

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting April 11, 2022**  
**6:30 P.M. Public Session**  
**West Orange High School**  
**51 Conforti Avenue**

**Minutes**

**I. ROLL CALL OF THE MEMBERS**

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

**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
<ul style="list-style-type: none"><li>→ 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.</li><li>→ 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.</li><li>→ 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.</li><li>→ 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.</li><li>→ 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.</li><li>→ 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.</li><li>→ 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.</li></ul>

### 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 is 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 11, 2022 at 6:35 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: Student #1604020.

☐ "(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 are: Employee Numbers \_\_\_\_\_.

□ "(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 March 24 and 28, 2022. (Att. #1)**

**MOTION:** Mr. Stevenson

**SECOND:** Ms. Huerta

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

Yes  
Huerta

Yes  
Rock

Yes  
Stevenson

Yes  
Rothstein

Yes  
Tunnicliffe

**VII. STUDENT LIAISON REPORT****VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS****A. HIB Report****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):

<b>Name</b>	<b>Location</b>	<b>Position</b>	<b>Reason</b>	<b>Effective Date</b>
Stephanie Coia	Kelly	Grade 2	Retirement 25 years	7/1/22
Jamie Podhurst	WOHS	Art	Retirement 18 years	7/1/22
Linda Ruggieri	Gregory	Grade 4	Retirement 28 years	7/1/22

- b.** Superintendent recommends approval to the Board of Education for the following non-certificated staff resignation(s) / retirement(s):

<b>Name</b>	<b>Location</b>	<b>Position</b>	<b>Reason</b>	<b>Effective Date</b>
Darline Hamilton	Mt. Pleasant	Paraprofessional	Resignation	4/30/22
Rosalina Tejada de Moran	Transportation	Bus Drive Part-time	Resignation	4/1/22

**2. Appointments****a. 2021-2022 School Year**

- 1.** Superintendent recommends approval to the Board of Education for the following certificated staff appointment(s):

<b>Name</b>	<b>Location</b>	<b>Position</b>	<b>Replacement / New</b>	<b>Guide</b>	<b>Step</b>	<b>Salary</b>	<b>Effective Dates</b>
Matthew Gervasio	Gregory	Grade 5 Leave Replacement	Massey	MA	N/A	\$320 per diem	4/14/22 - 6/22/22
Anjanette McGrath	WOHS	Art Leave Replacement	Podhurst	BA	3	\$60,011 prorated	4/11/22 - 6/30/22 amended from 10/5/21 - 4/8/22
Deborah Sharkey	WOHS	Business Education Leave Replacements	Dunlap	MA	N/A	\$320 per diem	4/5/22 - 5/11/22

- 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
Danis Arango	Roosevelt	Custodian Mid-shift	Smith	Custodian	1	\$37,085 prorated includes shift differential of \$285	5/10/22 - 6/30/22
Shanaelle Sommervil	BMELC	Paraprofessional	New	BA	3	\$32,207 prorated	5/16/22 - 6/30/22

3. Superintendent recommends approval to the Board of Education for the amendment of the following Board approved 2021-2022 longevity for the following certificated staff:

Name	Location	Job Title	Salary Guide	Step 20-21	Base Salary 20-21	Longevity 20-21	Stipend	Salary 20-21	FTE %	Effective Dates
Vicki Bauer	Washington	Teacher	BA+30	17	\$102,630	\$10,266	N/A	\$112,896	100	9/1/21 - 1/1/22
Alisa Steiner	Mt. Pleasant	Teacher	MA+30	17	\$114,304	\$8,667	N/A	\$122,971	100	9/1/21 - 6/30/22

4. Superintendent recommends approval to the Board of Education for the amendment of the following Board approved 2021-2022 additional teaching assignment stipend(s) for the following certificated staff member(s):

Name	Location	Position	Guide	Step	Salary	Stipend	Effective Dates
Jean-Claude Cenatus	Liberty	French	BA+30	16	\$92,214	\$15,369	9/1/21 - 2/14/22

5. Superintendent recommends approval to the Board of Education for the amendment of the following Board approved 2021-2022 salary for the following non-certificated staff:

Name	Location	Job Title	Salary Guide	Step 20-21	Base Salary 20-21	Longevity 20-21	Stipend	Salary 20-21	FTE %	Effective Dates
Areeg Moustafa	Washington	Paraprofessional	BA	6	\$32,985	N/A	N/A	\$32,985	100	9/1/21 - 6/30/22

6. Superintendent recommends approval to the Board of Education for the following additional teaching assignment(s): (Att. #2)
7. Superintendent recommends approval to the Board of Education for the following negotiated co-curricular assignment(s):

Name	Location	Position	Stipend	Effective Dates
Daniel Gianonne OOD	WOHS	Spring Musical: Pit Orchestra Musician	\$60 per rehearsal not to exceed 2 rehearsals amended	2021-2022

8. Superintendent recommends approval to the Board of Education for the following WOHS 2021-2022 volunteer Weight Room supervisors assignment(s): (Att. #3)
9. Superintendent recommends approval to the Board of Education for the following 2022 Summer Enrichment Program staff assignment(s). (Att. #4)
10. Superintendent recommends approval to the Board of Education for the following 2022 Extended School Year staff assignment(s). (Att. #5)

11. Superintendent recommends approval to the Board of Education for the following mentor assignments to be funded by the provisional teacher.

