

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting December 6, 2021**  
**6:30 P.M. Public Session**  
**West Orange High School**  
**51 Conforti Avenue**

**Minutes**

**I. ROLL CALL OF THE MEMBERS**

**Present: President Trigg-Scales, Mrs. Tunncliffe, Ms. Merklinger, Mr. Rothstein**

**Absent: Mrs. Huerta**

**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 and November 15, 2021.
- 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 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, December 6, 2021 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: Settlement Agreement Student #2908088.

■ "(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 6378 and 5134.

□ "(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 November 22, 2021 (Att. #1)**

**MOTION:** Mrs. Tunncliffe

**SECOND:** Mr. Rothstein

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

Absent  
Huerta

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunncliffe

Yes  
Trigg-Scales

**VII. STUDENT LIAISON REPORT****VIII. SUPERINTENDENT/ BOARD REPORTS**

- A. HIB Report
- B. ARP ESSER III Grant Update
- C. Security Update
- D. Buildings & Grounds Update - Presentation

**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
Michele Ellingham	Roosevelt	School Counselor	Retirement 27 years	1/1/22

**2. Rescissions**

- a. Superintendent recommends approval to the Board of Education for the following rescission(s):

Name	Location	Position	Effective Date
Jeffrey Mazurek	WOHS	Wrestling: Assistant Coach	12/6/21

**3. Appointments**

- a. Superintendent recommends approval to the Board of Education for the following certificated staff appointment(s). Step and salary may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Sheyne Clark	WOHS	Chemistry Extended Assignment Sub	Myrie-Cureton	N/A	N/A	\$200 per diem	10/11/21 - 12/13/21
Jenna McAteer	.5 Liberty / .5 Roosevelt	SAC / School Counselor Extended Assignment Sub	Sewnath	N/A	N/A	\$200 per diem	12/6/21 - 12/23/21

- b. Superintendent recommends approval to the Board of Education for the following non-certificated staff appointment(s). Step and salary may be adjusted upon ratification of collective bargaining agreement:

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Raquel Collins	BMELC	Paraprofessional	M Coppola Reassignment	MA	8	\$35,151 prorated	12/7/21* - 6/30/22

Alessandra Mantione	Washington	Registered Nurse	Patel	N/A	N/A	\$62,557 prorated	12/13/21 - 6/30/22
Engi Moussa	Redwood	Paraprofessional	New	BA	12	\$35,554 prorated	12/7/21 - 6/30/22

\*pending Criminal History Record Check process

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

Name	Location	Position	Stipend	Effective Dates
Stephen Girard OOD	WOHS	Color Guard: Winter Instructor	\$1,530	2021-2022*
Edward Bejian OOD	WOHS	Wrestling: Assistant Coach	\$8,651	2021-2022
Jeffrey Mazurek	WOHS	Wrestling: Head Coach	\$11,504	2021-2022

\*start date pending Criminal History Record Check process

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

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Rahniel Simon OOD	Edison	COPE Volunteer Bully Busters Program	N/A	2021-2022

- e. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2021-2022:

Name	Certification Code	Administrator	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Giovanna Alvarez	Substitute		X	X				
Amneli Cartagena	N/A							X
Lauren Conahan	Substitute		X	X				
Verna Fraser	N/A					X		

#### 4. 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
Lauren Salvatoriello Medical	Kelly Special Education	11/8/21 - 12/3/21	N/A	N/A	12/6/21
Rosemary Tan Personal	Liberty School Nurse	11/3/21 - 11/10/21	11/11/21 - 2/3/22 amended from 11/11/21 - 11/26/21	N/A	2/4/22 amended from 11/29/21

- 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
Paul Casolaro Medical	WOHS Security	11/18/21 - 12/2/21 a.m. only	12/2/21 p.m. only - 12/20/21	N/A	12/21/21
Robert Desch Medical	Liberty Paraprofessional	11/22/21 - 12/17/21	N/A	N/A	12/20/21
Michael Housel Medical	WOHS Custodial Supervisor	11/16/21 - 1/31/22	2/1/22 - 2/11/22	N/A	2/14/22
Denise Lambert Medical	Transportation Administrative Assistant	10/14/21 - 11/10/21 12/1/21 - 12/3/21 12/28/21 - 12/29/21 amended from 10/14/21 - 11/10/21	11/11/21 - 11/30/21 12/4/21 - 12/27/21 12/30/21 - 1/2/22 amended from 11/11/21 - 11/30/21	N/A	1/3/22 amended from 11/30/21

