

**WEST ORANGE BOARD OF EDUCATION
Public Board Meeting - 6:40 p.m. – December 11, 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 November 13, 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 6:43 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 ten (10) 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 Tuesday, December 11, 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 matters, described as specifically as possible without undermining the need for confidentiality are: Student ID #1110090; HIB Case 090-001.

□ "(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: WOECA Contract; PERC Hearing; Settlement Agreement re: Student #2907048

■ "(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 #4159, #4290, #5195, #7594, #7626 and #7855.

□ "(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

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

Name	Location	Position	Reason	Effective Date
Kenneth Darcy	Roosevelt	Science	Resignation	1/1/19
Marcia Grivalsky	WOHS	Special Education	Retirement 34.5 years	2/1/19
Dave Joisil	WOHS	Wrestling: Assistant Coach	Resignation	9/1/18
Jennie Pu	WOHS	Library Media Specialist	Resignation	1/1/19
Sophia Rivera	Hazel	Grade 4	Resignation	1/1/19

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

Employee #	Effective Date
# 8396	1/3/19

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
Karen Deas	Central Office	Acting Principal BMELC / Supervisor Special Services, K-5	Salimbeno	MA	N/A	\$117,500 prorated \$1,500 stipend per month	1/2/19 - 2/15/19
Michael Figueiredo	WOHS	.8 Social Studies Supervisor / .2 Social Studies Teacher	Olshalsky	MA+30	17	\$114,856 prorated plus \$1,200 per month stipend	1/2/18 - 2/6/19
Rachel Horowitz	Kelly	Special Education Leave Replacement	O'Connell	BA	3	\$56,550 prorated	12/18/18 - 3/29/19
Laura Kraft	Hazel	BSI	Scalia	MA	3	\$60,386 prorated	1/2/19 - 6/30/19
Jenna Laszlo	Hazel	Grade 4	Rivera	BA	3	\$56,550 prorated	1/2/19 - 6/30/19
Stephen Olshalsky	WOHS	Acting Assistant Principal	Mancarella	MA+45	N/A	\$119,695 prorated plus \$1,500 per month stipend	12/12/18 - 2/6/19
Hillary Rubenstein	Roosevelt	Science	Darcy	MA	15	\$83,173 prorated	1/2/19 - 6/30/19
Teresha Rue	Liberty	Special Education Extended Assignment Substitute	Lawrence	N/A	N/A	\$200 per diem	11/30/18 - 12/21/18
Genna Salvatoriello	Gregory	Grade 3 Extended Assignment Substitute	McCarthy- Wallace	N/A	N/A	\$180 per diem	12/14/18 - 2/8/19
Sarah Teichman	WOHS	Library Media Specialist Extended Assignment Substitute	Pu	N/A	N/A	\$180 per diem	1/2/19 - 2/28/19

- 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
Juan Colon	Hazel	Custodian Mid shift	Battistini	Custodian	1	\$37,085 includes shift differential of \$285 prorated	12/12/18 - 6/30/19

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

Name	Location	Position	Guide	Step	Salary	Effective Dates
Cindy Celi	WOHS	Technology Education	MA	7	\$56.02 per diem	12/7/18 - 2/1/19
Catherine Gardner	WOHS	Technology Education	MA	4	\$54.80 per diem	12/7/18 - 2/1/19
Max Grossman	WOHS	Technology Education	BA	6	\$52.20 per diem	12/7/18 - 2/1/19
Nicole Krulik	WOHS	Technology Education	BA	17	\$84.48 per diem	12/7/18 - 2/1/19
Anthony Prasa	WOHS	Technology Education	BA+15	17	\$89.66 per diem	12/7/18 - 2/1/19
Joe Spina	WOHS	Technology Education	BA+15	12	\$57.72 per diem	12/7/18 - 2/1/19

