

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting - 6:42 p.m. – November 5, 2018**  
**West Orange High School**  
**51 Conforti Avenue**

**Minutes**

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

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

**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 12, 2018.
- 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 6:45 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 four (4) 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, November 5, 2018 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 matter, described as specifically as possible without undermining the need for confidentiality is: Student disciplinary matter: Student ID #1309027

□ "(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 bank 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: Settlement Agreement re: Student #2710007 and WOE Contract.

■ "(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 7625, 4290, 7855, 5092 and 7594.

□ "(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



**VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF October 15 and 19, 2018 (Att. #1)**

**MOTION:** Mr. Robertson

**SECOND:** Mrs. Mordecai

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

**VII. STUDENT REPORTS**

**VIII. SUPERINTENDENT/ BOARD REPORTS**

- A. Transportation Update
- B. PARCC 2018-2019 Update
- C. Special Education Policy Review Update
- D. Future Ready Grant
- E. Week of Respect
- F. Dedication for Henry Chang Jr. at Mt. Pleasant Elementary School
- G. Connie White Library Dedication Kelly Elementary School
- H. WOHS College Fair
- I. Extracurricular/Athletic Update
- J. Listening Sessions
- K. HIB Report

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

**X. 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
Geraldina Scalia	Hazel	Basic Skills	Retirement 31 years	1/1/19

- 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
Geoffrey Dade	Kelly	Paraprofessional	Resignation	10/26/18
Arkeem Samuels	WOHS	Custodian Night-shift	Resignation	10/31/18

**2. Rescissions**

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

Name	Location	Position	Effective Date
Daniel Adams	Kelly	Paraprofessional	10/19/18
Joseph Cannuscio	WOHS	Curriculum Writing: French I	11/5/18

Rose Marie Kelly	Gregory	Curriculum Writing: English Language Arts	11/5/18
Yajing Li	WOHS	Curriculum Writing: Chinese III	11/5/18
Yajing Li	WOHS	Curriculum Writing: Chinese III Honors	11/5/18
Maria Pirovano	Washington	Curriculum Writing: Elementary Spanish	11/5/18
Juan Roncero	WOHS	Curriculum Writing: Spanish III	11/5/18
Juan Roncero	WOHS	Curriculum Writing: Spanish III Honors	11/5/18

### 3. 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
Rebecca Dwyer	Roosevelt	English Language Arts Leave Replacement	Geher	BA	3	\$56,550 prorated	10/22/18 - 3/11/19
Melinda Levendusky	Roosevelt	Special Education Extended Assignment Substitute	Mocarski	N/A	N/A	\$200 per diem	11/12/18 - 12/11/18
Craig Sanphy	Liberty	Music Leave Replacement	Rowberg	MA	3	\$60,386 prorated amended	9/6/18 - 12/21/18 amended
Mary Tarnacki	Mt. Pleasant	Art Long Term Substitute	Ferrera	BA	3	\$283 per diem	11/7/18 - 2/13/19

- 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
Joanne Duncan	WOHS	Administrative Assistant	Klittich	Column II	2	\$46,195 includes BA stipend of \$1,212 prorated amended	10/22/18 - 6/30/19
Michael Griggs	WOHS	Paraprofessional	New	Non-Degree	3	\$27,999 prorated	10/30/18 - 6/30/19
Alanna Hawthorne	WOHS	Paraprofessional	New	Non-Degree	3	\$27,999 prorated	11/7/18 - 6/30/19
Qadriyyah Shakoor	WOHS	Greeter	Foster	N/A	N/A	\$19.08 per hour	10/4/18 - 6/30/19 amended

- c. Superintendent recommends approval to the Board of Education for adjustments for the following Board approved salaries for certificated staff:

Name	Location	Guide	Step	Base	Stipend	Longevity	Longevity Date	Salary	Effective Dates
Ryan DelGuercio	WOHS	N/A	N/A	N/A	\$1,500 per month prorated	N/A	N/A	N/A	2/16/18 - 6/30/18

