

**WEST ORANGE BOARD OF EDUCATION  
Public Board Meeting February 10, 2020  
6:36 P.M. Public Session  
Liberty Middle School Auditorium  
One Kelly Drive**

**Minutes**

**I. ROLL CALL OF THE MEMBERS**

**Present: President Alper, Mrs. Trigg-Scales, Mrs. Merklinger, Mr. Rothstein, Mrs. Tunncliffe  
Darlene Folas, Student Liaison (arrived at 7:37 p.m.)**

**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 at 6:38 p.m.**

**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 two (2) 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, February 10, 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 is: Student #1309056.

■ "(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: Interim Personnel Director.

□ "(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



## XI. 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 |
|---------------|----------|---------------------------|-------------|----------------|
| Peter Tourian | WOHS     | Lacrosse: Assistant Coach | Resignation | 1/24/20        |

#### 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    |
|----------------------|------------------------------|---------------------------------|-------------------|------------|------|---------------------------|--------------------|
| Kristina Estupinan   | Mt. Pleasant                 | ESL                             | Marconi           | MA amended | 5    | \$62,472 prorated amended | 2/18/20 - 6/30/20  |
| Dr. Gary McCartney   | Central Office               | Interim Director of Personnel   | Palek             | N/A        | N/A  | \$560 per diem            | 2/11/20 - 6/30/20  |
| Katherine Westerlund | .6 Gregory / .4 Mt. Pleasant | Music Leave Replacement amended | Lagatic           | BA         | 3    | \$57,681 prorated         | 2/18/20 - 5/15/20  |
| Brianna Grasso       | Mt. Pleasant                 | School Nurse                    | Aldrich           | BA         | 9    | \$60,438 prorated         | 2/24/20 - 6/30-20* |
| Devin Alexander      | Special Services             | School Social Worker            | Tuitt             | MA         | 11   | \$65,290 prorated         | 4/13/20 - 6/30/20* |

\*or upon release by current employer

- 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   |
|--------------------|----------|-----------------------|-------------------|-----------|------|---|-------------------|
| Juan Febrero       | Edison   | Custodian Mid-shift   | Williams          | Custodian | 1    | \$37,085* includes shift differential of \$285 prorated | 2/11/20 - 6/30/20 |
| Luis Morales       | WOHS     | Custodian Night-shift | Mack              | Custodian | 1    | \$37,380* includes shift differential of \$580 prorated | 2/11/20 - 6/30/20 |
| Vera Silas         | BMELC    | Lunch Aide            | New               | N/A       | N/A  | \$18.96 per hour not to exceed 2.5 hours per diem       | 2/11/20 - 6/19/20 |
| Christina Canonaco | WOHS     | Paraprofessional      | Escobar           | BA        | 4    | \$30,881 prorated                                       | 2/24/20 - 6/30/20 |

\*pending contract negotiations

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

| Name               | Location | Position   | Stipend/Rate of Pay  | Effective Dates   |
|--------------------|----------|--|--|-------------------|
| Teresa Harris      | WOHS     | Afterschool Library Media Center Program Substitute  | \$35.70 per hour<br>not to exceed 3 hours per week as assigned | 2/11/20 - 6/30/20 |
| Nicole Dalle-Molle | Kelly    | Professional Development Instructor:<br><i>Crisis Prevention Intervention (CPI) Recertification &amp; New Certification Training</i> | \$74.46 per hour<br>not to exceed 13.5 hours                   | 2/10/20, 2/26/20  |

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

| Name          | Location | Position  | Stipend  | Effective Dates |
|---------------|----------|---|--|-----------------|
| Cindy Newell  | Kelly    | Substitute to provide student assistance for afterschool activities       | \$23.46 per hour<br>not to exceed 14 hours as assigned | 2/5/20 - 5/7/20 |
| Dana Robinson | Kelly    | Paraprofessional to provide student assistance for afterschool activities | \$23.46 per hour<br>not to exceed 14 hours             | 2/5/20 - 5/7/20 |