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

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Vincent Angelone OOD	WOHS	Wrestling: Volunteer	N/A	2018-2019
Edward Bejian	WOHS	Wrestling: Volunteer	N/A	2018-2019
John Chang OOD	WOHS	Volleyball: Boys' Assistant	\$8,561	2018-2019
Vincent Cordasco OOD	WOHS	Wrestling: Assistant Coach	\$8,651	2018-2019
Dante Fernandez OOD	WOHS	Indoor Track: Assistant Coach	\$6,512	2018-2019
Dante Fernandez OOD	WOHS	Track: Assistant Coach	\$8,651	2018-2019
Nicole Fleck	WOHS	Basketball: Girls' Volunteer	N/A	2018-2019
Jaclyn Headlam	WOHS	Indoor Track: Volunteer	N/A	2018-2019
Mary Maliszewski .4 Gregory / .3 Mt. Pleasant / .3 Washington	Mt. Pleasant	Chamber Orchestra	\$750	2018-2019
John Prescott Edison	WOHS	Indoor Track: Assistant Coach	\$6,512	2018-2019

- e. 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
Camilia Anka	WOHS	ACT Boot Camp English Instructor Session III	\$1,600 per session not to exceed 8 days	5/20/19 - 6/5/19
Kathryn Baran	WOHS	SAT Boot Camp English Instructor Session I	\$1,600 per session not to exceed 8 days	2/21/19 - 3/7/19
Denise DeCaito	Washington	Title I Parent Involvement	\$250 per diem not to exceed 18 days	1/2/19 - 6/21/19
Christina Delaney	WOHS	SAT Boot Camp Mathematics Instructor Session I	\$1,600 per session not to exceed 8 days	2/21/19 - 3/7/19
Michael Denburg	WOHS	SAT Boot Camp Mathematics Instructor Session II	\$1,600 per session not to exceed 8 days	4/22/19 - 5/3/19
Mindy Harvat	WOHS	SAT Boot Camp English Instructor Session II	\$1,600 per session not to exceed 8 days	4/22/19 - 5/3/19
John Tomasewski	WOHS	ACT Boot Camp Mathematics Instructor Session III	\$1,600 per session not to exceed 8 days	5/20/19 - 6/5/19

- f. Superintendent recommends approval to the Board of Education for the following mentor assignments for the 2018-2019 school year: (Att. #2)
- g. 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
Karla Hernandez	Central Office	Administrative Assistant	NJAEOP Professional Development Certificate: Option I	\$1,246 prorated	10/1/18

- h. **Resolved**, that the Board of Education hereby modifies its current employment contract with the Acting Superintendent to extend the period of employment through January 7, 2019, with all other terms and conditions remaining unaffected.
- i. 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
Melissa Brown	Substitute	X	X				
Arielle Daniels	Substitute	X	X	X			
Francois Douge	Substitute	X	X				
Jenna Laszlo	Standard	X	X				

Hillary Rubenstein	Standard	X				
Genna Salvatoriello	Substitute	X	X			
Sarah Teichman	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
Debra Coen Medical	WOHS Technology Education	12/7/18 - 2/1/19	N/A	N/A	2/4/19
Michael Lawrence Medical	Liberty Special Education	11/30/18 - 12/21/18	N/A	N/A	1/2/19
Kimberly Mancarella Medical	WOHS Assistant Principal	12/6/18 - 2/6/19	N/A	N/A	2/7/19
Constance Salimbeno Medical	BMELC Principal	1/2/19 - 2/15/19	N/A	N/A	2/19/19

- 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
Elena McFarland Medical	Transportation Director	12/5/18 - 1/11/19	N/A	N/A	1/14/19
Jeanne Santangelo Medical	Kelly Paraprofessional	11/12/18 - 12/21/18 amended	N/A	N/A	1/2/19

4. **RESOLVED**, that the Board of Education, conditioned upon Employee ID #4290's execution and acceptance of same, hereby authorizes the Board President to execute the separation agreement on its behalf.