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

Name	Location	Position	Guide	Step	Salary	Effective Dates
Jennifer Dahl	WOHS	English	MA+30	17	\$98.52 per diem	11/12/18 - 12/20/18
Tonio Favetta	WOHS	English	MA+30	17	\$98.52 per diem	11/12/18 - 12/20/18
Bard Goodrich	WOHS	English	BA	6	\$52.20 per diem	11/12/18 - 12/20/18
Janine Sullivan	WOHS	English	DR	7	\$68.49 per diem	11/12/18 - 12/20/18
Molly Wachtel	WOHS	English	MA+30	7	\$63.83 per diem	11/12/18 - 12/20/18

- e. Superintendent recommends approval to the Board of Education for adjustments for the following Board approved training level changes for WOECA certificated staff:

Name	Location	Position	From			To			
			Guide	Step	Salary	Guide	Step	Salary	Effective Date
Candice Brennan	Liberty	Science	BA+30	9	\$62,165	MA amended	9	\$63,150 amended	9/1/18
Kimberly Cerutti*	Roosevelt	Math	MA+30	16	\$108,805 amended	MA+45	16	\$110,581 amended	9/1/18
Kathleen Waldron*	Kelly	Spec Ed	MA+15	17	\$109,830 amended	MA+30	17	\$114,856 amended	9/1/18

\*includes longevity

- f. Superintendent recommends approval to the Board of Education for the following negotiated co-curricular assignment(s): (Att. #2)
- g. Superintendent recommends approval to the Board of Education for the following certificated staff additional assignment(s): (Att. #3)
- h. Superintendent recommends approval to the Board of Education for the following non-certificated staff additional assignment(s):

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Lena Falero	Central Office	Administrative Assistant to provide translation services	\$39 per hour as assigned	2018-2019
Angela Nevins St. Cloud	WOHS	Winter Athletic Transportation Planning	\$27.88 per hour not to exceed 20 hours	2018-2019
Angela Nevins St. Cloud	WOHS	Spring Athletic Transportation Planning	\$27.88 per hour not to exceed 20 hours	2018-2019
Raquel Sardina WOHS	Edison	Paraprofessional to assist student with afterschool activities	\$23 per hour not to exceed 4 hours per week	10/26/18 - 6/21/18
Jamae Sippio WOHS	Edison	Paraprofessional to assist student with afterschool activities	\$23 per hour not to exceed 4 hours per week	10/26/18 - 6/21/18

- i. Superintendent recommends approval to the Board of Education for the following non-certificated staff professional development stipend(s):

Name	Location	Position	Professional Development Program	Stipend	Effective Date
Stacy Phillips	Central Office	Administrative Assistant	NAEOP Option II	\$2,532 prorated	9/15/18

- j. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2018-2019:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Prudencia Achuo	Substitute	X	X				
Tamoya Buckley	Substitute	X	X				
Alzie Castillo	CE	X					
Kenneth Coppola	Substitute	X	X				
Mudita Dave	Substitute	X	X	X	X		
Duane Dyson	Substitute	X	X				
Ingrid Erazo	Substitute	X	X				
Gloricel Figueroa	Substitute	X	X				
Ann Krauser	CEAS	X	X				
Randa Meseha	Standard	X	X				
Regina Moore	Substitute		X				
Erica Rodriguez	N/A				X		
Alejandro Sardina	Substitute	X					
Timothy Smith	Substitute	X	X				

#### 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
Laura Duval Family	Kelly School Occupational Therapist	2/25/19 - 3/22/19	3/25/19 - 6/30/19	N/A	on or after 9/1/19
Katherine Hedlund Family	.8 BMELC / .2 Washington School Occupational Therapist	11/30/18 - 1/7/19	1/8/19 - 2/20/19 amended	N/A	2/21/19
Kimberly Mancarella Medical	WOHS Assistant Principal	2/12/19 - 5/31/19	N/A	N/A	6/3/19
Constance Salimbeno Medical	BMELC Principal	1/2/19 - 2/15/19	N/A	N/A	2/19/19
Alma Sartages Family	Redwood Kindergarten	1/28/19 - 3/8/19	3/11/19 - 5/3/19	N/A	5/6/19





**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 2018-2019 school year:

Destination	City	State
Exhibit 9 Gallery	Asbury Park	NJ
Rutgers New Jersey Medical School	Newark	NJ

3. Recommend approval for field trips for the 2018-2019 school year. (Att. #6)
4. Recommend approval of the Curriculum Writing Projects for the 2018-2019 school year. (Att. #7)
5. Recommend approval for student teaching for the 2018-2019 school year (Att. #8)
6. Recommend approval of the 2018-2019 Advancement via Individual Determination (AVID) Implementation Agreement in the amount of \$9,899.00.
7. Approval of submission of High School Voter Registration Law Annual Statement of Assurance for school year 2017-2018.

