

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting November 22, 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, Mrs. Huerta, Ms. Merklinger, Mr. Rothstein

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 October 20, 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">→ 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 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, November 22, 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 WOE and Local 68.
- "(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: WC Settlement Agreement Employee #8408;

■ "(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 #4870.

□ "(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 7:32 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF November 8, 2021 (Att. #1)

MOTION: Mrs. Huerta

SECOND: Mrs. Tunnicliffe

VOTE: 5-0 (RC)

Yes
Huerta

Yes
Merklinger

Yes
Rothstein

Yes
Tunnicliffe

Yes
Trigg-Scales

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

- A. Maura Baker, NJSBA Student Keynote Speaker
- B. 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):

Name	Location	Position	Reason	Effective Date
Michelle Abarbenel	.5 Liberty / .5 Roosevelt	French	Resignation	1/14/22
Charlotte Ayes	Roosevelt	STEM	Resignation	1/14/22
Nicola Myrie-Cureton	WOHS	Science	Resignation	11/15/21
Colleen Tierney	Roosevelt	Special Education	Resignation	1/1/22

- 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
Barbara Aikens	Washington	Lunch Aide	Resignation	10/29/21
Kwamane Jackson	Gregory	Custodian Night-shift	Resignation	11/8/21
Audrey Johnson	Transportation	Bus Monitor Part-time	Resignation	9/1/21

2. Rescissions

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

Name	Location	Position	Effective Date
Michelle Ahrens	Edison	Lunch Aide Virtual Training	11/16/21
Derek Smith	Roosevelt	Basketball: Boy's Coach	11/19/21
Christina Doherty OOD	WOHS	Color Guard: Winter Assistant Director	11/15/21
Kevin Schlear OOD	WOHS	Color Guard: Winter Director	11/15/21
Brianna Todman OOD	WOHS	Color Guard: Winter Instructor	11/15/21
Stephan Zichella	WOHS	Wrestling: Head Coach	11/17/21

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
Barbara Crosby	.7 Kelly / .3 BMELC	School Psychologist Leave Replacement	Dalle-Molle	MA	N/A	\$308 per diem	11/23/21 - 12/23/21
Lanel Guyton	Roosevelt	Science Extended Assignment Substitute	Gleason	N/A	N/A	\$200 per diem	11/15/21 - 12/10/21
Muneerah Kornegay	Gregory	School Nurse	DeKoyer	BA	17	\$87,923 prorated	12/10/21* - 6/30/22 amended from 12/9/21* - 6/30/22
Kristy Larreategui-Rivera	Redwood	Special Education Grade 4 Leave Replacement	Madaus	BA	3	\$57,681 prorated	12/20/21 - 6/30/22
Maitry Sewnath	.5 Liberty / .5 Roosevelt	Student Assistance Coordinator	Brotzman	MA+30	9	\$73,537 prorated	1/3/22 - 6/30/22
James Smith	Roosevelt	ESL	New	MA	3	\$61,594 prorated	12/9/21 - 6/30/22
Stephan Zichella	WOHS	Acting Director of Athletics	Bligh	N/A	N/A	\$185.29 per diem	11/23/21 - 2/28/22

*pending Criminal History Record Check process

- 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
Kristy Gray	Washington	Lunch Aide	Aikens	N/A	N/A	\$19.34 per hour	11/23/21* - 6/22/22
Aimee Perez	BMELC	Paraprofessional	New	BA	13	\$37,132 prorated amended from \$37,423	10/19/21 - 6/30/22
Nichelle Tello	Kelly	Clerical Aide Leave Replacement	Contreras	N/A	N/A	\$19.95 per hour	11/23/21* - 2/4/22
Jordan Wood	Roosevelt	Paraprofessional	Feigenbaum	BA	4	\$30,881 prorated	11/18/21 - 6/30/22

*pending Criminal History Record Check process

- c. Superintendent recommends approval to the Board of Education for the following additional teaching assignment(s):

Name	Location	Position	Guide	Step	Salary	Effective Dates
Adam Wasko	Edison	Gifted & Talented Enrollment	BA	14	\$11,030	9/1/21 - 6/30/22
Michael Bridge	Liberty	English Language Arts Leave Replacement-Richardson	MA+30	17	\$106.27 per diem	10/11/21 - 1/31/22 amended from 10/11/21 - 11/17/21

