

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting - 8:10 p.m. – March 20, 2017**  
**West Orange High School**  
**51 Conforti Avenue**

**Minutes**

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

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

**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 6, 2017.
- 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 February 13 (Att. #1), 15 (Att. #2) and 23, 2017 (Att. #3).**

**MOTION:** Mr. Robertson

**SECOND:** Mrs. Lab

**VOTE:** 4-0-1 (VV)

**ABSTAIN:** Mr. Charles

**IV. SUPERINTENDENT/ BOARD REPORTS**

- A. Redwood Elementary School Presentation
- B. WOHS Varsity Cheerleaders
- C. Special Education Audit Update
- D. 2017-2018 Preliminary Budget Discussion (Preliminary 2017-2018 Budget Presentation - March 22, 2017 8:00 pm at Liberty Middle School Auditorium)

Mr. Rutzky presented three options regarding the Preliminary Budget:

- Option 1: Tax Levy Increase of 2% Plus Banked Cap (Must cut \$3,084,394 to balance budget)
- Option 2: Tax Levy Increase of 2% (Must cut \$5,269,897 to balance budget)
- Option 3: Tax Levy Increase of 1.5% (Must cut \$5,914,162 to balance budget)

E. HIB Report

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

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

Gender Identity and Expression	5145.70
Media Center/Library	6163.10
Child Study Team	6164.40
Special Instructional Programs	6171.00

**MOTION:** Mr. Robertson**SECOND:** Mr. Charles**VOTE:** 5-0 (RC)**2017-2018 Preliminary Budget Option**

The majority of the Board agreed to Option 1 with modifications.

**VII. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS****A. PERSONNEL****1. Resignations / Retirements / Termination(s):**

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

Name	Location	Position	Reason	Effective Date
Jesse Aporta WOHS	Roosevelt	Baseball: Coach	Resignation	2/16/17
Barbara Piparo-Walls	Administration Building	Director of Human Resources	Retirement 3 years	7/1/17

- 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
Nafisa Aly Ahmed	Redwood	Paraprofessional	Resignation	3/17/17
Jacoby Hightower	Transporation	Part-time Bus Driver / Monitor	Resignation	2/22/17

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

Employee #	Effective Date
7947	3/10/17

**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
Heather Carr	Washington	Interim Assistant Principal	New	N/A	N/A	\$450 per diem	9/12/16 - 6/30/17 amended

Jessica Dwyer	Gregory	Special Education Leave Replacement	Bernesby	MA	2	\$55,380 prorated	3/21/17 - 5/31/17
Catherine Gardner	WOHS	Technology Education Long Term Substitute	Simons	MA	2	\$277 per diem	3/17/17 - 6/21/17
Ellen Kearns	St. Cloud	Basic Skills Leave Replacement	Frazee	MA	2	\$55,380 prorated	3/21/17 - 6/30/17
Julie Peters	Gregory	Reading Specialist Long Term Substitute	Vlacich	BA	2	\$259 per diem	5/2/17 - 5/30/17
Meghan Weiss	Roosevelt	Physical Education Long Term Substitute	Theobald	BA	2	\$259 per diem	2/21/17 - 5/12/17

- 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
Randi Geller	Kelly	Paraprofessional	Pereira Reassignment	BA	5	\$29,079 prorated	3/1/17 - 6/30/17
Taneesha Gillard	Mt. Pleasant	Paraprofessional	Pecillo	BA	2	\$28,293 prorated	4/5/17 - 6/30/17
Jenna Laszlo	Redwood	Paraprofessional	N. Aly Ahmed	BA	2	\$28,293 prorated	3/27/17 - 6/30/17
Fazeena Mohamed	Kelly	Paraprofessional	Pole	BA	2	\$28,293 prorated	3/27/17 - 6/30/17
Larry Sanders	Mt. Pleasant	Acting Head Custodian	Emam	Custodian	4	\$20.01 per hour	10/7/16 - TBD