Personnel - Items 1 through 3

MOTION: Mrs. Mordecai

SECOND: Mr. Robertson

VOTE: 5-0 (RC)

Personnel - Item 4

MOTION: Mrs. Mordecai

SECOND: Mr. Robertson

VOTE: 3-2 (RC)

NAY: Mr. Schwarzbaum, Mr. Charles

B. CURRICULUM AND INSTRUCTION

1. Recommend approval of Applications for School Business requests. (Att. #4)

2. Recommend approval for field trips for the 2018-2019 school year. (Att. #5)
3. Superintendent recommends approval for field trip destinations for the 2018-2019 school year:

Destination	City	State
Alaris Health at St. Mary's	Orange	NJ
Grammy Museum	Newark	NJ

4. Recommend approval for student teaching for the 2018-2019 school year (Att. #6)
5. Recommend to approve the 2019 Summer Enrichment Program. (Att. #7)
6. Recommend approval of proposal from McGraw Hill School Education, LLC, Columbus, OH, to provide Number Words Training for Title I/Basic Skills Teachers, December 13 and 14, 2018, in the amount of \$5,000, to be funded through Title I grant.
7. Recommend approval of English Language Arts Instruction / Professional Development for 19 days between December 2018 - June 2019 in the amount of \$24,700 funded by Title IA, Title IIA, and Title IVA.
8. Recommend approval of the Memorandum of Agreement to Establish and Operate an Air Force Junior Reserve Officer Training Corps Unit for the 2019-2020 school year.
9. Recommend approval of School Psychology Professional Diploma Program Agreements with Kean University Department of Advanced Studies in Psychology.
10. Recommend approval of Restorative Justice Study Dissertation by Dana Peart, World Languages Teacher at WOHS for the 2018-2019 school year.
11. Recommend approval of TSL Consulting Group to provide Professional Development on Restorative Justice Practices to staff on December 12, 2018 in the amount of \$2,400.

Curriculum and Instruction - Items 1 through 11

MOTION: Mr. Alper

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 #	Program	Tuition	Budgeted/Unbudgeted
1810076	Benway School	Tuition: \$48,184.20	Unbudgeted

		135 days @ \$356.92/day	
1813029	P.G.Chambers	Tuition: \$51,772.24 134 days @ \$386.36/day	Unbudgeted
2706092	Burlington County Special Services	Tuition: \$48,747.00 Out of County Fee: \$3,200.00	Budgeted

2. Recommend approval for the following tuition/extraordinary services adjustments for the 2016/2017 and 2017/2018 school years, as certified by the State of NJ Division of Administration and Finance:

School	Amount 2016/2017	Amount 2017/2018
ECLC of New Jersey, Newark, NJ	\$3,228.00	N/A
Chancellor Academy, Pequannock, NJ	N/A	\$3,413.30

3. Recommend approval of contract with the Center for Autism and Early Childhood Mental Health, College of Education and Human Services, Montclair State University, for Consultation Services to Support Developmentally Appropriate and Inclusive Practices for Children with Special Needs: West Orange Pre-school Program, for the 2018-2019 School Year, in the amount of \$13,575 funded through the 2019 IDEA Grant.

4. Recommended approval for the following service provider for related services for the 2018-2019 school year.

Provider	Type of Service	Cost	Not to Exceed	Budgeted/Unbudgeted
Infinite Therapy Solutions	Occupational Therapy @ Washington School 12/3/2018 - 2/21/2019	\$50 per 30 minutes sessions (4 hours per week)	\$4,400.00	Budgeted

5. Recommend approval for the following service providers to perform an educational evaluation for the 2018-2019 school year.

Student	Provider	Type of Service	Cost	Not to Exceed
1205063	Christopher Russell Educational Consultant, Evaluator 41-19 41st St., Apt. #3A Queens, NY 11104	Comprehensive Educational Evaluation (Visual Impairment)	\$1,250.00 (includes evaluation, travel, assessment, writing report, follow-up discussion)	\$1,250.00
2604108	Lake Drive Program Specialized Evaluation Services 10 Mountain Drive Mountain Lakes, NJ 07046	Educational, Psychological and Speech and Language Evaluation (Hearing Impairment)	\$2,400.00	\$2,400.00