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

Employee #	Leave Dates	Type of Leave	Anticipated Return Date
# 5134	12/6/21 - TBD	Paid Administrative Leave	TBD

## 5. Transfer(s):

- a. Superintendent recommends approval to the Board of Education for the following transfer(s) of non-certificated staff:

Name	From	Position	To	Position	Effective Date
Michelle Coppola Voluntary	BMELC	Paraprofessional	Washington	Paraprofessional	12/13/21

## 6. APPROVAL OF EXAMINATION IN ACCORDANCE WITH N.J.S.A. 18A: 16-2

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools the West Orange Board of Education compels the examination of Employee ID# 6378 in accordance with N.J.S.A.18A:16-2.

7. Superintendent recommends approval to the Board of Education for the voluntary reassignment of Employee #4022, from Central Office to West Orange High School, as an Administrative Assistant, effective December 13, 2021 through June 30, 2022. Salary will remain frozen at \$92,815.00, which includes longevity of \$4,815.00, until such time the employee's base salary corresponds with the appropriate step on Column II, Schedule B, of the 2015-2020 WOECA CBA.

### Personnel - Item 4c.

**MOTION:** Mrs. Tunnickliffe

**SECOND:** Mr. Rothstein

**VOTE:** 3-0-1 (RC)

Absent  
Huerta

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunnickliffe

Abstain  
Trigg-Scales

**Personnel - Items 1 through 7, with the exception of the above.****MOTION:** Mrs. Tunncliffe**SECOND:** Mr. Rothstein**VOTE:** 4-0 (RC)Absent  
HuertaYes  
MerklingerYes  
RothsteinYes  
TunncliffeYes  
Trigg-Scales**B. CURRICULUM AND INSTRUCTION**

1. Recommend approval of Applications for School Business requests. (Att. #2)
2. Recommend approval for field trips for the 2021-2022 school year. (Att. #3)
3. Recommend approval of the following new course proposals for 2022-2023:

New Course	Department	Grade(s)
Black Authors and Voices	ELA	11-12
Young Adult Literature and Graphic Novels	ELA	9-12

4. Recommend approval of the attached ELL programs to be implemented January 2022 through June 2022 and funded by the ESEA Grant (Title III / Title III Immigrant). (Att. #4)
5. Recommend approval of the attached Extended Day Programs to be implemented January 2022 through June 2022 and funded by the ESSER III Grant. (Att. #5)
6. Recommend approval of the attached Extended Day Programs to be implemented January 2022 through June 2022 and funded by the ESEA Grant (Title IV A). (Att. #6)
7. Recommend approval of the Memorandum of Understanding between the New Jersey Manufacturing Extension Program (NJMEP) and the West Orange High School for the Certificated Production Technician/Certified Production Technician Plus Program (CPT/CPT+), Certified Logistics Technician Program (CLT) and the Certified Manufacturing Associate Program (CMfgA).
8. Recommend approval of Dr. Akil K. Khalfani, to provide Professional Development in New Jersey Amistad Training for Social Studies teachers in grades 4-12 in the amount of \$5,000 for the 2021-2022 school year.

**Curriculum and Instruction - Items 1 through 7****MOTION:** Mrs. Tunncliffe**SECOND:** Mr. Rothstein**VOTE:** 4-0 (RC)Absent  
HuertaYes  
MerklingerYes  
RothsteinYes  
TunncliffeYes  
Trigg-Scales**Curriculum and Instruction - Item 8****MOTION:** Mrs. Tunncliffe**SECOND:** Mr. Rothstein**VOTE:** 3-1 (RC)Absent  
HuertaNo  
MerklingerYes  
RothsteinYes  
TunncliffeYes  
Trigg-Scales

**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
1913045	Celebrate the Children	Tuition: \$74,160.00 180 days @ \$412.00/day Shared Aide: \$10,650.00 142 days @ \$75.00/day  *Previously approved on 07/26/21 for: 1:1 Aide: \$27,000.00 180 days @ \$150.00/day	Budgeted
2806058	Holmstead School	Tuition: \$58,860.00 180 days @ \$327.00/day	Budgeted
1208096	Madison Board of Education	Tuition: \$16,796.00 10 months @ \$1,679.60	Unbudgeted