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

Name	Location	Position	Guide	Step	Salary	Effective Dates
Michael DeAngelis	WOHS	Science	BA+15	13	\$13,382 prorated	4/7/17 - 6/30/17
Daniel Duca	WOHS	Science	DR	14	\$17,718 prorated	4/7/17 - 6/30/17
Sonia Lauren	WOHS	Science	MA+30	12	\$14,277 prorated	4/7/17 - 6/30/17
Krishna Mandal	WOHS	Science	DR	14	\$17,718 prorated	4/7/17 - 6/30/17

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

Name	Location	Position	Stipend	Effective Dates
Edward Adeogun Daily Substitute	WOHS	Lacrosse: Assistant Coach	\$8,481	2016 - 2017
Christopher Berger Daily Substitute	WOHS	Spring Musical: Pit Orchestra Musician - Rehearsals	\$60 per rehearsal not to exceed 3	3/20/17 - 3/22/17



Christopher Berger Daily Substitute	WOHS	Spring Musical: Pit Orchestra Musician - Performances	\$125 per performance not to exceed 5	3/22/17 - 3/26/17
Flecia Blake OOD	WOHS	Spring Track: Girls Head Coach	\$11,278	2016-2017
Reginald Cassion OOD	WOHS	Step Team Choreographer: Boys	\$900 amended	9/1/16 - 2/28/17
Tracy Gordon	Roosevelt	Drama: Music Director	\$1,500	2016-2017
Teresa Lim	WOHS	Spring Musical: Pit Orchestra Musician - Rehearsals	\$60 per rehearsal not to exceed 3	3/20/17 - 3/22/17
Teresa Lim	WOHS	Spring Musical: Pit Orchestra Musician - Performances	\$125 per performance not to exceed 5	3/22/17 - 3/26/17
Justin Louie OOD	WOHS	Spring Musical: Pit Orchestra Musician - Rehearsals	\$60 per rehearsal not to exceed 3	3/22/17 - 3/26/17
Justin Louie OOD	WOHS	Spring Musical: Pit Orchestra Musician - Performances	\$125 per performance not to exceed 5	3/20/17 - 3/22/17
James Matsakis	WOHS	Lacrosse: Assistant Coach	\$8,481	2016-2017
Ryan Patscher WOHS	Roosevelt	Baseball: Coach	\$4,949	2016-2017
Matthew Schmidt OOD	Liberty	Spring Drama: Piano Accompanist - Rehearsals	\$60 per rehearsal not to exceed 3	5/1/17 - 5/3/17
Matthew Schmidt OOD	Liberty	Spring Drama: Piano Accompanist - Performances	\$125 per performance not to exceed 2	5/4/17 - 5/5/17
Michelle Uhler OOD	WOHS	Spring Musical: Pit Orchestra Musician - Rehearsals	\$60 per rehearsal not to exceed 3	3/20/17 - 3/22/17
Michelle Uhler OOD	WOHS	Spring Musical: Pit Orchestra Musician - Performances	\$125 per performance not to exceed 5	3/22/17 - 3/26/17
Keisha Yarrell	WOHS	Step Team Choreographer: Boys	\$600 amended	3/1/17 - 6/30/17

- e. 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
John DeFilippis	Substitute	X	X	X	X		
Kimberly DeHaarte	Substitute	X	X				
Patricia DeVries	N/A			X			
Laura DiCarlo	Substitute	X	X		X		
Noura Estrada	Substitute	X	X	X	X		
Lindsay Flores	Substitute	X	X	X	X		
Theresa Garcia	Standard					X	
Alanna Hawthorne	Substitute	X	X	X			

