

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting - 6:40 p.m. – April 8, 2019
West Orange High School
51 Conforti Avenue

Minutes

I. ROLL CALL OF THE MEMBERS

II. NOTICE OF MEETING: Please take notice that adequate notice of this meeting has been provided in the following manner:

**Present: President Alper, Mrs. Mordecai (arrived at 6:46 p.m.), Mr. Robertson, Mrs. Merklinger, Mrs. Trigg-Scales
Aarsuhi Bhatnagar, Sessina Dani, Student Liaisons**

- 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 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, April 8, 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: Student ID #1411017; and the West Orange Mountaineer Academy.

□ "(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 is: Settlement Agreement Former Employee #4763.

□ "(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

- 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
Jeannine Archibald	Redwood	Paraprofessional	Retirement 7 years	7/1/19
Jean Beljour	Transportation	Bus Driver Full-time	Retirement 32.5 years	7/1/19
Lena Falero	Central Office	Administrative Assistant	Retirement 27 years	6/1/19
Peter Toriello	Liberty	Custodian Night Shift	Retirement 21 years	8/1/19

2. Appointments

a. 2018-2019

- 1) 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 - 4/19/19 amended
Sonia Lee	Mt. Pleasant	Spanish Long Term Substitute	Velez	BA	3	\$283 per diem	2/25/19 - 3/29/19 amended
Michael Supreme	WOHS	French Extended Assignment Substitute	Peart	N/A	N/A	\$200 per diem	4/9/19 - 5/10/19

- 2) 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
Mindy Dudas	BMELC	Paraprofessional Part-time	Kuglin	BA	3	\$25.05 per hour	4/22/19 - 6/21/19
Anna Samanamu	WOHS	Paraprofessional	Hawley	BA	3	\$30,054 prorated	4/9/19 - 6/30/19

- 3) Superintendent recommends approval to the Board of Education for adjustments for the following Board approved salaries for certificated staff. (Att. #2)
- 4) 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
Shaan Shah	WOHS	Auditorium Manager Professional Lighting Technician Stage Manager	\$85 per hour \$70 per hour \$25 per hour	2018-2019

- 5) 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
Gina Kubu	WOHS	Administrative Assistant assigned to additional duties	\$29.64 per hour not to exceed 6 hours per week amended	1/31/19 - 4/19/19 amended
Debra Zarro	WOHS	Administrative Assistant assigned to additional duties	\$45.96 per hour not to exceed 6 hours per week amended	1/31/19 - 4/19/19 amended

- 6) 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
Chinelo Achebe	Substitute					X	
Haley DeFrank	Substitute	X	X				
Claudette Exil	Substitute	X	X				
Prisca Osuji	Substitute	X	X				
Mark Peterson	Substitute	X	X				
Julia Procopio	Substitute	X	X				
Michael Supreme	Standard	X					

b. 2019-2020

- 1) 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
Darnell Grant	WOHS	WOMA Coordinator	Capriola	BA	17	\$91,604 includes coordinator stipend of \$4,311	9/1/19 - 6/30/20

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 - 4/19/19 amended	N/A	N/A	4/22/19 amended
Sondra Mermelstein Medical	.8 Redwood / .2 Kelly Basic Skills	3/21/19 - 6/30/19	N/A	N/A	N/A
Dana Peart Medical	WOHS French	1/9/19 - 5/10/19 amended	N/A	N/A	5/13/19 amended
Zoe Velez Medical	.8 Mt. Pleasant / .2 St Cloud Spanish	2/4/19 - 3/27/19 amended	N/A	N/A	3/28/19 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
Victoria Encarnacion Medical	Transportation Bus Monitor Part-time	N/A	N/A	3/27/19 p.m. only - 4/16/19	4/17/19
Michele Howell-Scott Medical	BMELC Paraprofessional	4/24/19 - 6/5/19	N/A	N/A	6/6/19

Personnel - Item 2.b.1 Appointment of Darnell Grant

MOTION: Mrs. Mordecai

SECOND: Mr. Robertson

VOTE: 4-0-1 (RC)

ABSTAIN: Mrs. Merklinger

Personnel - Items 1 through 3 with the exception of the above

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)

Curriculum and Instruction - Items 1 through 3

MOTION: Mrs. Mordecai

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
2709059	Essex Valley School	Tuition: \$24,699.35 65 days @ \$379.99/day Effective: 3/13/19	Budgeted
1705068	Lake Drive School	1:1 Aide: \$13,032.00 3 months @ \$4,344.00/month Effective 4/1/19	Unbudgeted
1409058	Mt. Carmel Guild	Tuition: \$18,880.00 64 days @ \$295.00/day Effective: 3/14/19	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
Celebrate the Children	\$14,671.19
The Phoenix Center	\$2,864.00