6. Recommended approval for the following service provider for related services for the 2018-2019 school year:

ID Number	Provider	Type of Service	Cost	Not to Exceed	Budgeted/ Unbudgeted
1813029	Bayada Home Health Care, Inc.	1:1 Nursing, School hours and transportation Effective:11/19/2018	RN - \$55.00/hour LPN - \$45.00/hour	\$60,000.00	Budgeted

b.) Business Office

1. Recommend approval of the 12/11/2018 Bills List: (Att. #8)

Payroll/Benefits	\$16,117,018.09
Transportation	\$ 756,984.44
Tuition (Spec. Ed./Charter)	\$ 504,607.47
Instruction	\$ 104,663.49
Facilities	\$ 161,975.92
Capital Outlay	\$ 56,823.80
Grants	\$ 199,011.17
Food Service	\$ 4,072.52
Support Svcs/Co-Curricular/Athletics/Misc.	\$ <u>105,680.26</u>
	\$18,010,837.16

2. Recommend approval of October 2018 transfers within the 2018-2019 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #9)

3. Secretary's Report - Acceptance and Certification - October 2018

Recommend that the West Orange Board of Education accept the Board Secretary's financial report for the month of October 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. #10)

4. Report of the Treasurer of School Monies - October 2018

Recommend that the West Orange Board of Education acknowledge and accept the Report of the Treasurer of School Monies for the month of October 2018, which report is in agreement with the Secretary's Report. (Att. #11)

5. Disposition of Settlement Agreement with the Parents of Student #2907048 as stipulated in closed session.

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

Donor	Recipient	Donation
World Organization for Positive Action	Hazel School	130 backbacks, valued at approximately \$910
World Organization for Positive Action	Washington School	160 backbacks, valued at approximately \$1,120

World Organization for Positive Action	Gregory School	130 backbacks, valued at approximately \$910
Joanne Pollara	Kelly Elementary School	\$1,000 for the installation of Focus Walk

7. Recommend approval of 2019 Band Camp Facility Agreement with Pine Forest Camps, Greeley, PA, July 22-25, 2019, in the approximate amount of \$2,725.00. (Att. #12)
8. Recommend approval of Catel, Inc., Bradley Beach, NJ Change Order #GC-3 in the amount of \$7,900 to replace the existing Fire Alarm panel, which was damaged and could not be reused as originally planned, as recommended by Spiezle Architectural Group, with regard to the Sports Bubble Replacement Project at WOHS (increase to the revised contract amount of \$760,898.12 to \$768,798.12).
9. Recommend approval of awarding of the following bids: (Att. #13)

Bid #	Description	Vendor	Award Description
18-20	Plumbing Repairs & Replacement, Distict Wide	JMTK, LLC Sparta, NJ	12/18/18-6/30/19: Labor Rate: \$90/hour Year 1 Renewal Option (7/1/19-6/30/20): Labor Rate: \$95/hour Year 2 Renewal Option (7/1/20-6/30/21): Labor Rate: \$100/hour
18-21	Foam Roofing Repair & Replacement, District Wide	Hygrade Insulators, Inc. Phillipsburg, NJ	12/18/18-6/30/19: Material & Labor: \$8.71/SF Year 1 Renewal Option (7/1/19-6/30/20): Material & Labor: \$9.34/SF Year 2 Renewal Option (7/1/20-6/30/21): Material & Labor: \$9.97/SF

10. Recommend approval of the following resolution:

RESOLVED that the Board approve the following Tax Shelter Annuity Companies/Brokers:

AXA Equitable	T. Rowe Price
Fidelity	VALIC
Lincoln Investment Planning	National Life Group
Lincoln National	Security Benefit
MetLife	

11. Recommend submission of the amended Every Student Succeeds Act (ESSA) Consolidated Grant for fiscal year 2019 in the amount of \$1,346,480. Amended application includes FY2018 Carryover Funds in the amount of \$51,712 to be budgeted and expended as carryover during the FY2019 year.

