\$277 per diem	9/1/16 - 11/30/16
Nicole Spagnolo	Hazel	Grade 2	Valese	BA	2	\$51,862	9/1/16 - 6/30/17
Alyssa Sylvester	Liberty	Science	Robinson	BA	2	\$51,862	9/1/16 - 6/30/17

- 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
Rose Ahaneku	WOHS	Paraprofessional	N/A	BA	4	\$28,936	9/1/16 - 6/30/17
Febeslinda Colon	Liberty	Administrative Assistant	N. Saiese	Column II	2	\$41,861 amended	9/1/16 - 6/30/17
Michelle Ferrara	Kelly	Paraprofessional	Moss	non-degree	2	\$26,915	9/1/16 - 6/30/17
Patricia Rubino	Kelly	Paraprofessional	Dervisevic	BA	2	\$28,293	9/1/16 - 6/30/17
Jennifer Vilcachagua	Roosevelt	Paraprofessional	Moretti	BA	2	\$28,293	9/1/16 - 6/30/17

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

Name	Position	Assignment	Rate of Pay	Effective Dates
Elsa Batista	ESL Kindergarten Paraprofessional	Summer Enrichment Program	\$27 per hour not to exceed 4 hours per day Funded by Title III Grant	7/5/16 - 7/29/16
Diana Bolivar	ESL Language Arts Teacher	Summer Enrichment Program	\$45 per hour not to exceed 4 hours per day Funded by Title III Grant	7/5/16 - 7/29/16
Rosalie Dudkiewicz	School Nurse	Sports Physicals	\$55 per hour not to exceed 5.5 hours	6/1/16, 6/13/16
Timothy Egan	Music Teacher Substitute	Summer Enrichment Program	\$45 per hour not to exceed 4 hours per day as assigned	7/11/16 - 7/15/16
Catherine Haggarty	Art Teacher	Summer Enrichment Program	\$45 per hour not to exceed 4 hours per day as assigned	7/18/16 - 7/29/16
Andrea Klein	ESL Mathematics Teacher	Summer Enrichment Program	\$45 per hour not to exceed 4 hours per day Funded by Title III Grant	7/5/16 - 7/29/16
Nicole Krulik	Art Teacher	Summer Enrichment Program	\$45 per hour not to exceed 4 hours per day as assigned	7/5/16 - 7/8/16
Diane LaPenta	Art Teacher	Summer Enrichment Program	\$45 per hour not to exceed 4 hours per day as assigned	7/11/16 - 7/15/16
Diane LaPenta	Art Teacher Substitute	Summer Enrichment Program	\$45 per hour not to exceed 4 hours per day as assigned	7/18/16 - 7/29/16
Suzanne Lee	School Psychologist	Case Management	\$65 per hour not to exceed 100 hours amended	6/23/16 - 8/31/16
Denise Makri-Werzen	School Nurse	Sports Physicals	\$55 per hour not to exceed 5.5 hours	6/1/16, 6/13/16
Eileen Milano	ESL Teacher	Summer Student Testing	\$40 per hour not to exceed 8 hours per day Funded by Title III Grant	8/29/16
Guerlyne Millington	School Counselor	Scheduling of new ESL Students	\$400 per diem not to exceed one day Funded by Title III Grant	8/29/16
Amalia Morales	ESL Grades 4-9 Teacher	Summer Enrichment Program	\$45 per hour not to exceed 4 hours per day Funded by Title III Grant	7/5/16 - 7/29/16
Mary Quiroz	Supervisor of World Languages / ESL	Summer Enrichment Title III Grant Management	\$1,335 Funded by Title III Grant	7/5/16 - 7/29/16
Maria Passerini	ESL Kindergarten Teacher	Summer Enrichment Program	\$45 per hour not to exceed 4 hours per day amended	7/5/16 - 7/29/16
Cindy Rotbaum	Social Worker	Case Management	\$65 per hour not to exceed 70 hours amended	6/27/16 - 8/31/16
Shaan Shah	ESL Mathematics Teacher	Summer Enrichment Program	\$45 per hour not to exceed 4 hours per day Funded by Title III Grant	7/5/16 - 7/29/16

