

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting August 22, 2022
6:30 P.M. Executive Session
7:32 P.M. Public Session
West Orange High School
51 Conforti Avenue

Minutes

I. ROLL CALL OF THE MEMBERS

Present: President Tunncliffe, Mr. Rothstein, Ms. Huerta, Mr. Rock and Mr. Stevenson.

Absent: None.

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 7, 2022.
- 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.

Board Goals

The West Orange Board of Education will support the work of the administration to define multiple measures to assess and evaluate student achievement. Such measures will evaluate effectiveness of programs, equity and access for all students, identify achievement gaps, and be used to improve instructional delivery with student achievement presentations to the Board and community mid-year and at the end of the year.

- The West Orange Board of Education will be an active participant in monitoring and providing input into the strategic planning process which will include community input and participation. The Board will allocate the necessary and appropriate resources for the completion of the Five Year Strategic Plan by June, 2023.
- The West Orange Board of Education will provide support to the administration in its development of district resources to support students and staff with social - emotional and mental health needs throughout the school year with mid-year and end-of-year presentations to the Board and community.
- The West Orange Board of Education will direct the administration to issue Requests for Proposals (RFPs) for all of the district's major vendors, including: insurance, legal, financial, architects, transportation, etc.
- The West Orange Board of Education will seek ways to continue to improve communication between the Board and the community by relying on the work and recommendations of the Board's Public Relations Committee and consensus of the Board in developing an action plan.
- The West Orange Board of Education will strive to have effective, open, respectful, and professional communication among board members, between board members and the administration and exhibiting the highest level of boardsmanship at Board meetings by regularly participating in NJSBA trainings, meetings and workshops.
- The West Orange Board of Education supports the administration in the submission of the Preschool Expansion Grant Application to the NJ Department of Education in an effort to provide our community with public preschool opportunities and access.

III. WEST ORANGE BOARD OF EDUCATION RESOLUTION AUTHORIZING EXECUTIVE SESSION

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 one (1) issue 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, August 22, 2022 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: _____.

☐ "(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 banking 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:

■ "(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: Superintendent Search Interviews.

□ "(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 sixty (60) 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 the above stated reasons only; 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.

IV. PUBLIC SESSION AT 7:30 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF August 20, 2022 (Att. #1)

MOTION: Mr. Stevenson

SECOND: Mr. Rock

VOTE: 5-0 (RC)

Yes
Stevenson

Yes
Rock

Yes
Huerta

Yes
Rothstein

Yes
Tunncliffe

VII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. Essex County Teacher of The Year Ms. Kristen Dunleavy - Redwood Elementary Teacher
- B. Social Studies Curriculum Review Presentation - Mrs. Eveny de Mendez and Mr. Michael Figuerido

VIII. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS**IX. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS****A. PERSONNEL****1. Resignations / Retirements**

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

Name	Location	Position	Reason	Effective Date
Lauren Chin	St. Cloud	Reading Specialist	Resignation	10/7/22
Robbin Sweeney	WOHS	Social Studies	Retirement 22.5 years	12/1/22

- b. Upon recommendation of the Superintendent approval by the Board of Education for the following non-certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Vicky Butcher	Hazel	Lunch Aide	Resignation	8/12/22
Jaclyn Corrado	Kelly	Paraprofessional	Resignation	9/1/22
Gordana Miric	WOHS	Custodian Night-shift	Retirement 22 years	11/1/22
Alessandra Mantione	Washington	Registered Nurse	Resignation	10/7/22
Yolanda Pascarella	BMELC	Paraprofessional	Resignation	9/14/22
Yaritza Recinos	Roosevelt	Paraprofessional	Resignation	9/14/22

2. Rescissions

- a. Upon recommendation of the Superintendent approval by the Board of Education for the following rescission(s):

Name	Location	Position	Effective Date
Joana Bernard-Awumey	WOHS	Drill Team : Co-Advisor	8/22/22
Joana Bernard-Awumey	WOHS	Show Choir: Jubilee: Co-Advisor	8/22/22
Joana Bernard-Awumey	WOHS	Step Team: Boys' Choreographer	8/22/22
Karen DeVivo	Mt. Pleasant	Lunch Aide	8/12/22
Cheryl Dunlap	WOHS	Additional Teaching Assignment	8/17/22
Peter Ficuciello	WOHS	Fight for Green	8/5/22
Peter Ficuciello	WOHS	Photography Club	8/5/22

3. Appointments

- a. Upon recommendation of the Superintendent approval by the Board of Education for the following certificated staff appointment(s).