Title I A	\$1,000,680
Title II-A	\$208,619
Title III	\$64,675
Title III Immigrant	\$10,294
Title IV Part A	\$62,212
Total	\$1,346,480

12. Recommend submission of amended Individuals with Disabilities Education Act (IDEA) Consolidated Grant for fiscal year 2019 in the total amount of \$1,996,348. Amended application includes FY2018 Carryover Funds for Basic in the amount of \$263,525 and for Preschool in the amount of \$322 to be budgeted and expended as carryover during the FY2019 year.

Basic	
Public	\$1,584,092
Non Public	\$344,090
Total	\$1,928,182

Preschool	
Public	\$68,166
Non Public	\$0
Total	\$68,166

Finance - Business Office - Item 1 - Vendor #11984

MOTION: Mr. Robertson

SECOND: Mr. Alper

VOTE: 4-0-1 (RC)

ABSTAIN: Mr. Alper

Finance - Business Office - Item 1 - Vendor #11191

MOTION: Mr. Robertson

SECOND: Mr. Alper

VOTE: 4-0-1 (RC)

ABSTAIN: Mr. Charles

Finance - Business Office - Item 1 - Vendor #11496

MOTION: Mr. Robertson

SECOND: Mr. Alper

VOTE: 4-0-1 (RC)

ABSTAIN: Mr. Schwarzbaum

Finance - Business Office - Item 1 - Aid in lieu recipients: Alleyne, Alston, Bell, Evans (Monica), Lemon, Randolph, Skyers, Woodard

MOTION: Mr. Robertson

SECOND: Mr. Alper

VOTE: 4-0-1 (RC)

ABSTAIN: Mrs. Mordecai

Finance - Special Services Items 1 through 6; Business Office Items 1 through 12 with the exception of the above**MOTION:** Mr. Robertson**SECOND:** Mr. Alper**VOTE:** 5-0 (RC)**D. MISCELLANEOUS**

1. Recommend approval of Boys and Girls Fencing Team and training at the Lilov Fencing Academy for middle and high school fencing athletes, commencing the 2018-2019 school year not to exceed \$16,000.

MOTION: Mr. Robertson**SECOND:** Mrs. Mordecai**VOTE:** 5-0 (RC)**E. REPORTS**

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending December 11, 2018.

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 20, 2018, the Superintendent reported HIB Incident Number(s) 021, 023, 024 to the Board; and

Whereas, on November 26, 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) 021, 023, 024 for the 2018-2019 school year for the reasons conveyed to the Board.”

Reports - Items 1 and 2**MOTION:** Mrs. Mordecai**SECOND:** Mr. Alper**VOTE:** 5-0 (RC)**XI. REPORT FROM THE BOARD PRESIDENT AND/OR BOARD MEMBERS****XII. NEXT BOARD MEETING to be held at 7:00 p.m. on December 17, 2018 at West Orange High School.****XIII. PETITIONS AND HEARINGS OF CITIZENS****XIV. EXECUTIVE SESSION at 10:03 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 ten (10) 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 Tuesday, December 11, 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:

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"(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 ID #1110090.

"(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_____.

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"(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: WOECA Contract; PERC Hearing; Settlement Agreement re: Student #2907048

■ "(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 #4159, #5195, #7594, #7626 and #7855.

□ "(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 ninety (90) 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 only the above stated reasons; 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.

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

XV. PUBLIC SESSION AT 11:03 P.M.

XVI. Personnel

2. Appointments

j. 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
Stephen Olshalsky	WOHS	Acting English Language Arts Supervisor	Veneziano	MA+45	N/A	\$119,695 prorated	12/12/18 - 1/7/19
Elizabeth Veneziano WOHS	Central Office	Acting Assistant Superintendent for Curriculum and Instruction	de Mendez	MA+45	N/A	\$152,695 prorated plus \$1,500 per month stipend prorated	12/12/18 - 1/7/19

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

XVII. ADJOURNMENT at 11:05 P.M.

MOTION: Mr. Robertson

SECOND: Mr. Alper

VOTE: 5-0 (VV)

Respectfully submitted,

John Calavano, Board Secretary