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

Name	Location	Position	Stipend	Effective Dates
John McLaughlin	Roosevelt	Drama: Music Director	\$1,500	2016-2017
John McLaughlin	Roosevelt	Drama: Choreographer	\$1,379	2016-2017
Shari Kuzel OOD	WOHS	Color Guard: Winter Assistant Director	\$2,800	2016-2017
Kevin Schlear OOD	WOHS	Color Guard: Winter Director	\$3,800	2016-2017
Lynne Steinberg	WOHS	Math Team	\$2,144 amended	2016-2017

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

Name	Location	Position	Stipend	Effective Dates
Shari Kuzel OOD	WOHS	Marching Band: Color Guard Assistant Coordinator	\$4,000	2016-2017
Scott Tomlin .3 St. Cloud / .5 Hazel .2 Edison	WOHS	Marching Band: Color Guard Designer, Overall Effects and Drill Designer	\$3,000	2016-2017

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

Name	Location	Position	Stipend	Effective Dates
Megan Colabella	WOHS	Volleyball: Assistant Coach	\$8,481	2016-2017
Kayla Negron OOD	WOHS	Swimming: Assistant Coach	\$8,481	2016-2017

- g. Superintendent recommends approval to the Board of Education for the following new co-curricular activities:

Club	Location	Stipend
Poetry Club (replaces Honors Band)	Roosevelt	\$1,435

- h. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2016-2017:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Ellen Bodner	Standard				X		
Febeslinda Colon	N/A			X			
Kelly Correia	Substitute	X		X			
Katherine Garcia	CEAS	X					
Rebecca Russell	Standard	X					

**3. Leaves of Absence:**

- a. 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
Karla Hernandez Family	Administration Building Administrative Assistant	9/14/16 - 10/31/16	11/1/16 - 2/6/17	2/7/17 - 6/30/17	7/1/17
Susan Saccente Personal	Transportation Administrative Assistant	N/A	6/27/16 - 7/1/16	N/A	7/5/16

**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
Vanessa Turner Involuntary	Washington	Grade 5	St. Cloud	Grade 2	9/1/16

**5. Resignations / Retirements**

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

Name	Location	Position	Reason	Effective Date
Melissa Bougades	Redwood	Paraprofessional	Resignation	7/11/16

**Personnel - Items 1 through 5****MOTION:** Mrs. Mordecai**SECOND:** Mr. Robertson**VOTE:** 5-0 (RC)**B. CURRICULUM AND INSTRUCTION**

1. Recommend approval of the following over night field trip(s) for 2016-2017.(Att. #2)
2. Recommend approval of the Tools of the Mind program for the Preschool Program.
3. Recommend adoption of the Library Media Specialist and School Guidance Counselor Evaluation Models.
4. Recommend adoption of the Marzano School Leader Evaluation Model and the Marzano District Leader Evaluation Model for the 2016-2017 School Year.
5. Recommend adoption of the Marzano Art and Science of Teaching Framework and Instructional Support Member Evaluation Framework for the 2016-2017 School Year.

6. Recommend approval/acceptance of Applications for School Business requests:

Name	Position	School	Conference	Dates	Amount	Funded
Rosalie Dudkiewicz	School Nurse	WOHS	25th Annual NJAAP School Health Conference Somerset, NJ	10/18/16	\$165.00	Local
Sarah McIntosh	School Counselor	Gregory	2016 Fall Conference NJ School Counselor Association Lawrenceville, NJ	10/14/16	\$195.00	Local
Stephanie Ross	Reading Specialist	Kelly	49th Annual Conference on Reading and Writing New Bruswick, NJ	10/28/16	\$198.00	Local