Patricia Hack	Liberty	English Language Arts Leave Replacement-Richardson	MA	16	\$78.68 per diem	10/11/21 - 1/31/22 amended from 10/11/21 - 11/17/21
Nancy Silva	Liberty	English Language Arts Leave Replacement-Richardson	MA+45	17	\$108.78 per diem	10/11/21 - 1/31/22 amended from 10/11/21 - 11/17/21
Maryann Solimo	Liberty	English Language Arts Leave Replacement-Richardson	BA+15	17	\$89.41 per diem	10/11/21 - 1/31/22 amended from 10/11/21 - 11/17/21
Victor Alcindor	WOHS	ELA Leave Replacement-Favetta	DR	17	\$110.47 per diem	11/10/21 - 12/23/21
Kathryn Baran	WOHS	ELA Leave Replacement-Favetta	MA+45	15	\$86.19 per diem	11/10/21 - 12/23/21
Teresa Harris	WOHS	ELA Leave Replacement-Favetta	MA+45	7	\$66.72 per diem	11/10/21 - 12/23/21

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

Name	Location	Position	Stipend	Effective Dates
Michael Falzarano	Kelly	Basketball Club	\$600	12/1/21 - 4/29/22
Zachary Coppola	Roosevelt	Basketball Coach: Boys	\$2,524	2021-2022
Jordan Wood	Roosevelt	Basketball Coach: Boys	\$2,524	2021-2022
Sean Devore	WOHS	Basketball: Girls' Assistant Coach	\$8,651	2021-2022
Chistina Doherty OOD	WOHS	Color Guard: Winter Director	\$3,876	2021-2022
Brianna Todman OOD	WOHS	Color Guard: Winter Assistant Director	\$2,854	2021-2022
Darnell Grant	WOHS	Strength and Conditioning: Winter Season	\$7,140	2021-2022
Jerome Hayes	WOHS	Weight Training: Winter Season	\$3,188	2021-2022

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

Name	Location	Position	Stipend	Effective Dates
Jennifer Preziosi	Central Office	Administrative Assistant to conduct NJDOE Post-School Outcomes Survey of Students with Disabilities Cohort I: 2019-2020 Exiters	\$37.90 per hour not to exceed 7 hours*	7/1/21 - 9/30/21
Susan Pasquale	Gregory	Lunch Aide Virtual Training	\$19.34 per hour not to exceed 2 hours	9/3/21
Kathleen Quirk	Gregory	Lunch Aide Virtual Training	\$19.34 per hour not to exceed 2 hours	9/3/21
Gloria Vega	Redwood	Lunch Aide Virtual Training	\$19.34 per hour not to exceed 2 hours	9/3/21
Heather Bazan	St. Cloud	Lunch Aide Virtual Training	\$19.34 per hour not to exceed 2 hours	9/3/21
Dona Dellacqua	St. Cloud	Lunch Aide Virtual Training	\$19.34 per hour not to exceed 2 hours	9/3/21

Susan Duarte	St. Cloud	Lunch Aide Virtual Training	\$19.34 per hour not to exceed 2 hours	9/3/21
Tynia Thomassie	Central Office	Technology Integration Specialist to assist with Parent Webinar	\$104.76 per hour not to exceed 1.5 hours	11/10/21
Timothy Blumkin	WOHS	CPR Training for Emergency Response Team Members	\$74.46 per hour not to exceed 6 hours	11/30/21
Ozzie Diaz	WOHS	CPR Training for Emergency Response Team Members	\$74.46 per hour not to exceed 6 hours	11/30/21
Jeffrey Mazurek	WOHS	CPR Training for Emergency Response Team Members	\$74.46 per hour not to exceed 6 hours	12/1/21

*funded by NJDOE

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

Name	Provisional Teacher	Location	Stipend	Effective Dates
April Clark	Anjanette McGrath	WOHS	\$367	10/5/21 - 4/8/22

- g. 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	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Wendy Alfieri	N/A				X		
Samantha Clinton	Substitute	X	X				
Peter Scalici					X		
Anna Tong	CE	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
Cheryl Dunlap Medical	WOHS Business Education	11/3/21 - 11/19/21	N/A	N/A	11/22/21
Tonio Favetta Medical	WOHS ELA	11/10/21 - 12/23/21	N/A	N/A	1/3/22
Nicola Myrie-Cureton Medical	WOHS Chemistry	10/1/21 - 10/27/21	N/A	10/28/21 - 11/15/21 amended from 10/28/21 - 11/8/21	N/A
Patricia Richardson Medical	Liberty ELA	10/4/21 - 1/31/22 amended from 10/4/21 - 11/17/21	N/A	N/A	2/1/22 amended from 11/18/21
Karen Whitworth Medical	St. Cloud Grade 5	10/12/21 - 1/26/22 amended from 10/12/21 - 11/12/21	1/27/22 - 2/28/22	N/A	3/1/22 amended from 11/15/21

- 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
Denise Lambert Medical	Transportation Administrative Assistant	10/14/21 - 11/10/212 amended from 10/14/21 - 11/19/21	11/11/21 - 11/30/21 amended from N/A	N/A	11/30/21 amended from 11/22/21

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

Job Description	New	Revised
Reading Specialist / Instructional Literacy Coach		X

Personnel - Items 1 through 5

MOTION: Mrs. Tunncliffe **SECOND:** Mr. Rothstein **VOTE:** 5-0 (RC)

Yes Yes Yes Yes Yes
 Huerta Merklinger Rothstein Tunncliffe Trigg-Scales

B. CURRICULUM AND INSTRUCTION

1. Recommend approval of Applications for School Business requests. (Att. #3)
2. Recommend approval of Gravity Goldberg, LLC to provide professional development for the district’s reading specialists to support student learning through instructional coaching for the 2021-2022 school year in the amount of \$14,300 funded by Title II Grant.

