

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting March 9, 2020**  
**6:30 P.M. Executive Session**  
**7:34 P.M. Public Session**  
**Roosevelt Middle School**  
**36 Gilbert Place**

**Minutes**

**I. ROLL CALL OF THE MEMBERS**

**Present: President Alper, Mrs. Trigg-Scales, Mrs. Merklinger, Mr. Rothstein, Mrs. Tunnicliffe**

**Absent: Darlene Folas, Student Liaison**

**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, 2020.
- B. That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and the Star-Ledger.
- C. That said notice was posted in the lobby of the Administration Building of the Board of Education.

**III. WEST ORANGE BOARD OF EDUCATION RESOLUTION AUTHORIZING EXECUTIVE SESSION**

**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 six (6) 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, March 9, 2020 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 are: Employee Numbers: #6062, #7737, #8315, #8484, #8499, #8502.

□ "(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 7:34 P.M.**

**V. PLEDGE OF ALLEGIANCE**

**VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF February 24 and 25, 2020 (Att. #1)**

**MOTION:** Mrs. Tunncliffe

**SECOND:** Mrs. Trigg-Scales

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

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunncliffe

Yes  
Trigg-Scales

Yes  
Alper

**VII. STUDENT LIAISON REPORT**

Three students from Roosevelt Middle School addressed the Board and community.

**VIII. SUPERINTENDENT/ BOARD REPORTS**

- A. Strauss Esmay Presentation, Mrs. Sandy Nicastro
- B. WOHS AFJROTC State of the Program Address
- C. 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
Sonia Laureni	WOHS	Science	Retirement 14 years	7/1/20
David Rimelis	.5 Liberty / .5 Roosevelt	Music	Retirement 15 years	7/1/20

- 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
Michael Dellacqua	Kelly	Lunch Aide	Resignation	3/20/20
Marsha Denerstein	Redwood	Paraprofessional	Resignation	6/30/20
Maria Intili	Transportation	Administrative Assistant	Retirement 9 years	7/27/20
Manis Jean Baptiste	Edison	Paraprofessional	Resignation	3/14/20

## 2. Appointments

- a. 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
Darlene Berg CO	Washington	Acting Principal / Supervisor of Mathematics, K-5	DeMaio	MA	N/A	\$1,500 per month for additional responsibilities	2/24/20 - TBD
Monica Merino	WOHS	Career Education	Graham	MA	14	\$73,817	9/1/20 - 6/30/21
Marilyn Fitzgerald	WOHS	Career Education Long Term Substitute	Graham	MA	N/A	\$308 per diem	4/1/20 - 6/22/20
Mark Peterson	Kelly	Grade 3 Extended Assignment Substitute	Imperial	N/A	N/A	\$180 per diem	2/10/20 - 3/6/20
Miriam Negasi	Special Services	School Psychologist	Nazaire	MA+45	3	\$71,787 prorated	5/11/20 - 6/30/20

- b. 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
Hetty Band	Central Office	Clerical Aide Part-time	New	N/A	N/A	\$19.56 per hour not to exceed 25 hours per week	2/24/20 - 6/30/20
Luann Grasso	Redwood	Lunch Aide	Moreno	N/A	N/A	\$18.96 per hour not to exceed 2.5 hours per day	3/16/20 - 6/19/20
Markeese Falconer	Washington	Paraprofessional	Ferrera	Non Degree	1	\$28,559 prorated	3/2/20 - 6/30/20