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Zulejka Baharev	Central Office	Per Diem Administrator	N/A	N/A	N/A	\$541.66 per diem	9/19/22 - 10/21/22
Zulejka Baharev	Central Office	Acting Executive Director of Special Services	Gogerty	N/A	N/A	\$130,000 prorated	10/24/22 - 6/30/23
Kristen Flynn	Liberty	Mathematics Grade 8	Mantione	MA	14	\$74,039 prorated	10/24/22* - 6/30/23
Matthew Gervasio	Kelly	Grade 1 Leave Replacement	Gabrielle	MA	4	\$66,972	9/1/22 - 6/30/23
Gertrude Naples	St. Cloud	Special Education	New	MA	4	\$66,972	9/1/22* - 6/30/23
Alan Reeder	WOHS	Social Studies Extended Assignment Substitute	Bernard-Awumey	N/A	N/A	\$200 per diem	9/1/22 - 9/30/22
Louella Selby	St. Cloud	Kindergarten Leave Replacement	Vanderhoof	MA	4	\$66,972 prorated	9/1/22 ■ - 12/9/22

*or upon release from current employer

•pending proper certification

■ pending Criminal History Record check process

- b. Upon recommendation of the Superintendent approval by the Board of Education for the following non-certificated staff appointment(s).

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Brandon Aytch	Gregory	Lunch Aide	Alfonso	N/A	N/A	\$19.92 per hour	9/6/22* - 6/21/23
Christine Binger	Kelly	Paraprofessional	Solomon	Non Degree	9	\$33,254	9/20/22* - 6/30/23
Patricia D'Alto	St. Cloud	Paraprofessional	New	Non Degree	8	\$32,364	9/1/22* - 6/30/23
Alexis De Rosa	St. Cloud	Paraprofessional	New	BA	3	\$33,012	9/1/22 - 6/30/23
Laura Rios-Lopez	Mt. Pleasant	Lunch Aide	DeVivo	N/A	N/A	\$19.92 per hour	9/6/22* - 6/21/23
Silvana Siguenas	St. Cloud	Paraprofessional	New	Non Degree	5	\$31,282	9/1/22* - 6/30/23
Joni Syrotick	Mt. Pleasant	Paraprofessional	New	MA	10	\$38,463	9/1/22* - 6/30/23
Melissa Wish	WOHS	Paraprofessional	Adams	MA	3	\$35,270	9/1/22* - 6/30/23

*pending Criminal History Record Check process

•or upon release from current employer

- c. Upon recommendation of the Superintendent approval by the Board of Education for the following additional summer assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Todd Cohen	Summer CST	LDT-C Case Management	\$70.82 per hour not to exceed 125 hours amended from 100	6/27/22 - 8/31/22

- d. Upon recommendation of the Superintendent; approval to the Board of Education for the following additional teaching assignment(s):

Name	Location	Position	Effective Dates
Tracy Gordon	Roosevelt	Science Vacancy-Varela	9/1/22 - 10/10/22
Kim Jennings	Roosevelt	Science Vacancy-Varela	9/1/22 - 10/10/22
Keri Orange-Jones	Roosevelt	Science Vacancy-Varela	9/1/22 - 10/10/22
Julian Rodriguez	Roosevelt	Science Vacancy-Varela	9/1/22 - 10/10/22

- e. Upon recommendation of the Superintendent approval by the Board of Education for the following negotiated co-curricular assignment(s):

Name	Location	Position	Stipend	Effective Dates
William Farley	WOHS	Drill Team	\$2,011	2022-2023
William Farley	WOHS	Show Choir: Jubilee Co-Advisor	\$782	2022-2023
Andrew Guglielmo	WOHS	Photography Club	\$1,564	2022-2023

- f. Upon recommendation of the Superintendent approval by the Board of Education for the following negotiated coaching assignment(s):

Name	Location	Position	Stipend	Effective Dates
Michael Falzarano Kelly	WOHS	Baseball: Volunteer	N/A	2022-2023
Brian Green Washington	WOHS	Football: Volunteer	N/A	2022-2023
Joseph Kubu OOD	WOHS	Football: Volunteer	N/A	2022-2023*
Donald Massey BMELC/Washington	WOHS	Football: Volunteer	N/A	2022-2023
Andrew Rowe OOD	WOHS	Football: Volunteer	N/A	2022-2023
John Chang OOD	WOHS	Volleyball: Girls Head Coach	\$12,288	2022-2023
Kristen Dellaventura Liberty	WOHS	Volleyball: Girls Assistant Coach	\$9,240	2022-2023
Caniece Williams	WOHS	Volleyball: Girls Assistant Coach	\$9,240	2022-2023

