

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting - 6:45 p.m. – February 11, 2019**  
**West Orange High School**  
**51 Conforti Avenue**

**Minutes**

**I. ROLL CALL OF THE MEMBERS**

**Present: President Alper, Mrs. Mordecai, Mr. Robertson, Mrs. Merklinger, Mrs. Trigg-Scales**

**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 8, 2019.
- 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 6:47 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 three (3) 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, February 11, 2019 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: a. Student disciplinary matters:

□ "(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 matters, described as specifically as possible without undermining the need for confidentiality are: Security Audit discussion with StoneGate Associates; Discuss the Memorandum of Understanding with the police department regarding videostreaming.

□ "(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:

■ "(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 is: Human Resources Director Seach Update.

□ "(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



## 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
Angela Capuana	Mt. Pleasant	Grade 3 Leave Replacement	Galati	BA	3	\$56,550 prorated	2/20/19 - 6/30/19
Lauren Carrero	Washington	Reading Specialist Extended Assignment Substitute	Giuliano	N/A	N/A	\$200 per diem	2/4/19 - 3/15/19
Tracy Clark	Gregory	ESL Extended Assignment Substitute	Klein	N/A	N/A	\$200 per diem	1/7/19 - 2/28/19 amended
Michael Figueiredo	WOHS	.8 Social Studies Supervisor / .2 Social Studies Teacher	Olshalsky	MA+30	17	\$114,856 prorated plus \$1,200 per month stipend	1/2/19 - 6/30/19 amended
Yelena Grushko	WOHS	School Psychologist Leave Replacement	Andrews	MA	3	\$60,386 prorated	2/25/19 - 5/31/19
Stephen Olshalsky	WOHS	Acting English Language Arts Supervisor	Veneziano	MA+45	N/A	\$119,695 prorated	12/12/18 - 6/30/19 amended

- 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
Douglas Jandoli	WOHS	Paraprofessional	Flores	BA	5	\$31,459 prorated	2/12/19 - 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
Ara Berberian	WOHS	Social Studies	MA+45	17	\$107.70 per diem	1/2/19 - 6/30/19 amended
Cindy Celi	WOHS	Technology Education	MA	7	\$56.02 per diem	12/7/18 - 2/20/19 amended
Caroline Fortunato	WOHS	Social Studies	MA	6	\$55.75 per diem	1/2/19 - 6/30/19 amended
Catherine Gardner	WOHS	Technology Education	MA	4	\$54.80 per diem	12/7/18 - 2/20/19 amended
Max Grossman	WOHS	Technology Education	BA	6	\$52.20 per diem	12/7/18 - 2/20/19 amended
Andrew Guglielmo	WOHS	Social Studies	BA	6	\$55.20 per diem	1/2/19 - 6/30/19 amended

Nicole Krulik	WOHS	Technology Education	BA	17	\$84.48 per diem	12/7/18 - 2/20/19 amended
Timothy Miskimon	WOHS	Social Studies	MA+30	17	\$104.89 per diem	1/2/19 - 6/30/19 amended
Anthony Prasa	WOHS	Technology Education	BA+15	17	\$89.66 per diem	12/7/18 - 2/20/19 amended
Joe Spina	WOHS	Technology Education	BA+15	12	\$57.72 per diem	12/7/18 - 2/20/19 amended

- d. 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	Effective Dates
Michael Bridge	Liberty	BA+30	N/A	N/A	N/A	\$5,502 prorated	11/1/14 - 6/30/15
Kelly Dower	WOHS	BA+30	N/A	N/A	N/A	\$5,502 prorated	3/1/14 - 2/25/15
Kelly Dower	WOHS	BA+30	17	\$98,186	N/A	\$7,079 prorated	1/1/19 - 6/30/19
Jennifer Marchesi	St. Cloud	BA+30	17	\$98,186	N/A	\$8,667 prorated	6/1/19 - 6/30/19

- e. Superintendent recommends approval to the Board of Education for the following certificated staff additional assignment(s):

Name	Location	Position	Rate of Pay	Effective Dates
Patricia Aldworth	WOHS	After School Library Media Center Program Substitute	\$35 per hour as assigned	2/12/19 - 6/30/19

- f. Superintendent recommends approval to the Board of Education for the following non-certificated staff additional assignment(s):