Mentor	Provisional Teacher	Location	Stipend	Effective Dates
Kristina Estupinan	Gul Conger	.5 Mt. Pleasant / .5 St. Cloud	\$400	4/1/22 - 6/30/22

12. Superintendent recommends approval to the Board of Education for the use of the district developed evaluation instrument for members of the International Union of Operating Engineers (I.U.O.E.), Local 68 for the 2021-2022 school year as follows: Head Custodians, Custodians, Maintenance, and Utility.

**b. 2022-2023 School Year**

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
Rochell Alves	WOHS	Spanish	Macoski	MA	15	\$79,089	9/1/22 - 6/30/23
Alyssa Gbur	St. Cloud	Grade 2	Whitworth	BA	4	\$62,718	9/1/22 - 6/30/23
Casey Schott	Edison	Science	Troya-Furnaguera	BA	4	\$62,718	9/1/22 - 6/30/23

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
Anthony Bennett	Central Office	IT Support Specialist Funded via ESSER 1-year position	New	Technology	8	\$75,241	7/1/22 - 6/30/23
Emily Blum	Roosevelt	Paraprofessional	New	BA	3	\$33,012	9/1/22 - 6/30/23
Matthew Haine	Central Office	Computer Technician	Mando	Technology	2	\$67,419	7/1/22 - 6/30/23
Svitlana Voroshchuk	Roosevelt	Paraprofessional	New	MA	7	\$36,455	9/1/22 - 6/30/23

**3. Leaves of Absence:**

- a. Superintendent recommends approval to 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
7941 Family	Redwood	6/6/22 - 6/30/22	9/1/22 - 11/30/22	N/A	12/1/22
8656 Family	Kelly	6/10/22 - 6/30/22	9/1/22 - 1/27/23	N/A	1/30/23
7852 Family	Edison	5/9/22 - 6/30/22	9/5/22 - 12/16/22	N/A	12/19/22

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4141 Medical	WOHS	N/A	4/7/22 - 5/6/22	N/A	5/9/22
5090 Medical	WOHS	3/22/22 - 4/14/22	N/A	N/A	4/25/22
4261 Medical	WOHS	3/28/22 - 4/11/22	4/12/22 - 6/30/22	N/A	9/1/22
4272 Medical	WOHS	10/5/22 - 6/7/22	6/8/22 - 6/22/22	N/A	N/A
6695 Family	WOHS	9/1/22 - 10/4/22	10/5/22 - 12/23/22	N/A	1/2/23
4831 Medical	St. Cloud	5/25/22 - 6/30/22	N/A	N/A	9/1/22
6992 Family	St. Cloud	9/1/22 - 11/18/22	11/21/22 - 12/9/22	N/A	12/12/22
8325 Medical	Roosevelt	1/27/22 - 3/17/22	3/18/22 - 4/14/22 amended from 3/18/22 - 4/6/22	N/A	4/25/22 amended from 4/7/22

- b. Superintendent recommends approval to the Board of Education for the following leaves of absence for non-certificated staff:

Name	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4367 Medical	Kelly	1/18/22 - 5/3/22 amended from 1/18/22 - 4/1/22	N/A	N/A	5/4/22 amended from 4/4/22
4663 Medical	BMELC	3/14/22 - 6/30/22 9/1/22 - 9/20/22			9/21/22 amended from 4/16/22
5205 Medical	WOHS	2/23/22 - 4/14/22 amended from 2/23/22 - 4/1/22	N/A	N/A	4/25/22 amended from 4/4/22
4295 Medical	WOHS	12/20/21 - 4/20/22 amended from 12/20/21 - 3/21/22	N/A	N/A	4/21/22 amended from 3/22/22
4776 Medical	Redwood	2/22/22 - 4/29/22 amended from 2/22/22 - 4/1/22			5/2/22 amended from 4/4/22

4. Superintendent recommends approval to the Board of Education for the following job description(s): (Att. #6)

Job Description	New	Revised
Athletic Field Maintenance Worker	X	
School Counselor		X
Student Assistance Counselor		X

**Personnel - Items 1 through 4****MOTION: Mr. Stevenson****SECOND: Mr. Rock****VOTE: 5-0 (RC)**Yes  
HuertaYes  
RockYes  
StevensonYes  
RothsteinYes  
Tunnicliffe**B. CURRICULUM AND INSTRUCTION**

1. Recommend approval of Applications for School Business requests. (Att. #7)
2. Recommend approval of Wilson Language Training to provide Wilson Reading System Level 1 Certification to the district's reading specialists on June 14 - June 16, 2022 in the amount of \$9,177.28 funded through ESSER III Grant and September - June for the 2022-2023 school year in the amount of \$20,650 funded through ESSER III Grant.