2. Recommend approval for the following providers for Independent Specialist Evaluations for the 2021-2022 school year:

Provider	Type of Evaluation/Service	Cost	Not to Exceed
Dr. Marilyn Kubichek	Neurological Evaluation/Report	\$650 per Evaluation	\$23,000.000 (Previously approved 7/26/21 for \$15,000.00)
Gingerbread Kidz, LLC Dr. Isabel Carotenuto	Pediatric Neurodevelopmental Evaluation/Report	\$560 per Evaluation	\$2,000.00 (Previously approved 7/26/21 for \$10,000.00)

**b.) Business Office**

1. Recommend approval of the 12/6/2021 Bills List:

Payroll/Benefits	\$ 5,191,614.91
Transportation	\$ 342,854.74
Tuition (Spec. Ed./Charter)	\$ 297,508.50
Instruction	\$ 70,985.37
Facilities/Security	\$ 159,437.12
Capital Outlay	\$ 89,217.48
Grants	\$ 260,551.28
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 222,324.23</u>
	\$ 6,634,493.63

2. Recommend approval of settlement agreement between the parents of Student #2908088 and the West Orange Board of Education as stipulated in closed session.



3. Recommend approval to void the following checks from the indicated accounts:

School Account		
Check Number	Check Amount	Description
59425	\$450.00	Membership Dues

4. Recommend approval of the calendar for the development of the 2022-2023 district budget. (Att. #7)
5. Recommend submission and acceptance of additional funds for American Rescue Plan Consolidated Grant Application, for the Project Period 3/13/20-9/30/24, in the total amount of \$7,678,232:

Grant Application	Total
ARP ESSER	\$6,887,719
Accelerated Learning Coach and Educator Support	\$656,055
Evidence Based Comprehensive Beyond the School Day	\$44,729
Evidence Based Summer Learning and Enrichment	\$44,729
NJTSS Mental Health Support Staffing	\$45,000
<b>Total:</b>	<b>\$7,678,232</b>

6. Recommend approval of Dare Romberger, Payroll Consultant, for the period 12/10/2021-3/31/2022, at an hourly rate of \$55, not to exceed \$22,000.
7. Recommend approval of EI Associates, Cedar Knolls, NJ Proposal for Water Infiltration Investigations at Mt. Pleasant School Media Center, in an amount not to exceed \$23,000. (Att. #8)

**Finance: Special Services - Items 1 and 2; Business Office Items 1 through 6**

**MOTION:** Mr. Rothstein                      **SECOND:** Mrs. Tunncliffe                      **VOTE:** 4-0 (RC)

<u>Absent</u>	<u>Yes</u>	<u>Yes</u>	<u>Yes</u>	<u>Yes</u>
Huerta	Merklinger	Rothstein	Tunncliffe	Trigg-Scales

**Finance: Business Office Item 7**

**MOTION:** Mr. Rothstein                      **SECOND:** Mrs. Tunncliffe                      **VOTE:** 3-1 (RC)

<u>Absent</u>	<u>No</u>	<u>Yes</u>	<u>Yes</u>	<u>Yes</u>
Huerta	Merklinger	Rothstein	Tunncliffe	Trigg-Scales

**D. REPORTS**

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending December 6, 2021.

## 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 November 22, 2021, the Superintendent reported HIB Incident Number(s) 009 to the Board; and

Whereas, on November 29, 2021 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) 009 for the 2021-2022 school year for the reasons conveyed to the Board.”

### Reports - Items 1 and 2

**MOTION:** Mr. Rothstein

**SECOND:** Mrs. Tunncliffe

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

Absent  
Huerta

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunncliffe

Yes  
Trigg-Scales

## E. MISCELLANEOUS

1. Recommendation to approve A Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials 2021-2022.

### Miscellaneous - Item 1

**MOTION:** Mr. Rothstein

**SECOND:** Mrs. Tunncliffe

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

Absent  
Huerta

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunncliffe

Yes  
Trigg-Scales

## XI. PETITIONS AND HEARINGS OF CITIZENS

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

## XIII. NEXT BOARD MEETING to be held at 7:30 p.m. on December 20, 2021 at West Orange High School.

## XIV. ADJOURNMENT at 10:25 p.m.

**MOTION:** Ms. Merklinger

**SECOND:** Mrs. Tunncliffe

**VOTE:** 4-0 (VV)

Respectfully submitted,

Tonya Flowers, Board Secretary