Name	Location	Position	Rate of Pay	Effective Dates
Gina Kubu	WOHS	Administrative Assistant assigned to additional duties	\$29.64 per hour not to exceed 4 hours per week	1/31/19 - 3/14/19
Debra Zarro	WOHS	Administrative Assistant assigned to additional duties	\$45.96 per hour not to exceed 4 hours per week	1/31/19 - 3/14/19

- g. 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
Yelena Grushko	Standard	X					
Christelle Monawar	Standard	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
Jenna Bleeke Medical	Mt. Pleasant Library Media Specialist	1/28/19 - 2/19/19	N/A	N/A	2/20/19
Maria David Medical	Liberty Special Education	1/2/19 - 2/22/19 amended	N/A	N/A	2/25/19 amended
Laura Duval Family	Kelly School Occupational Therapist	2/19/19 - 3/22/19 amended	3/25/19 - 6/30/19	N/A	9/1/19
Andrea Klein Medical	Gregory ESL	12/3/18 - 2/28/19 amended	N/A	N/A	3/1/19 amended
Adriana Lapolla Family	Redwood Kindergarten	5/6/19 - 6/11/19 amended	6/12/19 - 6/30/19 9/1/19 - 1/1/20 amended	N/A	1/2/20
Zoe Velez Medical	.8 Mt. Pleasant / .2 St Cloud Spanish	2/4/19 - 3/11/19 a.m. only	3/11/19 p.m. only - 4/26/19	N/A	4/29/19

- 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
Robert Desch Medical	Liberty Paraprofessional	12/19/18 - 2/15/19 amended	N/A	N/A	2/19/19 amended
Bonnie Goodman Medical	Washington Paraprofessional	3/19/19 - 5/10/19	N/A	N/A	5/13/19
Isariah McChee Medical	WOHS Security Guard	8/27/18 - 2/22/19 amended	N/A	N/A	2/25/19 amended
Anna Marie Megaro Medical	WOHS Administrative Assistant	1/31/19 - 3/14/19 amended	N/A	N/A	3/15/19
Vito Pantaleo Medical	Liberty Head Custodian	1/3/19 - 2/15/19 amended	N/A	N/A	2/19/19 amended
Roseann Przybysz Medical	Redwood Paraprofessional	1/11/19 - 1/16/19	1/17/19 - 2/8/19	N/A	2/11/19

4. All district staff to provide the following services as assigned at the approved rates indicated for the 2018-2019 school year:

- Afternoon Pick-up Duty: \$35.70 per diem
- Breakfast Duty: \$35.70 per diem
- Edison Aftercare Program: \$20.40 per hour (not to exceed 3.5 hours per day)

- d. General Detention: \$35.70 per diem
- e. Morning Drop-Off Duty: \$35.70 per diem

**Personnel - Items 1 through 4****MOTION:** Mrs. Mordecai**SECOND:** Mr. Robertson**VOTE:** 5-0 (RC)**B. CURRICULUM AND INSTRUCTION**

1. Recommend approval of Applications for School Business requests. (Att. #2)
2. Recommend approval for field trips for the 2018-2019 school year. (Att. #3)
3. Superintendent recommends approval for field trip destinations for the 2018-2019 school year:

Destination	City	State
Brooklyn Cruise Terminal	Brooklyn	NY
Cafe Cafe	Newark	NJ
Kentucky Exposition Center	Louisville	KY
Millburn High School	Millburn	NJ

**Curriculum and Instruction - Item 1 - School Business (Alper)****MOTION:** Mrs. Mordecai**SECOND:** Mrs. Merklinger**VOTE:** 4-0-1 (RC)**ABSTAIN:** Mr. Alper**Curriculum and Instruction - Item 1 - School Business (Trigg-Scales)****MOTION:** Mrs. Mordecai**SECOND:** Mrs. Merklinger**VOTE:** 4-0-1 (RC)**ABSTAIN:** Mrs. Trigg-Scales**Curriculum and Instruction - Items 1 through 3, with the exception of the above****MOTION:** Mrs. Mordecai**SECOND:** Mrs. Merklinger**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
2606148	Shepard Preparatory High School	Tuition: \$28,529.82 99 days @ 288.18/day	Unbudgeted
2808032	Roselle Park Board of Education	Tuition: \$17,896.19 101 days @ \$177.19/day	Unbudgeted
1809087	Bloomfield Board of Education	Tuition: \$22,039.80 1:1 Aide: \$13,273.02	Unbudgeted

