

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting - 6:40 p.m. – March 25, 2019
West Orange High School
51 Conforti Avenue

Minutes

I. ROLL CALL OF THE MEMBERS

Present: President Alper, Mrs. Mordecai, Mr. Robertson (arrived at 6:43 p.m.), 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 6:42 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 five (5) 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, March 25, 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 matter: #2604093; HIB Matter.

□ "(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: Memorandum of Understanding with Law Enforcement.

■ "(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: Worker's Compensation Settlement Agreement Former Employee #6727.

■ "(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: Employee Number: 7837.

□ "(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. Alper

SECOND: Mrs. Merklinger

VOTE: 4-0 (VV)

IV. PUBLIC SESSION AT 8:02 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF February 28, 2019 and March 6, 11 and 12, 2019 (Att. #1)

MOTION: Mr. Robertson

SECOND: Mrs. Trigg-Scales

VOTE: 5-0 (RC)

VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/ BOARD REPORTS

- A. Autism Awareness Month - April 2019
- B. Master Chef Competition - Gregory School
- C. NJ School Performance Report
- D. Allergy Awareness, Social Emotional, Diversity Committee Updates
- E. HIB Report
- F. 2019 - 2020 Preliminary Budget Presentation

Mrs. de Mendez and Mr. Calavano presented the budget. The Board discussed and asked questions regarding the budget.

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
Karen Davis	WOHS	Special Education	Retirement 27.5 years	6/1/19
Cara Dock	Redwood	Basic Skills	Retirement 33 years	7/1/19
Sondra Mermelstein	.8 Redwood / .2 Kelly	Basic Skills	Retirement 31.5 years	7/1/19
Kevin Reilly	Kelly	Physical Education	Retirement 38 years	7/1/19

- 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
Ebenezer Gyasi	WOHS	Paraprofessional	Resignation	4/5/19
Angeliki Saradakis	Mt. Pleasant	Lunch Aide	Resignation	3/29/19

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
Lauren Carrero	Washington	Reading Specialist Extended Assignment Substitute	Giuliano	N/A	N/A	\$200 per diem	2/4/19 - 4/5/19 amended
Denise DePascale	Liberty	Library Media Specialist Extended Assignment Substitute	Touzeau	N/A	N/A	\$200 per diem	3/28/19 - 4/24/19
Rachel Horowitz	Kelly	Grade 4 Extended Assignment Substitute	Moffett-Lee	N/A	N/A	\$200 per diem	3/12/19 - 6/21/19
Haera Lee	Gregory	Grade 1 Long Term Substitute	Portuese	BA	3	\$283 per diem	4/1/19 - 6/21/19
Benjamin Ruben-Schnirman	.6 Kelly . / .4 BMELC	Music Extended Assignment Substitute	#7079	N/A	N/A	\$200 per diem	3/5/19 - 4/12/19
Benjamin Ruben-Schnirman	WOHS	Music Long Term Substitute	Peres	BA	3	\$283 per diem	4/23/19 - 6/21/19

- 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
Janiece Muirhead	BMELC	Paraprofessional	New	BA	3	\$30,054 prorated	3/26/19 - 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
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Erika DeVos	Edison	Mathematics	MA	9	\$56.89 per diem	2/11/19 - 3/15/19 amended
Jonathan Tick	WOHS	Mathematics	MA+30	10	\$66.04 per diem Block Schedule B	2018-2019 as assigned

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

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Cheryl Butler	WOHS	New Staff Orientation Instructor: <i>Potentially Missing-Abused Children Reporting / Equity & Affirmative Action</i>	\$125 per hour not to exceed 1.5 hours	3/25/19
Rosalie Dudkiewicz	WOHS	Nurse to assist student participating in competitive sports team	\$56.10 per hour not to exceed 224 hours amended	3/1/19 - 5/14/19
Rosalie Dudkiewicz	WOHS	Nurse for Student Sports Physicals	\$56.10 per hour not to exceed 6 hours	6/6/19, 6/11/19
Janis Lewis District	WOHS	Nurse to assist student participating in competitive sports team Substitute	\$56.10 per hour not to exceed 25 hours as assigned amended	3/1/19 - 5/14/19
Denise Makri-Werzen	WOHS	Nurse for Student Sports Physicals	\$56.10 per hour not to exceed 6 hours	6/6/19, 6/11/19
Margi Patel Washington	WOHS	Nurse to assist student participating in competitive sports team Substitute	\$56.10 per hour not to exceed 25 hours as assigned amended	3/1/19 - 5/14/19

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

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Michele Blum	Roosevelt	Paraprofessional to assist student during co-curricular activities Substitute	\$23.46 per hour not to exceed 6 hours as assigned	3/28/19 - 6/13/19
Alyssa Kuglin	WOHS	Paraprofessional to assist student during co-curricular activities	\$23.46 per hour not to exceed 15 hours	3/7/19 - 6/21/19
Raquel Sardina	WOHS	Paraprofessional to assist student during co-curricular activities Substitute	\$23.46 per hour not to exceed 15 hours as assigned	3/7/19 - 6/21/19
Derek Smith	Roosevelt	Paraprofessional to assist student during co-curricular activities	\$23.46 per hour not to exceed 6 hours	3/28/19 - 6/13/19

