

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting - 6:00 p.m. – February 25, 2019**  
**West Orange High School**  
**51 Conforti Avenue**

**Minutes**

**I. ROLL CALL OF THE MEMBERS**

**Present: President Alper, Mrs. Mordecai (arrived at 7:15 p.m.), 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 February 19, 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 6:02 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 twelve (12) 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 25, 2019 at 6:00 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 is: Conduct an HIB hearing.

■ "(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 contracts discussed are between the Board and WOEA, WOAA and Local 68, FT and PT; WOAA Grievance.

□ "(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 is: Attorney fees.

■ "(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 7079, 7837, 7905, 8338; Elementary Principal Posting.



- 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
Austin Alvarado	WOHS	Paraprofessional	Resignation	3/13/19

## 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 - 3/18/19 amended
Sonia Lee	Mt. Pleasant	Spanish Long Term Substitute	Velez	BA	3	\$283 per diem	2/22/19 - 4/25/19
Christelle Monawar	WOHS	French Long Term Substitute	Peart	MA	3	\$302 per diem	1/22/19 - 3/20/19 amended
Mary Tarnacki	Mt. Pleasant	Art Leave Replacement	Ferrera	BA	3	\$56,550 prorated	11/7/18 - 3/14/19 amended
Sarah Teichman	WOHS	Library Media Specialist Extended Assignment Substitute	Pu	N/A	N/A	\$180 per diem	3/1/19 - 3/11/19

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

Name	Location	Position	Guide	Step	Salary	Effective Dates
Erika DeVos	Edison	Mathematics	MA	9	\$56.89 per diem	2/11/19 - 3/4/19

- c. Superintendent recommends approval to the Board of Education for adjustments for the following Board approved training level changes for WOECA certificated and non-certificated staff. (Att. #2)
- d. Superintendent recommends approval to the Board of Education for the following non-certified staff additional assignment(s):

Name	Location	Position	Stipend	Effective Dates
Daniel Gianonne OOD	WOHS	Spring Musical: Pit Orchestra Musician	\$60 per rehearsal not to exceed 5 rehearsals	3/25/19 - 4/3/19
Daniel Gianonne OOD	WOHS	Spring Musical: Pit Orchestra Musician	\$125 per performance not to exceed 4 performances	4/11/19 - 4/15/19

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

Name	Location	Position	Stipend	Effective Dates
Christopher Henry OOD	WOHS	Baseball: Volunteer	N/A	2018-2019
Adam Miller OOD	WOHS	Baseball: Assistant Coach	\$8,651	2018-2019

- f. 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
Franklin Adams	Substitute	X	X				
Derryck Alexander	Substitute	X	X				
Jaroslav Chrzanowski	Substitute	X	X				
Judy Cohen	Substitute	X	X				
Carolyn Estrada	Substitute	X	X				
Adam Miller	Substitute	X	X				
Robert Parisi	Substitute	X	X				
Brendan Peart	Substitute	X	X				
Emmana Peterson	Substitute	X	X				
Marquez Price	Substitute	X	X				
Lorraine Trippodi	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
Maria David Medical	Liberty Special Education	1/2/19 - 2/15/19 amended	N/A	N/A	2/19/19 amended
Marisa Leokumovich Family	Washington Grade 2	5/15/19 - 6/21/19	9/1/19 - 11/22/19	N/A	11/25/19
Dana Peart Medical	WOHS French	1/9/18 - 3/20/19 amended	N/A	N/A	3/21/19 amended
Constance Salimbeno Medical	BMELC Principal	1/2/19 - 3/18/19 amended	N/A	N/A	3/19/19 amended
Zoe Velez Medical	.8 Mt. Pleasant / .2 St Cloud Spanish	2/4/19 - 3/22/19 a.m. only amended	3/22/19 p.m. only - 4/26/19 amended	N/A	4/29/19

Kevin Wilton Medical	Edison Math	1/31/19 - 2/20/19	2/22/19 - 3/1/19	N/A	3/4/19
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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
Isariah McChee Medical	WOHS Security Guard	8/27/18 - 3/8/19 amended	N/A	N/A	3/11/19 amended

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

Employee #	Paid Leave	Type of Leave	Anticipated Return Date
7079	2/20/19 - Pending	Administrative	Pending

### **Personnel - Items 1 through 3**

**MOTION:** Mrs. Mordecai

**SECOND:** Mr. Robertson

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

### **B. CURRICULUM AND INSTRUCTION**

1. Recommend approval of Applications for School Business requests. (Att. #3)
2. Recommend approval for field trips for the 2018-2019 school year. (Att. #4)
3. Recommend approval for student teaching for the 2018-2019 school year (Att. #5)
4. Recommend approval of Pixel Tao, LLC Consultant(s) to provide Professional Development on March 22, 2019 on the use of Adobe Animate and Adobe Illustrator for Technology and Engineering Teachers for implementation within Tech Ed courses in the amount of \$795.00.
5. Recommend approval of School Psychology Graduate Certification Program Agreement with Montclair State University.