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

Name	Location	Position / Coverage	Guide	Step	Salary	Effective Dates
Victor Alcindor	WOHS	English Muldrow	DR	17	\$110.47 per diem	3/16/20 - 4/3/20
Elicia Baker	WOHS	English Muldrow	MA+45	11	\$69.31 per diem	3/16/20 - 4/3/20
Rana Elkadi	WOHS	English Muldrow	BA+15	6	\$53.69 per diem	3/16/20 - 4/3/20
Teresa Harris	WOHS	English Muldrow	MA+45	7	\$66.72 per diem	3/16/20 - 4/3/20
Megan Kiczek	WOHS	English Muldrow	MA	17	\$90.73 per diem	3/16/20 - 4/3/20
Kathryn Beegle	Roosevelt	Special Education Lawrence	BA+30	7	\$56.36 per diem	3/10/20-6/22/20
Alyssa Cowan	Roosevelt	Special Education Lawrence	MA+45	14	\$79.49 per diem	3/10/20-6/22/20
Erika DeVos	Roosevelt	Special Education Lawrence	MA+15	10	\$62.20 per diem	3/10/20-6/22/20
Christina Ferinde	Edison	Special Education Lawrence	MA+30	8	\$68.09 per diem	3/10/20-6/22/20
Rebecca Rud	Roosevelt	Special Education Lawrence	MA+45	16	\$95.14 per diem	3/10/20-6/22/20

- d. Superintendent recommends approval to the Board of Education for adjustments for the following Board approved training level changes for WOECA certificated staff retroactive to January 1, 2020:

Name	Location	Position	From			To			Effective Date
			Guide	Step	Salary	Guide	Step	Salary	
Joseph Postiglione	Roosevelt	Special Education	MA+30	11	\$75,287	MA+45	11	\$76,931	1/1/20

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

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Drew Jenkins OOD	WOHS	Lacrosse: Boys' Assistant Coach	\$8,641	2019-2020
Chris Kerwin OOD	WOHS	Lacrosse: Boys' Volunteer	N/A	2019-2020

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

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Charlene Muldrow	WOHS	ACT Session II Instructor: English Language Arts	\$1,600 per session	6/1/20 - 6/12/20

Shaan Shah	WOHS	ACT Session II Instructor: Mathematics	\$1,600 per session	6/1/20 - 6/12/20
Rosalie Dudkiewicz	WOHS	Student Sports Physicals Nurse	\$55 per hour not to exceed 6 hours	5/26/20, 6/3/20
Denise Makri-Werzen	WOHS	Student Sports Physicals Nurse	\$55 per hour not to exceed 6 hours	5/26/20, 6/3/20
Kimberley Wilson	Edison	Title IVA Edison Middle School Homework Club Social Studies Instructor Substitute	\$49.98 per hour not to exceed 23.75 hours Funded by Title IVA as assigned	3/9/20 - 5/31/20

- g. Superintendent recommends approval to the Board of Education for the following additional assignment(s) for non-certificated staff:

Name	Location	Position	Stipend/Rate of Pay	Effective Dates
Patricia Dellosso	WOHS	Administrative Assistant to provide support for student sports physicals	\$25 per hour not to exceed 8 hours	5/26/20, 6/3/20
Joanne Duncan	WOHS	Administrative Assistant to provide support for student sports physicals	\$25 per hour not to exceed 8 hours	5/26/20, 6/3/20
Judith Jessup	WOHS	Administrative Assistant to provide support for student sports physicals	\$25 per hour not to exceed 8 hours	5/26/20, 6/3/20
Eridania Perez	WOHS	Administrative Assistant to provide support for student sports physicals	\$25 per hour not to exceed 8 hours	5/26/20, 6/3/20
Nicole Torrisi St. Cloud	Central Office	Clerical Aide to provide administrative support in Central Office	\$19.56 per hour not to exceed 7 hours per day	4/6/20 - 4/9/20

- h. 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
Ara Berberian	Lisa Cito	WOHS	\$100	3/2/20 - 6/30/20
Kellie Carsillo	Jessica Reid	Gregory	\$367	1/2/20 - 6/30/20
Lewis Kelly	Katherine Westerlund	WOHS	\$550 amended	9/23/19 - 5/15//20 amended
Danielle Marino	Kristen Landosca	Gregory	\$257	2/18/20 - 6/30/20
Maryann Solimo	Anne Shaffer	Liberty	\$330	1/30/20 - 6/30/20