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

Name	Location	Position	Stipend	Effective Dates
Damien Betances OOD	WOHS	Track: Assistant Coach	\$8,651	2018-2019
Brian Dillon WOHS	Roosevelt	Baseball: Coach	\$5,048	2018-2019

- g. Superintendent recommends approval to the Board of Education for the following mentor assignments for the 2018-2019 school year:

Mentor	Provisional Teacher	Location	Stipend	Effective Dates
Ryan Krewer	Craig Sanphy	Liberty	\$435	3/1/19 - 6/30/19

- h. 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
Melanie Byfield-Coore	Substitute	X	X				
Alejandro Caballero	Substitute	X	X				
Christeline Cadeau	Substitute	X	X				
Christina Ciaccarelli	Substitute	X	X				
Denise DePascale	Standard	X					
Alexis DeRosa	Substitute	X	X				
Deyanira Labrado	Substitute	X	X				
Haera Lee	CEAS	X					
Roula Ramadan	Substitute	X	X				
Samantha Raymon	Standard	X	X				
Alvin Umegbolu	Substitute	X	X				
Daniel Velez	Substitute	X	X				
Jessica Veneziano	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
Wendi Giuliano Medical	Washington Reading Specialist	1/2/19 - 4/5/19 amended	N/A	N/A	4/8/19 amended
Dana Peart Medical	WOHS French	1/9/18 - 4/30/19 amended	N/A	N/A	5/1/19 amended
Kevin Wilton Medical	Edison Mathematics	1/31/19 - 3/8/19	3/11/19 - 3/15/19 amended	N/A	3/18/19 amended

- 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
Antonio Fernandez-Batista Medical	Gregory Custodian Night-Shift	3/5/19 - 3/18/19	3/19/19 - 4/12/19	N/A	4/15/19
Anna Marie Megaro Medical	WOHS Administrative Assistant	1/31/19 - 4/19/19 amended	N/A	N/A	4/22/19 amended
Aimeen Rivera Medical	Transportation Bus Monitor-Part-Time	N/A	N/A	3/12/19 - 4/26/19	4/29/19
Aissetou Sylla Personal	Redwood Paraprofessional	N/A	N/A	3/20/19 - 3/29/19	4/1/19

4. Superintendent recommends approval to the Board of Education for the following job description(s): (Att. #2)

Job Description	New	Revision
West Orange Mountaineer Academy Coordinator	X	

Personnel - Items 1 through 3

MOTION: Mr. Robertson

SECOND: Mrs. Merklinger

VOTE: 5-0 (RC)

Personnel - Item 4

MOTION: Mr. Robertson

SECOND: Mrs. Merklinger

VOTE: 4-1 (RC)

NAY: Mrs. Merklinger

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 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 (Alper)

MOTION: Mrs. Merklinger

SECOND: Mr. Robertson

VOTE: 4-0-1 (RC)

ABSTAIN: Mr. Alper

Curriculum and Instruction - Items 1 through 4, 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
1811005	Shepard School	Tuition: \$18,959.60 62 days @ \$305.80/day	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
Glenview School	\$16,264.96
Gramon School	\$3,406.84
New Beginnings	\$3,507.78

b.) Business Office

1. **Recommend approval of the following Preliminary Budget Resolution:**

Be It Resolved, that the preliminary budget be approved for the 2019-2020 School Year using the 2019-2020 State Aid figures and the Secretary to the Board of Education be authorized to submit the following tentative budget to the Executive County Superintendent of Schools for approval:

	General Fund	Special Revenues	Debt Service	Total
2019-20 Total Appropriations	\$156,659,424	\$3,275,945	\$6,083,402	\$166,018,771
Less: Anticipated Revenues	\$18,571,416	\$3,275,945	\$311,145	\$22,158,506
Taxes to be raised	\$138,088,008	\$0	\$5,772,257	\$143,860,265

Be It Further Resolved, that a public hearing be held on May 6, 2019 for the purpose of conducting a public hearing on the budget for the 2019-2020 School Year.

2. Recommend approval of the Maximum Travel Expenditures for the Pre-Budget Year, the YTD Expenditures, and the Ensuing Budget Year:

Object Code	Pre-Budget Year 2018-2019	YTD Expenditures	Proposed 2019-2020
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D. REPORTS

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

MOTION: Mrs. Merklinger

SECOND: Mrs. Mordecai

VOTE: 4-0-1 (RC)

ABSTAIN: Mr. Robertson

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 April 8, 2019 at West Orange High School.

XIV. ADJOURNMENT at 11:31 p.m.

MOTION: Mr. Robertson

SECOND: Mrs. Trigg-Scales

VOTE: 5-0 (VV)

_____ Respectfully submitted,

John Calavano, Board Secretary