**Curriculum and Instruction - Items 1 through 7**

**MOTION:** Mrs. Mordecai

**SECOND:** Mr. Schwarzbaum

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

**C. FINANCE**

**a.) Special Services**

1. Recommend approval for the following out of district placements for the 2018-2019 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1604093	Inclusive Learning Academy/Partnership in Education	1:1 Aide: \$46,810.80 180 days @ \$260.06/day	Unbudgeted
1801046	Bergen County Special Services Springboard Program	Tuition: \$60,660.00 10 months @ 6,066.00/month Out of County fee: \$6,750.00	Unbudgeted

2. Recommend approval of provider for home instruction for the 2018-2019 school year to provide services to West Orange School district students as follows:

Name of Facility	Rate	Not to Exceed
Center for Children’s Behavioral Health, Inc. Fairfield, NJ	\$75.00 per hour	\$8,000.00

**b.) Business Office**

**1. Recommend approval of the 11/5/18 Bills List: (Att. #9)**

Payroll/Benefits	\$11,528,594.59
Transportation	\$ 171,966.18
Tuition (Spec. Ed./Charter)	\$ 748,540.75
Instruction	\$ 318,244.99
Facilities	\$ 292,104.10
Capital Outlay	\$ 150,030.51
Grants	\$ 247,006.58
Food Service	\$ 3,225.54
Summer Enrichment	\$ 97.40
Debt Service	\$ 2,431,415.63
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 270,201.85</u>
	\$16,161,428.12

**2. Recommend approval of September 2018 transfers within the 2018-2019 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #10)**

**3. Secretary’s Report - Acceptance and Certification - September 2018**

Recommend that the West Orange Board of Education accept the Board Secretary’s financial report for the month of September 2018, 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. #11)

**4. Report of the Treasurer of School Monies - September 2018**

Recommend that the West Orange Board of Education acknowledge and accept the Report of the Treasurer of School Monies for the month of September 2018, which report is in agreement with the Secretary’s Report. (Att. #12)

**5. Recommend acceptance of the following donation(s)/award(s):**

Donor	Recipient	Donation
Betty Maddalena Foundation	Gregory School (2) Kelly School (1) Mt. Pleasant School (1) Washington School (1)	5 6” maple top tables Total value \$1,000 Distribution as indicated
Betty Maddalena Foundation	Elementary Schools	40 Stools

		20 Desks Total value \$8,023
Nikhil Badlani Foundation	Gregory School	\$2,000
First Day of School Foundation	Gregory School	\$1,000

6. Recommend approval of the law firm of Chiesa Shahinian & Giantomasi P.C, West Orange, NJ as special legal counsel for the West Orange Schools for matters as assigned by the Board in an amount not to exceed \$80,000 (previously approved not to exceed \$50,000 on the 6/4/18 agenda). (Att. #13)
7. Recommend approval of Proposal CAR-4 in the amount of \$5,000 with Partner Engineering and Science, Inc., Eatontown, NJ, for historical research, OPRA requests, and data evaluation for former S&B Distributors and former adjacent Thomas Edison Company property, with respect to the Standish Avenue Bus Garage.
8. Recommend approval of proposed NonPublic security aid program expenditures funded through the Office of State Aid Entitlements and Payments to NonPublic Schools (not local funds):

Non Public School	Description	Amount
Golda Och Upper School	• Safe Life Security - Install 4 IP cameras at Auxiliary parking lot	\$5,975.00
	• Bougades Electric - Install 6 entrance canopy lights	\$5,505.00
	• Signright - printed signs with room numbers for emergency purposes	\$1,993.55
	• Global Mark Security - security services	\$ 4,976.45
Golda Och Lower School	• Shaw's Complete Security - Supply & install 6 custom heavy duty doors	\$10,683.00
	• Sun Control Tinting - supply and install safety and security film for classrooms	\$ 5,700.00
	• Global Mark Security - security services	\$ 2,892.00

9. Recommend approval of proposed NonPublic technology aid program expenditures funded through the Office of State Aid Entitlements and Payments to NonPublic Schools (not local funds):