**Curriculum and Instruction - Items 1 and 2****MOTION: Mr. Rock****SECOND: Mr. Stevenson****VOTE: 5-0 (RC)**Yes  
HuertaYes  
RockYes  
StevensonYes  
RothsteinYes  
Tunnicliffe**C. FINANCE****a.) Special Services**

1. Recommend approval for the following out-of-district placements for the 2021-2022 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
2907054	Pillar High School	Tuition: \$16,759.20 40 days @ \$418.98/day	Budgeted
1606062	Morris Union Jointure Commission (DLC Warren)	Tuition: \$28,748.14 Physical Therapy Services: \$1,300.00	Budgeted
1207143	Morris Union Jointure Commission (DLC New Providence)	Tuition: \$25,689.83 1:1 Aide: 18,221.10 Physical Therapy Services: \$2,700.00	Budgeted
2113056	Summit Speech School	Tuition: \$11,920.00	Unbudgeted
2110005	Westbridge Academy	Tuition: \$25,616.28 58 days @ \$441.66/day	Unbudgeted

**b.) Business Office**

1. Recommend approval of the 4/11/2022 Bills List:

Payroll/Benefits	\$ 7,443,379.66
Transportation	\$ 517,339.14
Tuition (Spec. Ed./Charter)	\$ 782,194.05



Instruction	\$ 52,805.77
Facilities/Security	\$ 136,914.64
Capital Outlay	\$ 112,275.21
Grants	\$ 417,848.91
Food Service	\$ 5,903.50
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 215,466.59</u>
	\$ 9,684,127.47

2. Recommend approval of renewal of Lease Agreement with The Life Christian Church, 747 Northfield Avenue, West Orange, effective 7/1/22 - 6/30/23, (plus two year renewal options), in the monthly rental amount of \$26,583.08, for the continued operations of the Betty Maddalena Early Learning Center preschool facility.
3. Recommend acceptance of the following grants/donations:

Donor	Recipient	Donation
The Blackbaud Giving Fund o/b/o New York Life and its Donors	WOHS	\$40
Gregory School PTA	Gregory School	4 Water Fountains valued at \$5,781.00 4 Air Conditioners valued at \$7,248.08

4. Recommend approval of Camden Dream Center, a part of the CTE Cisco Academy Program, which includes the option of virtual Cisco Academy instructors for the remainder of the 2021-2022 school year, not to exceed 50 sessions at a cost of \$90/session.
5. Recommend approval of the Parental Contract for Student Transportation for Student #236129, for the period February 2022-August 2022, in the amount of \$7,332.50.
6. Amended Resolution: Recommend awarding of RFP #PC 01-22 Professional Development Services to TeacherCoach LLC, Mount Laurel, NJ in the amount of \$59,794, funded through ESSER III (previously approved on the 3/28/22 Board Agenda).
7. Recommend awarding of RFP #SUP-2 Superintendent Search Consultant to Ray and Associates, Inc., New Brunswick, NJ in the amount of \$21,200 plus additional estimated advertising costs of \$1,500.

#### **Finance - Special Services Item 1; Business Office Items 1 through 7**

**MOTION:** Mr. Stevenson

**SECOND:** Ms. Huerta

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

Yes  
Huerta

Yes  
Rock

Yes  
Stevenson

Yes  
Rothstein

Yes  
Tunnicliffe

#### **D. REPORTS**

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending April 11, 2022.

## 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 28, 2022, the Superintendent reported HIB Incident Number(s) 032 to the Board; and

Whereas, on March 31, 2022 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) 032 for the 2021-2022 school year for the reasons conveyed to the Board.”

### Reports - Items 1 and 2

**MOTION:** Ms. Huerta

**SECOND:** Mr. Stevenson

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

Yes  
Huerta

Yes  
Rock

Yes  
Stevenson

Yes  
Rothstein

Yes  
Tunnicliffe

## **XI. PETITIONS AND HEARINGS OF CITIZENS**

## **XII. NEXT BOARD MEETING to be held at 7:30 p.m. on April 28, 2022 at West Orange High School.**

## **XIII. ADJOURNMENT at 8:00 p.m.**

**MOTION:** Ms. Huerta

**SECOND:** Mr. Rock

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

Respectfully submitted,

Tonya Flowers, Board Secretary