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

School	Amount
CTC Academy	\$2,192.35
Mountain Lakes Board of Education	\$13,901.90

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 Preschool Program, for the 2018-2019 School Year, in the amount of \$13,575. (Previously approved on 12/11/18 meeting funded through IDEA).
4. Recommend approval of contract with Cerebral Palsy of North Jersey, Inc. Livingston, NJ, to continue to provide Occupational Therapy Services for the 2018-2019 school year, not to exceed \$245,000 (previously approved not to exceed \$175,000 on the 6/18/18 agenda).
5. Recommend approval of providers of home instruction for the 2018-2019 school year to provide services to West Orange School district students.

Name of Facility	Rate	Not to Exceed
Center for Childrens' Behavioral Health 356 Horseneck Road Fairfield, NJ 07004	\$75.00 per hour	\$12,000 (Previously approved for \$8,000)

**b.) Business Office**

1. Recommend approval of the 2/11/19 Bills List:

Payroll/Benefits	\$ 7,686,872.52
Transportation	\$ 71,607.74
Tuition (Spec. Ed./Charter)	\$ 442,028.43
Instruction	\$ 31,473.71
Facilities/Security	\$ 172,340.25
Capital Outlay	\$ 1,670.49
Grants	\$ 153,079.14
Food Service	\$ 4,337.98
Support Svcs/Co-Curricular/Athletics/Misc.	\$ 67,275.68
	\$ 8,630,685.94

2. Recommend approval of revised Non-Public Security State Aid for the 2018-2019 school year as follows:

School	Original	Revised
Golda Och Academy-Lower School	\$19,275.00	\$38,550.00
Golda Och Academy-Upper School	\$18,450.00	\$36,900.00
Playhouse	\$1,275.00	\$2,550.00
Seton Hall Prep	\$71,925.00	\$143,850.00
<b>Total:</b>	<b>\$110,925.00</b>	<b>\$221,850.00</b>

3. Recommend approval of increase in contract amount for Cleary Giacobbe Alfieri Jacobs LLC, Oakland, NJ, general counsel for the West Orange Schools, by an additional amount not to exceed \$105,000 (previously approved not to exceed \$125,000 for the 2018-2019 school year on the 6/18/18 agenda). **Tabled.**
4. 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).

NonPublic School	Description	Amount
Seton Hall Prep	• McManus Locksmiths	\$95.00
	• Maffey's Security Group - security services for school events	\$930.00
	• Extra Duty Solutions - security services for school events	\$1,656.58

5. Recommend approval of Use Agreement for West Orange Armory with NJ Department of Military and Veterans Affairs, State of NJ, for the period 2/11/19-3/20/19.

**Finance - Business Office - Item 1; Vendor 5477**

**MOTION:** Mrs. Trigg-Scales

**SECOND:** Mr. Robertson

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

**ABSTAIN:** Mrs. Mordecai

**Finance - Business Office - Motion to Table Item 3**

**MOTION:** Mr. Robertson

**SECOND:** Mrs. Merklinger

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

**Finance - Special Services - Items 1 through 5; Business Office - Items 1 and 2 and Items 4 and 5, with the exception of the above**

**MOTION:** Mrs. Trigg-Scales

**SECOND:** Mr. Robertson

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

**D. REPORTS**

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending February 11, 2019.
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 January 28, 2019, the Superintendent reported HIB Incident Number(s) 034, 035, 038 to the Board; and

Whereas, on January 31, 2019 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) 034, 035, 038 the 2018-2019 school year for the reasons conveyed to the Board.”

**Reports - Items 1 and 2**

**MOTION:** Mrs. Merklinger

**SECOND:** Mr. Robertson

**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 February 25, 2019 at West Orange High School.**

**XIII. PETITIONS AND HEARINGS OF CITIZENS**

**XIV. ADJOURNMENT at 9:26 P.M.**

**MOTION:** Mr. Robertson

**SECOND:** Mrs. Trigg-Scales

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

Respectfully submitted,

John Calavano, Board Secretary