Non Public School	Description	Amount
Seton Hall Prep	8 Promethean 4K ActivPanel 75"	\$29,077.68
	8 Extended Warranty	\$ 1,406.88
	iMac Screen Covers	\$ 2,126.16
	<b>Total</b>	<b>\$32,610.72</b>
Golda Och Upper School	Online Computers - 20 Chrome EDU Mgmt. Licenses	\$ 480.00

10. Recommend approval of the following resolution:

**Whereas**, the Department of Education requires New Jersey School Districts to submit



“Whereas, pursuant to Board Policy and the requirements of N.J.S.A. 18A:37-17(b)(6)(c), at its meeting on October 15, 2018, the Superintendent reported HIB Incident Number(s) 006, 007, 008, 009, 010, 011 to the Board; and

Whereas, on October 18, 2018 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) 006, 007, 008, 009, 010, 011 for the 2018-2019 school year for the reasons conveyed to the Board.”

**3. Acceptance of the second required School Bus Emergency Evacuation Drills :**

School	Date	Time	Routes	Location	Supervisor
Kelly	10/8/18	9:30 a.m.	Trip #21050	On premises	Joanne Pollara
BMELC	10/11/18	8:40 a.m.	Upon Arrival	On premises	Constance Salimbeno
Gregory	10/11/18	9:30 a.m.	Trip #21074	On premises	Makeida Estupinan
Redwood	10/12/18	9:15 a.m.	Trip #21077	On premises	Timothy Beaumont
BMELC	10/12/18	12:10 p.m.	Upon Arrival	On premises	Constance Salimbeno
Mt. Pleasant	10/12/18	9:30 a.m.	Trip #21075	On premises	Julie DiGiacomo
Hazel	10/12/18	9:30 a.m.	Trip #21078	On premises	William Kochis
St. Cloud	10/16/18	9:30 a.m.	Trip #21056	On premises	Eric Price
Washington	10/17/18	9:30 a.m.	Trip #21076	On premises	Marie DeMaio
Liberty	10/17/18	9:30 a.m.	Trip #21055	On premises	Michelle Martino
Roosevelt	10/18/18	9:30 a.m.	Trip #21079	On premises	Lionel Hush
WOHS	10/19/18	7:10 a.m.	Upon Arrival	On premises	Louis DellaPia
Edison	11/2/18	11:00 a.m.	Trip #21057	On premises	Xavier Fitzgerald

**Reports - Items 1 through 3**

**MOTION:** Mr. Robertson

**SECOND:** Mr. Schwarzbaum

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

**E. MISCELLANEOUS**

**1. Recommend approval of 2018-2019 Board Goals:**

**Goal #1 Fiscal Management**

The District will develop a fiscally responsible spending plan to promote engagement, facilitate learning & student achievement initiatives which meet or exceed NJ State Standards and content, foster advocacy and provide a pathway for continuous improvement.

**Goal #2 Curriculum and Instruction**

To support a system of curriculum, instruction, and assessment that provides for student success that aligns to the Strategic Plan objectives using data-driven decision making.

**Goal #3 Communication**

To enhance communication and the building of relationships with the:

- A. Community**
  - 1. Conduct a board meeting bi-annually in the form of a town Hall Meeting with open discussions on key topics and break out groups
- B. Superintendent**
  - 1. Update and implement policy guidelines to ensure adequate input into curricula changes and new programs through surveys and focus groups
- C. Board Team**
  - 1. Explore the subcommittee system
  - 2. Develop Board interrelationships to become more effective as a team
  - 3. Increase efficiency and time management of board meetings

**Miscellaneous - Board Goals**

**MOTION:** Mr. Robertson                      **SECOND:** Mr. Schwarzbaum                      **VOTE:** 5-0 (RC)

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

**XII. NEXT BOARD MEETING to be held at 8:00 p.m. on November 19, 2018 at West Orange High School.**

**XIII. PETITIONS AND HEARINGS OF CITIZENS**

**XIV. ADJOURNMENT at 10:05 P.M.**

**MOTION:** Mr. Schwarzbaum                      **SECOND:** Mr. Robertson                      **VOTE:** 5-0 (VV)

**Respectfully submitted,**

**John Calavano, Board Secretary**