Curriculum and Instruction - Items 1 and 2

MOTION: Mrs. Tunncliffe **SECOND:** Mr. Rothstein **VOTE:** 5-0 (RC)

Yes Yes Yes Yes Yes
 Huerta Merklinger Rothstein Tunncliffe Trigg-Scales

C. FINANCE

a.) Special Services

1. Recommend approval of the following vendor to provide translation services at Special Services Meetings.

Company	Description	Cost	Not to Exceed
Para-Plus Translations, Inc. 2 Coleman Avenue Cherry Hill, NJ 08034	Arabic Interpreter	\$89.50 per hour	\$2,000

b.) Business Office

1. Recommend approval of the 11/22/2021 Bills List:

Payroll/Benefits	\$ 8,322,360.99
Transportation	\$ 45,387.91
Tuition (Spec. Ed./Charter)	\$ 302,651.44
Instruction	\$ 186,165.17
Facilities/Security	\$ 618,515.60
Capital Outlay	\$ 9,354.11
Grants	\$ 184,379.44
Food Service	\$ 385,000.25
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 102,860.72</u>
	\$10,156,675.63

2. Recommend approval of October 2021 transfers within the 2021-2022 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #4)
3. Secretary’s Report - Acceptance and Certification - October 2021

Recommend that the West Orange Board of Education accept the Board Secretary’s financial report for the month of October 2021, 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. #5)

4. Report of the Treasurer of School Monies - October 2021

Recommend that the West Orange Board of Education acknowledge and accept the Report of the Treasurer of School Monies for the month of October 2021, which report is in agreement with the Secretary’s Report. (Att. #6)

5. Recommend acceptance of the following grants/donations:

Donor	Recipient	Donation
The Blackbaud Giving Fund obo New York Life and its donors	WOHS	\$40

6. Recommend awarding of Bid #21-15, Mechanical Renovations of Offices and Small Group Instruction Rooms at 10 buildings, to Preferred Mechanical, Inc., Keyport, NJ as per the attached. (Att. #7)
7. Recommend awarding of Bid #21-16, Substitute Staffing Services, to Edustaff, Grand Rapids, MI as per the attached. (Att. #8)
8. Recommend approval of settlement agreement of Worker’s Compensation claim, in the matter of employee #8408, in an amount not to exceed \$27,972, as stipulated in closed session. - **Item tabled.**
9. Recommend approval to void the following checks from the indicated accounts:

School Account		
Check Number	Check Amount	Description

58350	\$1,038.00	Aid in Lieu
59299	\$1,632.73	Food Service

Finance - Business Office Item 8 - Motion to Table

MOTION: Mrs. Tunnickliffe **SECOND:** Mrs. Huerta **VOTE:** 5-0 (RC)

Yes Yes Yes Yes Yes
Huerta Merklinger Rothstein Tunnickliffe Trigg-Scales

Finance - Special Services Item 1; Business Office Items 1 through 7 and Item 9

MOTION: Mr. Rothstein **SECOND:** Mrs. Huerta **VOTE:** 5-0 (RC)

Yes Yes Yes Yes Yes
Huerta Merklinger Rothstein Tunnickliffe Trigg-Scales

D. REPORTS

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending November 22, 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 8, 2021, the Superintendent reported HIB Incident Number(s) 004, 006 to the Board; and

Whereas, on November 11, 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) 004, 006 for the 2021-2022 school year for the reasons conveyed to the Board.”

Reports - Items 1 and 2

MOTION: Mrs. Tunnickliffe **SECOND:** Mrs. Huerta **VOTE:** 5-0 (RC)

Yes Yes Yes Yes Yes
Huerta Merklinger Rothstein Tunnickliffe Trigg-Scales

E. MISCELLANEOUS

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

Motion to table.

MOTION: Mrs. Tunnickliffe **SECOND:** Mrs. Huerta **VOTE:** 4-1 (RC)

Yes No Yes Yes Yes
Huerta Merklinger Rothstein Tunnickliffe 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 6, 2021 at West Orange High School.

XIV. ADJOURNMENT at 9:13 p.m.

MOTION: Mrs. Huerta

SECOND: Mrs. Tunncliffe

VOTE: 5-0 (VV)

Respectfully submitted,

Tonya Flowers, Board Secretary