**Curriculum and Instruction - Items 1 through 6**

**MOTION:** Mrs. Mordecai

**SECOND:** Mr. Charles

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

**C. FINANCE**

**a.) Special Services**

1. Recommend approval of providers of home instruction for the 2016-2017 school year to provide services to West Orange School district students as follows:

Name of Facility	Rate	Not to Exceed
American Tutor	\$58/hr.	\$5,000
Daytop Village of NJ, Inc.	\$120/day	\$5,000
Education, Inc.	\$49/hr.	\$20,000
Professional Education Services	\$73/hr.	\$10,000
Silvergate	\$55/hr.	\$30,000
St. Clare's Hospital	\$54/hr.	\$5,000
Union County Educational Services	\$62/hr.	\$5,000

2. Recommend approval for the following received students for the ESY program:

Student #	Responsible District	Tuition	School
1601006	Irvington	\$4,261.44	Liberty
1601008	Irvington	\$4,261.44	Liberty

3. Recommend approval for the following specialist evaluation:

Student #	Evaluation	Provider	Cost	Budgeted/Unbudgeted
2706137	Augmentative Communication	Advancing Opportunities	\$880	Budgeted
1206074	Assistive Technology	CPNJ	\$750	Budgeted
1307137	Augmentative Communication	CPNJ	\$750	Budgeted

4. Recommend approval of the District's 2016-2017 School Nurse's Plan.  
(Att. #3)

b.) **Business Office**

1. Recommend approval of the 7/11/16 Bills List: (Att. #4)

Payroll/Benefits	\$ 3,937,176.03
Transportation	\$ 78,179.00
Tuition (Spec. Ed./Charter)	\$ 13,161.00
Instruction	\$ 486,985.46
Facilities	\$ 221,032.88
Grants	\$ 900.00
Food Service	\$ 100.00
Support Svcs/Co-Curricular/Athletics/Misc.	\$ 289,357.26
	\$ 5,026,891.63

2. Recommend approval of contract with Buzz1441, Inc., West Orange, NJ, in the amount of \$1,250 per month, for the period 7/1/16-6/30/17 and \$1,500 for the period of 5/16/16-6/30/16, to provide enhanced communication services for the West Orange Public Schools.

3. Recommend approval of submission of No Child Left Behind (NCLB) Consolidated Grant for fiscal year 2017 in the amount of \$1,037,401 and that the West Orange School District accepts the grant award of these funds upon the subsequent approval of the FY 2017 NCLB Application.

Allocation	Amount
NCLB Title I Part A	\$850,622
NCLB Title II Part A	\$113,748
NCLB Title III	\$58,454
NCLB Title III Immigrant	\$14,577
<b>Total:</b>	<b>\$1,037,401</b>

**Finance - Special Services Items 1 through 4, Business Office Items 1 through 3**

**MOTION:** Mr. Schwarzbaum

**SECOND:** Mrs. Mordecai

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

President Lab made the following comment:

I would like to go again on record as I do each year. I request that the Administration strongly consider the recommendation from the High School nursing staff. The ratios in this report are troubling to me. The standard in the industry is 1 to 750. Right now at the High School we have 2 to 2,510 which is inclusive of 310 where it is listed occupational health nurse for school employees, so again I would ask the administration to please strongly consider adding a third nurse there to alleviate the ratio which I do find disturbing.

**X. REPORT FROM THE BOARD PRESIDENT AND/OR BOARD MEMBERS**

**XI. NEXT BOARD MEETING to be held at 8:00 p.m. on July 27, 2016 at West Orange High School.**

**MOTION:** Mr. Robertson

**SECOND:** Mrs. Mordecai

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

**XII. PETITIONS AND HEARINGS OF CITIZENS**

**XIII. ADJOURNMENT at 8:37 p.m.**

**MOTION:** Mr. Robertson

**SECOND:** Mrs. Mordecai

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

Respectfully submitted,



John Calavano, Board Secretary