*pending proper certification

- g. Upon recommendation of the Superintendent approval by the Board of Education for the following negotiated 2022-2023 Middle School Coaching assignment(s): (Att.#2)
- h. Upon recommendation of the Superintendent; approval to the Board of Education for the following Student Teacher assignments:

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Carolyn Hastings	Caldwell University	Redwood	9/6/22 - 12/16/22
Emily Kincaid	Caldwell University	Washington	9/6/22 - 12/16/22
Isabella Londono	Montclair State University	WOHS	9/6/22 - 10/16/22

- i. Upon recommendation of the Superintendent approval by the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2022-2023:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Enedilia Garcia	N/A				X		
Malaika McClean-Jordan	Standard	X	X				
Celia Panasovich	Substitute	X	X				

- j. Upon recommendation of the Superintendent approval by the Board of Education for the following non-certificated staff salary adjustment for 2022-2023:

Name	Location	Position	From			To			Effective Date
			Column	Step	Salary	Column	Step	Salary	
Lisa Wnek	Transportation	Administrative Assistant	II	14	\$80,490	III	14	\$83,230	9/1/22

4. Leaves of Absence:

- a. Upon recommendation of the Superintendent approval by the Board of Education for the following leaves of absence for certificated staff:

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
8506 Family	Gregory	11/4/22 - 12/21/22	12/22/22 - 3/17/23	N/A	3/20/23

5. Transfer(s):

- a. Upon recommendation of the Superintendent approval by the Board of Education for the following transfer(s) of certificated staff:

Name	From	Position	To	Position	Effective Date
Jun Lewin Involuntary	Edison	Chinese	Roosevelt	Chinese	9/1/22

- b. Upon recommendation of the Superintendent approval by the Board of Education for the following transfer(s) of non-certificated staff:

Name	From	Position	To	Position	Effective Date
Derek Uibelhoer Involuntary	Roosevelt	Paraprofessional	WOHS	Paraprofessional	9/1/22
Denise Lambert Voluntary	Transportation	Administrative Assistant	Liberty	Administrative Assistant	9/1/22
Lisa Wnek Voluntary	Central Office	Administrative Assistant	Transportation	Administrative Assistant	9/1/22

6. Job Description:

- a. Upon recommendation of the Superintendent approval by the Board of Education for the following job description(s): (Att.#3)

Job Description	New	Revised
Assistant Superintendent of Schools	X	

7. Upon recommendation of the Superintendent approval by the Board of Education for the following appointment of Hayden Moore, Assistant Superintendent of Schools, from November 1, 2022 to June 30, 2023 pending the approval of the contract from the Executive County Superintendent.

Personnel - Items A1 through A7

MOTION: Mr. Stevenson

SECOND: Mr. Rock

VOTE: 5-0 (RC)

Yes
Stevenson

Yes
Rock

Yes
Huerta

Yes
Rothstein

Yes
Tunnicliffe

B. CURRICULUM AND INSTRUCTION

1. Upon the recommendation of the Superintendent of Schools, approval of Applications for School Business requests. (Att. #4)

Curriculum and Instruction - Item B1

MOTION: Mr. Stevenson

SECOND: Mr. Rothstein

VOTE: 5-0 (RC)

Yes
Stevenson

Yes
Rock

Yes
Huerta

Yes
Rothstein

Yes
Tunnicliffe

C. FINANCE

a.) Special Services

1. Upon recommendation of the Superintendent approval by the Board of Education for the following out of district placements for the 2022-2023 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1406066	Partnership in Education d/b/a Inclusive Learning Center	Extended School Year \$14,850.00	Budgeted

2. Upon recommendation of the Superintendent approval by the Board of Education for authorization of submission to the NJDOE a “Request to Establish a Special Education Program” for an Emotional Regulation Impairments at Redwood Elementary School.
3. Upon recommendation of the Superintendent approval by the Board of Education for the authorization of submission to the NJDOE a “Request to Establish a Special Education Program” for Autism at St. Cloud Elementary School.
4. Upon recommendation of the Superintendent approval by the Board of Education for the District’s 2022-2023 Nursing Service Plan.
5. Upon recommendation of the Superintendent approval by the Board of Education for the following service providers for related services for the 2022-2023 school year:

Provider	Type of Service	Cost	Not to Exceed
Infinite Therapy Solutions	Functional Behavioral Assessments	\$1,600.00 per Assessment	\$16,000.00

6. Recommend approval of Agreement with New England Center for Children (NECC) and the West Orange Public Schools for the Autism Curriculum Encyclopedia (ACE) program for the 2022-2023 school year in the amount not to exceed \$31,627.20.
7. Upon the recommendation of the Superintendent approval by the Board of Education for the dates of operation for the 2023 Extended School Year Program (ESY) for the period of June 26, 2023 to July 28, 2023 with no ESY on July 3, 2023 and July 4, 2023 (23 days).
8. Upon recommendation of the Superintendent approval by the Board of Education for the following tuition/extraordinary aide services adjustments as certificate by the State of NJ Division of Administration and Finance:

School	Year	Certificated Rates Less Adjustments	Tuition Paid	Tuition Adjustments
Shepard Prep High School	2020-2021	\$121,063.08	\$118,693.08	\$2,370.00

b.) Business Office

1. Upon recommendation of the Superintendent approval by the Board of Education for the approval of the 8/22/22 Bills List in the amount of \$10,175,341.43.
2. Upon recommendation of the Superintendent approval by the Board of Education for the June 2022 transfers within the 2021-2022 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #5)
3. Secretary's Report - Acceptance and Certification - June 2022

Upon recommendation of the Superintendent approval by the Board of Education for the acceptance of the Board Secretary's financial report for the month of June 2022, 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. #6)
4. Report of the Treasurer of School Monies - June 2022

Upon recommendation of the Superintendent approval by the Board of Education for the acknowledgement and acceptance of the Report of the Treasurer of School Monies for the month of June 2022, which report is in agreement with the Secretary's Report. (Att.#7)
5. Upon the recommendation of the Superintendent of Schools: Approval of tuition contracts with Essex County Vocational Technical Schools, Newark, NJ for the 2022-2023 school year as follows:

ID Number	Program	Tuition	Budgeted/Unbudgeted
2101105	Full Time, Newark Tech	\$5,911.00	Budgeted
1005051	Full Time, Newark Tech	\$5,911.00	Budgeted
1008005	Full Time, Newark Tech	\$5,911.00	Budgeted
2001029	Full Time, West Caldwell Tech	\$9,104.00	Budgeted
2111011	Full Time, West Caldwell Tech	\$9,104.00	Budgeted
1209077	Shared Time, West Caldwell Tech	\$4,552.00	Budgeted
1205085	Shared Time, West Caldwell Tech	\$4,552.00	Budgeted
1705042	Shared Time, West Caldwell Tech	\$4,552.00	Budgeted
1304002	Shared Time, West Caldwell Tech	\$4,552.00	Budgeted
1204001	Shared Time, West Caldwell Tech	\$4,552.00	Budgeted
1504074	Shared Time, West Caldwell Tech	\$4,552.00	Budgeted
1204053	Shared Time, West Caldwell Tech	\$4,552.00	Budgeted
1004090	Shared Time, West Caldwell Tech	\$4,552.00	Budgeted
1108020	Shared Time, West Caldwell Tech	\$4,552.00	Budgeted
1209034	Shared Time, West Caldwell Tech	\$4,552.00	Budgeted

6. Upon the recommendation of the Superintendent of Schools: Acceptance of the FY2023 Teach STEM Classes in Nonpublic Schools Grant Award from the New Jersey Department of Education in the amount of \$4,810.80 for the Joseph Kushner Hebrew Academy partnership with Caniece Williams.

Finance - Special Services Items 1 through 8; Business Office Items 1 through 6

MOTION: Mr. Stevenson

SECOND: Ms. Huerta

VOTE: 5-0 (RC)

Yes
Stevenson

Yes
Rock

Yes
Huerta

Yes
Rothstein

Yes
Tunnicliffe

X. PETITIONS AND HEARINGS OF CITIZENS

XI. NEXT BOARD MEETING to be held at 7:30 p.m. on September 19, 2022 at West Orange High School.

XII. EXECUTIVE SESSION (as deemed necessary)

WHEREAS: The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED: The Board of Education adjourns to closed session to personnel, legal and miscellaneous confidential matters. Be it further

RESOLVED: The minutes of this closed session will be made public when the need for confidentiality no longer exists.

XIII. ADJOURNMENT at 8:08pm

MOTION: Ms. Huerta

SECOND: Mr. Rock

VOTE: 5-0 (VV)

Respectfully submitted,

Tonya Flowers

Tonya Flowers, Board Secretary