Samantha Heller	Substitute	X	X	X		
Yvonne Jackson	Substitute	X	X	X	X	
Phyllis Johnson	Standard	X	X	X	X	
Tracy Jones	CE	X	X	X	X	
Alonia Joyner	N/A					X
Robert Kern	Substitute	X	X			
Robert Manley	Standard	X	X			
Regina Moore	Substitute	X	X	X	X	
Vanessa Morrison	Substitute	X	X	X		
Arthur Morton	N/A					X
Lisa Pena	Substitute	X	X			
Melissa Ruberto	Substitute	X	X	X	X	
Salvador Saavedra	N/A					X
Meghan Weiss	CEAS	X	X			
Lenora Williams	Substitute	X	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
Nona Bernesby Medical	Gregory Special Education	2/22/17 - 2/28/17	3/1/17 - 5/31/17	N/A	TBD
Julie Brady Family	WOHS Social Studies Teacher	6/12/17 - 6/30/17	9/1/17 - 12/5/17	12/6/17 - 6/30/18	9/1/18
Arlene Brafman Medical	.5 St. Cloud / .5 Washington Speech Therapist	4/3/17 - 6/7/17	N/A	N/A	6/8/17
Nicole D'Elia Family	Redwood .4 Reading Specialist	5/16/17 - 6/20/17	N/A	6/21/17 - 6/30/17	TBD
Michele Frazee Medical	St. Cloud Basic Skills	3/13/17 - 5/24/17 a.m. only	5/24/17 p.m. only - 6/30/17	N/A	9/1/17
Suzanne Lee Medical	.6 Roosevelt / .4 Washington School Psychologist	3/28/17 - 4/24/17	N/A	N/A	4/25/17
Elizabeth Rubin Family	Kelly Special Education	2/6/17 - 4/3/17 amended	4/4/17 - 6/30/17 amended	N/A	9/1/17
Kristi Seneca Family	St. Cloud Kindergarten	4/17/17 - 5/11/17 amended	5/12/17 - 10/23/17 amended	10/24/17 - 6/30/18	9/1/18
Melanie Valentino Family	WOHS Social Studies	6/7/17 - 6/30/17	9/1/17 - 12/5/17	12/6/17 - 6/30/18	9/1/18



Rebecca Vlacich Medical	Gregory Reading Specialist	N/A	5/2/17 - 5/30/17	N/A	5/31/17
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- 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
Rose Ahaneku Medical	WOHS Paraprofessional	1/3/17 - 3/9/17 amended	3/10/17 - 6/9/17 amended	6/10/17 - 6/30/17	TBD
David Dickman Medical	WOHS Paraprofessional	3/8/17 - 6/7/17	N/A	N/A	6/8/17
Yvrose Fidele Personal	Transportation Part-time Monitor	N/A	3/6/17 - 3/10/17	N/A	3/13/17
Noah Formey Medical	Buildings & Grounds Maintenance	N/A	3/2/17 - 4/12/17	N/A	4/13/17
Maria Carmen Fraguas Medical	Roosevelt Administrative Assistant	1/3/17 - 4/21/17 amended	4/24/17 - TBD amended	N/A	TBD
Lidia Santarella Medical	Redwood Lunch Aide	3/27/17 - 6/16/17	N/A	6/19/17 - 6/21/17	TBD
Patricia Stefanelli Medical	Redwood Lunch Aide	3/15/17 - 5/10/17	N/A	N/A	5/11/17

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

Employee #	Paid Leave	Type of Leave	End Date
4356	12/21/16 - 2/21/17	Administrative	TBD

#### 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
Viviana Contreras Voluntary	Hazel	Paraprofessional	Kelly	Paraprofessional	3/13/17
Michelle Pereira Voluntary	Kelly	Paraprofessional	Redwood	Paraprofessional	2/15/17

5. Approve a final Memorandum of Agreement, including the salary structure, between the West Orange Board of Education and the West Orange Administrators Association (Directors, Principals, Assistant Principals, and Supervisors), for a successor collective negotiations agreement covering the period of July 1, 2015 through June 30, 2019.

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

1. Recommend approval for field trip(s) and overnight field trip(s) for the 2016-2017 school year. (Att. #4)
2. Recommend approval/acceptance of Applications for School Business requests. (Att #5)
3. Recommend approval of curriculum writing for 2016-2017 school year. (Att #6)
4. Recommend approval for student teaching for the 2016-2017 school year. (Att #7)
5. Recommend approval/acceptance of the Latino Family Literacy Project Session 2. A second session is being offered at Washington Elementary and Hazel Elementary Schools. The session will run for 10 weeks from March 29, 2017 - May 31, 2017. Instruction will be given by one bilingual teacher and one ESL teacher who are trained in the Latino Family Literacy Program curriculum and methods. Total cost of \$2,488 to be paid by Title III. (Att #8)
6. Recommend approval/acceptance of the Latino Family Literacy Project. The program is being extended to include the Middle Schools. The secondary session will run for 6 weeks at Edison Middle School from April 19, 2017 to May 24, 2017. Instruction will be given by one bilingual teacher and one ESL teacher who are trained in the Latino Family Literacy Program curriculum and methods. Total cost of \$1,972 to be paid by Title III. (Att #9)