- e. 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 |
|--------------------------|--------------------|---------|------------------|--------------------------|------------|-------|-----------|
| Karla Camacho            | Substitute         | X       |                  |                          |            |       |           |
| Scot Campbel             | Substitute         | X       | X                |                          |            |       |           |
| Stephanie Cubero         | Substitute         | X       | X                |                          |            |       |           |
| Nigel Edwards            | Standard           | X       | X                |                          |            |       |           |
| Avril Grant              | Substitute         | X       | X                |                          |            |       |           |
| Victoria Huff            | Substitute         | X       | X                |                          |            |       |           |
| Robert Manley            | Standard           | X       | X                |                          |            |       |           |
| Malaika McClean-Jordan   | Standard           | X       | X                |                          |            |       |           |
| Kevin Reilly             | Standard           | X       | X                |                          |            |       |           |
| Benjamin Ruben-Schnirman | CE                 | X       |                  |                          |            |       |           |
| Eddy Tunis               | Substitute         | X       | X                |                          |            |       |           |
| Nnaemeka Ubozoh          | 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 |
|---------------------------|--------------------------------|----------------------------|-----------------------------|-------------------------------|-------------------------|
| Patricia Brennan Medical  | WOHS Science/Special Education | N/A                        | 2/3/20 - 2/28/20 p.m. only  | N/A                           | 3/2/20                  |
| Dianna Carpenito Family   | Gregory Special Education      | 4/28/20 - 6/30/20          | 9/1/20 - 11/20/20           | N/A                           | 11/23/20                |
| Jennifer Imperial Medical | Kelly Grade 3                  | 11/18/19 - 2/28/20 amended | N/A                         | N/A                           | 3/2/20 amended          |
| Michael Lawrence Medical  | Liberty Resource Room          | N/A                        | 2/3/20 - 2/14/20            | N/A                           | 2/18/20                 |
| Margarita Rud Medical     | Liberty Special Services       | 9/3/19 - 2/19/20 a.m. only | 2/19/20 p.m. only - 6/30/20 | N/A                           | N/A                     |

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 - 2/27/20 a.m. only amended | 2/27/20 p.m. only - 4/30/20 amended | N/A                           | 5/1/20                  |

4. Superintendent recommends to the Board of Education the submission of the revised Comprehensive Equity Plan to replace the original Plan that was approved on August 26, 2019, for the years 2019-2020 through 2021-2022 and the Affirmative Action Team that participated in the development of the Needs Assessment and Comprehensive Equity Plan. (Att. #3)

**Personnel - Items 1 through 4**

**MOTION:** Mrs. Merklinger

**SECOND:** Mr. Rothstein

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

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunnicliffe

Yes  
Trigg-Scales

Yes  
Alper

**B. CURRICULUM AND INSTRUCTION**

1. Recommend approval of Applications for School Business requests. (Att. #4)
2. Recommend approval for student teaching for the 2019-2020 school year (Att. #5)
3. Recommend approval for the 2020 Summer Enrichment Program (Att. #6)

**Curriculum and Instruction - Items 1 through 3**

**MOTION:** Mr. Rothstein

**SECOND:** Mrs. Merklinger

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

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunnicliffe

Yes  
Trigg-Scales

Yes  
Alper

**C. FINANCE****a.) Special Services**

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

| Student # | Placement                   | Tuition  | Budgeted/Unbudgeted |
|-----------|-----------------------------|--|---------------------|
| 1505005   | Shepard School              | Tuition:\$30,156.48<br>96 days @ \$314.13/day    | Unbudgeted          |
| 1409021   | Benway School               | 1:1 Aide: \$18,334.00<br>103 days @ \$178.00/day | Unbudgeted          |
| 1801085   | Essex County Vocational     | Tuition: \$4,137.70                              | Unbudgeted          |
| 1009077   | Roselle Park Public Schools | Tuition: \$18,255.02                             | Unbudgeted          |

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 | Tuition Paid | Tuition Adjustment |
|---|-----------|----------------|--------------|--------------------|
| Celebrate the Children                            | 2018-2019 | \$490,681.00   | \$487,230.00 | \$3,451.00         |
| Glenview Academy<br>*Adjustment for Personal Aide | 2018-2019 | \$226,313.00   | \$203,940.00 | \$22,373.00        |
| Glenview Academy<br>*Adjustment for Tuition       | 2018-2019 | \$380,636.50   | \$363,064.70 | \$17,571.80        |
| Gramon School                                     | 2018-2019 | \$52,209.96    | \$49,097.40  | \$3,112.56         |
| New Beginnings                                    | 2018-2019 | \$160,505.20   | \$152,143.92 | \$8,361.28         |