### **Curriculum and Instruction - Item 1 - School Business (Robertson)**

**MOTION:** Mrs. Merklinger

**SECOND:** Mr. Robertson

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

**ABSTAIN:** Mr. Robertson

### **Curriculum and Instruction - Item 1 - School Business (Trigg-Scales)**

**MOTION:** Mrs. Merklinger

**SECOND:** Mr. Robertson

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

**ABSTAIN:** Mrs. Trigg-Scales

### **Curriculum and Instruction - Items 1 through 5, with the exception of the above**

**MOTION:** Mrs. Merklinger

**SECOND:** Mr. Robertson

**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
1605033	Westbridge Academy	Tuition: \$35,743.08 87 days @ \$410.84/day	Unbudgeted
1110096	Essex Campus Academy	Tuition: \$26,478.00 6 months @ 4,413.00/month	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
First Cerebral Palsy of New Jersey	\$487.20

3. Recommend approval for the following service providers for related services for the 2018-2019 school year:

Provider	Type of Service	Cost	Not to Exceed	Budgeted/ Unbudgeted
Infinite Therapy Solutions	Occupational Therapy at Redwood School 2/19/2019-6/21/2019	\$50 per 30 minute session (10 hours per week)	\$17,000	Budgeted

4. Recommend approval for the following facilities to perform Neurological Evaluations for the 2018-2019 school year.

Provider	Type of Service	Cost	Budgeted/ Unbudgeted
St. Joseph's Regional Medical Center Child Development Center 11 Getty Avenue Paterson, NJ 07503	Neurological Evaluations	\$450 per evaluation	Budgeted
Institute of Neurology & Neurosurgery at St. Barnabas, LLC 200 S. Orange Avenue, #165 Livingston, NJ 07039	Neurological Evaluations	\$725 per evaluation	Budgeted

**b.) Business Office**

1. Recommend approval of the 2/25/19 Bills List:

Payroll/Benefits	\$ 8,297,619.41
Transportation	\$ 653,783.34
Tuition (Spec. Ed./Charter)	\$ 304,191.80
Instruction	\$ 71,184.64
Facilities/Security	\$ 291,211.31
Capital Outlay	\$ 4,149.69
Grants	\$ 121,683.22
Food Service	\$ 652,978.46
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 209,460.15</u>
	<b>\$10,606,262.02</b>

2. 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).

School	Description	Amount
Seton Hall Prep	Extra Duty Solutions - security services for school events	\$4,176.29
Playhouse Nursery School	Replace exterior door, install new intercom systems - SL Communications	\$2,575.00

3. 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).

School	Description	Amount
Golda Och Academy - Lower School	• Makey Makey Classic sets (6) and Inventor Booster Kits (5)	\$399.45
	• Wonder Workshop - 2 Cue	\$399.98

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

Donor	Recipient	Donation
MSUNER Teacher Research Group	West Orange Public Schools	\$500.00

5. Recommend approval of the following resolution:

**A RESOLUTION OF WEST ORANGE PUBLIC SCHOOL DISTRICT AUTHORIZING THE PURCHASE OF ELECTRICITY FOR PUBLIC USE ON AN ONLINE AUCTION WEBSITE**

**WHEREAS**, West Orange Public School District has determined to move forward with the EMEX Reverse Auction in order procure electricity for the West Orange Public School District; and

**WHEREAS**, the Local Unit Technology Pilot Program and Study Act (P.L. 2001, c. 30) (the "Act") authorizes the purchase of electricity for public use through the use of an online auction service; and

**WHEREAS**, West Orange Public School District will utilize the online auction services of EMEX, LLC, an approved vendor pursuant to the Act, waiver number EMEX LLC-1, located at [www.energymarketexchange.com](http://www.energymarketexchange.com); and

**WHEREAS**, EMEX, LLC is compensated for all services rendered through the participating supplier that a contract is awarded to; and

**WHEREAS**, the auction will be conducted pursuant to the Act.

**NOW THEREFORE BE IT RESOLVED**, that the Business Administrator of the West Orange Public School District is hereby authorized to execute on behalf of West Orange Public School District any electricity contract proffered by the participating supplier that submits the winning bid in the EMEX Reverse Auction.

**Finance - Special Services Items 1 through 4; Business Office Items 1 through 5**

**MOTION:** Mrs. Mordecai                      **SECOND:** Mrs. Merklinger                      **VOTE:** 5-0 (RC)

**D. REPORTS**

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending February 25, 2019.

**MOTION:** Mrs. Trigg-Scales                      **SECOND:** Mr. Robertson                      **VOTE:** 5-0 (RC)

**XI. PETITIONS AND HEARINGS OF CITIZENS**

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

**XIII. NEXT BOARD MEETING to be held at 8:00 p.m. on March 11, 2019 at West Orange High School.**

**XIV. WEST ORANGE BOARD OF EDUCATION RESOLUTION AUTHORIZING EXECUTIVE SESSION AT 9:45 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 six (6) 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 25, 2019 at 6:00 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 is:

■ "(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 contracts discussed are between the Board and WOEA, WOAA and Local 68, FT and PT; WOAA Grievance.

□ "(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 is: Attorney fees.

□ "(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:

□ "(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 one hundred twenty (120) 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. Robertson

**SECOND:** Mrs. Mordecai

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

**XV. ADJOURNMENT at 11:36 p.m.**

**Respectfully submitted,**

**John Calavano, Board Secretary**