**Curriculum and Instruction - Items 1 through 6****MOTION:** Mr. Charles**SECOND:** Mr. Schwarzbaum**VOTE:** 5-0 (RC)**C. FINANCE****a.) Special Services**

1. Recommend approval for the following out of district placements for the 2016-2017 School Year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1604093	Chapel Hill Academy Lincoln Park, NJ	\$23,100	Unbudgeted
1609098	Mt. Carmel Guild Academy West Orange, NJ	\$21,560	Unbudgeted
1605085	Mt. Carmel Guild Academy West Orange, NJ	Tuition \$16,520 1:1 Aide \$10,030	Unbudgeted
1204079	Windsor Learning Center Pompton Lakes, NJ	\$19,520	Unbudgeted

1608063	BCSS Brownstone School Saddle Brook, NJ	\$58,680* to be pro rated	Unbudgeted
1607106	Windsor Learning Center Pompton Lakes, NJ	\$19,520	Unbudgeted

2. Recommend approval of the following program for the 2017 Extended School Year as follows:

ID Number	Program	Tuition	Dates	Budgeted/Unbudgeted
2606059	ARC of Essex Camp Hope Livingston, NJ	\$3,781	7/5/17 - 8/18/17	Budgeted
2809021	Craig School Mountain Lakes, NJ	\$3,250	7/10/17 - 8/3/17	Budgeted

3. Recommend approval for the following service provider for consultation for the 2016 - 2017 School Year funded through IDEA :

Provider	Type of Service	Cost	Budgeted/ Unbudgeted
Center for Autism and Early Childhood Mental Health Montclair State University Upper Montclair, NJ	Monthly Team Meetings, Case Consultation, Classroom Observation, Participation in Team Meetings	\$5,435	Budgeted

4. Recommend approval of the Integrated Preschool Program (10 month morning or afternoon session) tuition rate \$300 per month for the 2017-2018 school year.
5. Recommend approval for the following Specialist Evaluation for the 2016-2017 School Year:

Student #	Provider	Type of Service	Cost	Budgeted/ Unbudgeted
2706137	Advancing Opportunities Ewing, NJ	Assistive Technology	\$300 (\$150/hr x 2 hrs.)	Budgeted
As Needed	Platt Psychiatric Associates Cedar Grove, NJ	Psychiatric Evaluations	6 evals @ \$625 each \$3,750	Unbudgeted

6. Recommend approval of the following contract with the Essex Regional Educational Services Commission for nonpublic instructional services under Chapters 192-193 for the 2017-2018 School Year:

Provider	Nonpublic Services	Rate
Essex Regional Educational Services Commission Fairfield, NJ	Compensatory Education English as a Second Language Supplemental Instruction Corrective Speech	To be determined by the State of New Jersey



	Home Instruction Evaluations & Determination	
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7. Recommend approval for the following service contract agreement for the 2017-2018 School Year for Nursing Services to Nonpublic Schools under Chapter 226, Laws of 1991:

Provider	Schools	Rate
Essex Regional Educational Services Commission Fairfield, NJ	Jewish Community Center MetroWest Playhouse Seton Hall Prep Golda Och Academy Upper Golda Och Academy Lower Love Grows, Inc.	To be determined by the State of New Jersey

8. Recommend approval for the following service contract agreement for the 2017-2018 School Year:

Provider	Service	Rate
Essex Regional Educational Services Commission Fairfield, NJ	Public Home Instruction	\$44.17 per hour

9. Recommend approval for the following service provider for the 2016-2017 School Year:

Provider	Service	Cost	Budgeted/Unbudgeted
Sunbelt Staffing Oldsmar, FL	Speech Language Pathologist 4/3/17 - 6/23/17 St. Cloud and Washington Schools	Not to exceed \$36,000	Unbudgeted