- i. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2019-2020:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Patricia Arduino	Substitute	X	X				
Stacy Garthson Abelson	Substitute	X	X				
Genesis Guedes	Substitute	X	X				
Michael Lombardo	Substitute	X	X				

Alexa Mermini	Substitute	X	X				
Kevin Reilly	Standard	x	X				
Alex Walton	Substitute	X	X				

### 3. Leaves of Absence:

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

Name	Location / Position	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
Jennifer Imperial Medical	Kelly Grade 3	11/18/19 - 2/28/20 amended	3/2/20 - 5/29/20 amended	N/A	6/1/20 amended
Michael Lawrence Medical	Liberty Resource Room	2/3/20 - 2/20/20	2/21/20 - 6/30/20	N/A	9/1/20
Jennifer Morante Family	WOHS Art	5/12/20 - 6/30/20	9/1/20 - 2/2/21	N/A	2/3/21
Charlene Muldrow Medical	WOHS English Language Arts	3/16/20 - 4/10/20	N/A	N/A	4/13/20
Lexi Scalici Family	Kelly Special Education	6/8/20 - 6/30/20	9/1/20 - 12/21/20	N/A	12/22/20

- 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
Annamarie Megaro Medical	WOHS Administrative Assistant	2/7/20 - 3/19/20 a.m. only amended	3/20/20 p.m. only 4/30/20 amended	N/A	5/1/20
Mary Mondalto Medical	Kelly Paraprofessional	12/11/19 - 3/20/20 a.m. only amended	3/20/20 p.m. only - 4/30/20 amended	N/A	5/1/20
Aimmeen Rivera Medical	Transportation Bus Monitor Part-time	N/A	N/A	9/3/19 - 2/28/20 amended	3/2/20 amended
Mini Thapar Personal	Kelly Paraprofessional	3/30/20 - 4/1/20	4/2/20 - 4/17/20	N/A	4/20/20

### 4. Transfer(s):

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

Name	From	Position	To	Position	Effective Date
Stacy Marcus Voluntary	Roosevelt	Special Education	Liberty	Special Education	3/10/2020

**Personnel - Items 1 through 4**

**MOTION:** Mrs. Trigg-Scales

**SECOND:** Mrs. Tunncliffe

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

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunncliffe

Yes  
Trigg-Scales

Yes  
Alper

**B. CURRICULUM AND INSTRUCTION**

1. Recommend approval of Applications for School Business requests. (Att. #2)
2. Superintendent recommends approval for field trip destinations for the 2019-2020 school year:

Destination	City	State
JFK Johnson Rehabilitation Institute	Edison	NJ

3. Recommend approval for student teaching for the 2019-2020 school year (Att. #3)
4. Recommend approval of Bilingual English-Spanish Study conducted by Michele Goldin, Doctoral Fellow, Bilingualism and Second Language Acquisition, Rutgers University at St. Cloud Elementary School concluding June 2020.

**Curriculum and Instruction - Items 1 through 4**

**MOTION:** Mr. Rothstein

**SECOND:** Mrs. Trigg-Scales

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

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunncliffe

Yes  
Trigg-Scales

Yes  
Alper

**C. FINANCE**

**a.) Special Services**

1. Recommend approval for the following service provider for related services for the 2019-2020 school year:

Student #	Provider	Type of Service	Cost	Not to Exceed	Budgeted/Unbudgeted
1813029	Horizon Healthcare Staffing	Nursing Service	\$75.00/hour 4 hours/day	\$16,000.00	Budgeted

2. Recommend approval of the following tuition/extraordinary services adjustments as certified by the State of NJ Division of Administration and Finance:

School	Year	Certified Rate Less Adjustments	Tuition Paid	Tuition Adjustments
Y.C.S., Sawtelle Learning Center, Montclair *Adjustment for Tuition	2018-2019	\$109,097.00	\$106,834.00	\$2,262.00
Y.C.S., Sawtelle Learning Center, Montclair *Adjustment for Personal Aide	2018-2019	\$48,381.00	\$47,319.00	\$1,062.00