3. Recommend approval for the following service providers to perform evaluations for the 2018-2019 school year:

Provider	Type of Service	Cost	Not to Exceed
Marilyn Kubichek, MD	Neurological Evaluations/Reports	\$600 per evaluation	\$15,000 <i>(Previously approved for \$6,000)</i>
Platt Psychiatric Associates	Psychiatric Evaluations/Reports	\$625 per evaluation plus \$125 if expedited	\$14,750 <i>(Previously approved for \$8,000)</i>

b.) Business Office

1. Recommend approval of the 4/8/19 Bills List:

Payroll/Benefits	\$12,783,798.52
Transportation	\$ 1,005,751.47
Tuition (Spec. Ed./Charter)	\$ 222,897.05
Instruction	\$ 43,828.53
Facilities/Security	\$ 160,833.67
Capital Outlay	\$ 2,375.00
Grants	\$ 52,294.56
Food Service	\$ 4,480.40
Support Svcs/Co-Curricular/Athletics/Misc.	\$ 148,322.63
	<u>\$14,424,581.83</u>

2. Recommend February 2019 transfers within the 2018-2019 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #6)
3. Secretary's Report - Acceptance and Certification - February 2019

Recommend that the West Orange Board of Education accept the Board Secretary's financial report for the month of February 2019, 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. #7)

4. Report of the Treasurer of School Monies - February 2019

Recommend that the West Orange Board of Education acknowledge and

accept the Report of the Treasurer of School Monies for the month of February 2019, which report is in agreement with the Secretary's Report. (Att. #8)

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

Donor	Recipient	Donation
Gregory Ward	WOHS Athletic Department	13 Customized Titleist Golf Bags valued at approximately \$3,900
Brain Injury Alliance of NJ	WOHS	\$750.00
Gro More Grassroots Grant	RMS	\$500 in partnership with Scotts Miracle-Gro Foundation and KidsGardening
NY Life Foundation	St. Cloud School	\$500 in partnership with the Grief-Sensitive Schools Initiative

6. Recommend approval of Proposal #2019-22 from StoneGate Associates, LLC, Middletown, NJ for the development of Emergency Management Plans, in the amount of \$11,850. **(Tabled)**
7. Recommend approval of proposal from Strauss Esmay Associates, LLP, Toms River, NJ, to develop a comprehensive Policy and Regulation Manual for a fee not to exceed \$13,000.
8. Recommend approval of Settlement Agreement with former employee #4763 as stipulated in closed session.

Finance - Business Office Item 6, Motion to table.

MOTION: Mrs. Mordecai

SECOND: Mr. Robertson

VOTE: 5-0 (RC)

Finance - Business Office Item 1, Vendor #11984

MOTION: Mrs. Merklinger

SECOND: Mrs. Mordecai

VOTE: 4-0-1 (RC)

ABSTAIN: Mr. Alper

Finance - Business Office Item 1, Vendor #12260

MOTION: Mrs. Merklinger

SECOND: Mrs. Mordecai

VOTE: 4-0-1 (RC)

ABSTAIN: Mrs. Merklinger

Finance - Business Office Item 1, Vendor #11069

MOTION: Mrs. Merklinger

SECOND: Mrs. Mordecai

VOTE: 4-0-1 (RC)

ABSTAIN: Mr. Robertson

Finance - Business Office Item 1, Vendor #12320

MOTION: Mrs. Merklinger

SECOND: Mrs. Mordecai

VOTE: 4-0-1 (RC)

ABSTAIN: Mrs. Trigg-Scales

Finance - Special Services Items 1 through 3; Business Office Items 1 through 8, with the exception of the above.**MOTION:** Mrs. Merklinger**SECOND:** Mrs. Mordecai**VOTE:** 5-0 (RC)**D. REPORTS**

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending April 8, 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 March 25, 2019, the Superintendent reported HIB Incident Number(s) 057, 058, 059, 061, 062, 063, 064 to the Board; and

Whereas, on March 28, 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) 057, 058, 059, 061, 062, 063, 064 for the 2018-2019 school year for the reasons conveyed to the Board.”

Reports - Items 1 and 2**MOTION:** Mrs. Mordecai**SECOND:** Mrs. Merklinger**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 May 6, 2019 at Liberty Middle School.****XV. ADJOURNMENT at 10:53 p.m.****MOTION:** Mr. Robertson**SECOND:** Mrs. Trigg-Scales**VOTE:** 5-0 (VV)

 Respectfully submitted,

John Calavano, Board Secretary