**b.) Business Office**

1. Recommend approval of the 3/20/17 Bills List: (Att. #10)

Payroll/Benefits	\$20,727,232.37
Transportation	\$ 697,257.07
Tuition (Spec. Ed./Charter)	\$ 891,150.72
Instruction	\$ 121,819.58
Facilities	\$ 428,858.16
Capital Outlay	\$ 228,373.73
Grants	\$ 407,025.35
Food Service	\$ 319,110.72
Debt Service	\$ 524,634.38
ESIP	\$ 396,902.10
Support Svcs/Co-Curricular/Athletics/Misc.	\$ 297,715.21
	<u>\$25,040,079.39</u>

2. Recommend approval of transfers for the months of January and February 2017 within the 2016-2017 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. as per the attached (Att. #11).
3. Secretary's Report - Acceptance and Certification - January and February 2017

Recommend that the West Orange Board of Education accept the Board Secretary's financial reports for the months of January and February 2017, 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. #12)

4. Report of the Treasurer of School Monies - January and February 2017

Recommend that the West Orange Board of Education acknowledge and accept the Reports of the Treasurer of School Monies for the months of January and February 2017, which reports are in agreement with the Secretary's Reports. (Att. #13)

5. Recommend approval of the contract addendum with Sodexo Food Services Management Company, and that the district pay a management fee to Sodexo of \$278,100 for the 2017-18 contract year. Be it further resolved that Sodexo guarantee that the West Orange School District shall receive an annual return of \$125,000 for the 2017-18 school year.
6. Recommend acceptance of the following donation(s):

Donor	Recipient	Donation
Exxon Mobil Educational Alliance	Washington School	\$500 for Math and Science Equipment
Municipal Alliance	Washington School	\$250
James Malisse	WOHS	2004 Honda Pilot, Estimated value = \$3,000

7. Recommend approval to remove and dispose of the obsolete and malfunctioning paint booth in the Wood Shop at WOHS.
8. Recommend approval of the following Athletic Event Fees for middle school sporting events:

Sport Officials	Amount
Crowd Control	\$55
Sport Official - 1/game	\$65
Sport Official - 2/game	\$45



9. Recommend approval of awarding of the following bid for the 2017-2018 school year: (Att. #14)

Bid #	Vendor	Award Description
Ed-Data 8316	ID Clothing Co., LLC Whippany, NJ	Football Uniforms (89 sets Blue/White) - WOHS \$35,956.00

10. Recommend approval of settlement agreement of Worker's Compensation claim in the case of former employee #6390 in an amount up to \$10,120.
11. Recommend rescission of approval of Educational Information and Resource Center (EIRC), Blackwood, NJ, in the amount of \$22,000, to provide special education auditing services (previously approved 2/13/17).

**Finance - Special Education Items 1 through 9, Business Office Items 1 through 11**

**MOTION:** Mrs. Lab

**SECOND:** Mr. Charles

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

**D. REPORTS**

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending March 20, 2017.
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 February 13, 2017, the Superintendent reported HIB Incident Number(s) 047, 048, 054, 055 to the Board; and

Whereas, on February 23, 2017 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) 047, 048, 054, 055 for the 2016-2017 school year for the reasons conveyed to the Board."

**Reports - Items 1 and 2**

**MOTION:** Mrs. Lab

**SECOND:** Mr. Charles

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

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

- IX. NEXT BOARD MEETING** to be held at 8:00 p.m. on April 17, 2017 at West Orange High School.

**X. PETITIONS AND HEARINGS OF CITIZENS**

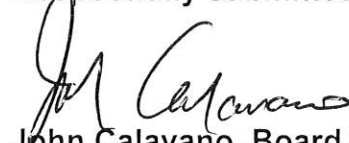
XI. ADJOURNMENT at 11:50 p.m.

MOTION: Mr. Schwarzbaum

SECOND: Mr. Charles

VOTE: 5-0 (VV)

Respectfully submitted,

A handwritten signature in black ink, appearing to read "John Calavano", written in a cursive style.

John Calavano, Board Secretary