Y.C.S., George Washington School *Adjustment for Tuition	2018-2019	\$12,630.00	\$13,064.00	(\$434.00)
---	-----------	-------------	-------------	------------

3. Recommend approval for the following out of district placements for the 2019-2020 school year:

Student	Placement	Tuition	Budgeted/Unbudgeted
1610070	Mt. Carmel Guild	1:1 Aide \$11,645.00 134 days @ \$85.00/day	Unbudgeted

**b.) Business Office**

1. Recommend approval of the 3/9/2020 Bills List:

Payroll/Benefits	\$ 9,588,128.24
Transportation	\$ 27,243.58
Tuition (Spec. Ed./Charter)	\$ 144,458.84
Instruction	\$ 50,951.27
Facilities/Security	\$ 282,313.53
Capital Outlay	\$ 21,757.42
Grants	\$ 94,544.09
Food Service	\$ 3,305.56
Support Svcs/Co-Curricular/Athletics/Misc.	\$ 126,729.44
	<u>\$10,339,431.97</u>

2. Recommend approval of proposed Non Public security aid program expenditures funded through the Office of State Aid Entitlements and Payments to Non Public Schools (not local funds).

School	Description	Amount
Golda Och Upper School	175 LFT Chainlink Fencing	\$2,990.00 *Adjusted cost Previously on 2/10/2020 for \$4,375.00

3. Recommend approval of proposed Non Public technology aid program expenditures funded through the Office of State Aid Entitlements and Payments to Non Public Schools (not local funds):

Non Public School	Description	Amount
Golda Och Upper School	Luxor 16 Tablet Chromebook Charging Cart	\$487.60* Previously on 1/27/2020 Agenda for \$413.55 Quote expired

4. Recommend acceptance of the following donations/awards:

Donor	Recipient	Donation
Louis and Jean Anello	Edison School	Weight Equipment valued at \$4,300
Frenkel Lambert Weiss Weisman & Gordon, LLP	WOBOE	Twelve (12) LCD Monitors; total value \$300
Hackensack Meridian Health Foundation Fund	WOHS	\$6,000 Take Vape Away Grant

- 5. Recommend approval of GL Group, Inc., Bloomingdale, NJ Change Order #GC-2 in the deduct amount \$19,527 to be credited for the unused portion of the contract allowance, as recommended by Spiezle Architectural Group, with regard to the Locker Room Reconstruction Project at WOHS.
- 6. Recommend approval of 2019-2020 vendors (revised) that exceed the bid threshold of \$40,000. (Att. #4)

**Finance - Special Services Items 1 through 3; Business Office Items 1 through 6**

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

<u>Yes</u> Merklinger	<u>Yes</u> Rothstein	<u>Yes</u> Tunncliffe	<u>Yes</u> Trigg-Scales	<u>Yes</u> Alper
--------------------------	-------------------------	--------------------------	----------------------------	---------------------

**D. REPORTS**

- 1. Superintendent recommends the Board of Education accepts the HIB Report ending March 9, 2020.

**Reports**

**MOTION:** Mrs. Trigg-Scales                      **SECOND:** Mrs. Tunncliffe                      **VOTE:** 5-0 (RC)

<u>Yes</u> Merklinger	<u>Yes</u> Rothstein	<u>Yes</u> Tunncliffe	<u>Yes</u> Trigg-Scales	<u>Yes</u> Alper
--------------------------	-------------------------	--------------------------	----------------------------	---------------------

**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 March 19, 2020 at West Orange High School.**

**XIV. BOARD took a recess at 9:27 p.m.**

**XV. BOARD BUDGET WORKSHOP: 2020-2021 PRELIMINARY BUDGET**

The Board discussed the Preliminary Budget.

**XVI. ADJOURNMENT at 11:05 p.m.**

**Respectfully submitted,**

**John Calavano, Board Secretary**