**b.) Business Office**

1. Recommend approval of the 2/10/20 Bills List:

|  |                     |
|--|---------------------|
| Payroll/Benefits                           | \$ 9,348,175.17     |
| Transportation                             | \$ 634,648.28       |
| Tuition (Spec. Ed./Charter)                | \$ 577,814.89       |
| Instruction                                | \$ 37,007.97        |
| Facilities/Security                        | \$ 199,888.36       |
| Capital Outlay                             | \$ 44,842.75        |
| Grants                                     | \$ 238,795.30       |
| Food Service                               | \$ 9,539.35         |
| Support Svcs/Co-Curricular/Athletics/Misc. | <u>\$ 74,300.38</u> |
|  | \$11,165,012.45     |

2. Recommend approval of renewal of the following bid:

| Bid # | Originally Awarded | Description                                | Award   | Amount   |
|-------|--------------------|--|---|--|
| 18-16 | 7/16/18            | School Bus and Maintenance Vehicle Repairs | Select Auto and Truck Repair<br>West Orange, NJ | <b>Year 1 Renewal (2/1/20-6/30/20):</b><br>Hourly Straight Time: \$65.00<br>Hourly Overtime: \$65.00<br>Hourly Holidays: \$65.00<br>Parts/Cost+% (% Price Over MSRP): 25%<br>Towing Service (Per Mile): \$7.00 |

3. Recommend approval to void the following stale-dated checks from the indicated account:

| WOHS Athletic Account |              |
|-----------------------|--------------|
| Check Number          | Check Amount |
| 1132                  | \$58.00      |
| 14760789              | \$58.00      |
| 1714                  | \$83.00      |
| 1732                  | \$14.00      |
| 1776                  | \$60.00      |
| 1806                  | \$83.00      |

4. Recommend acceptance of the following donation/award:

| Donor                        | Recipient | Donation                                 |
|------------------------------|-----------|--|
| Target - Scholarship America | WOHS      | \$700 - Target Field Trip Grants Program |

5. Resolved, that the Board of Education hereby agrees to the terms set forth in the Global Settlement Agreement involving former Student ID. No. 1309056, agrees to enter into same, and hereby authorizes the Board President to execute the Agreement on its behalf.
6. Recommend approval of Transportation Agreement between the Board of Education of the Mercer County Special Services School District (MCSSSD) and the West Orange Board of Education, for the period 11/18/2019-6/30/2020.

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

**MOTION:** Mrs. Merklinger

**SECOND:** Mrs. Trigg-Scales

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

Yes  
Merklinger

Yes  
Rothstein

Yes  
Tunncliffe

Yes  
Trigg-Scales

Yes  
Alper

**D. REPORTS**

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending February 10, 2020.
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 January 27, 2020, the Superintendent reported HIB Incident Number(s) 021 to the Board; and

Whereas, on January 29, 2020 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) 021 for the 2019-2020 school year for the reasons conveyed to the Board.”

**Reports - Items 1 and 2****MOTION:** Mrs. Trigg-Scales**SECOND:** Mrs. Merklinger**VOTE:** 5-0 (RC)Yes  
MerklingerYes  
RothsteinYes  
TunncliffeYes  
Trigg-ScalesYes  
Alper**E. MISCELLANEOUS**

1. Resolution to approve the Central Office/Personnel Calendar for the 2020-2021 school year. (Att. #7)
2. Resolution to approve the Transportation Department Calendar for the 2020-2021 school year. (Att. #8)
3. Resolution to approve the Buildings & Grounds Calendar for the 2020-2021 school year. (Att. #9)

**Miscellaneous - Items 1 through 3****MOTION:** Mrs. Merklinger**SECOND:** Mrs. Tunncliffe**VOTE:** 5-0 (RC)Yes  
MerklingerYes  
RothsteinYes  
TunncliffeYes  
Trigg-ScalesYes  
Alper**XII. PETITIONS AND HEARINGS OF CITIZENS****XIII. REPORT FROM THE BOARD PRESIDENT AND/OR BOARD MEMBERS****XIV. NEXT BOARD MEETING to be held at 7:30 p.m. on February 24, 2020 at West Orange High School.**

**XV. ADJOURNMENT at 9:30 p.m.**

**Respectfully submitted,**

**John Calavano, Board Secretary**