

**WEST ORANGE BOARD OF EDUCATION
Public Board Meeting December 9, 2019
6:30 P.M. Public Session
West Orange High School
51 Conforti Avenue**

Minutes

I. ROLL CALL OF THE MEMBERS

**Present: President Alper (arrived at 7:30 p.m.), Mrs. Mordecai (arrived at 7:30 p.m.), Mr. Robertson, Mrs. Merklinger, Mrs. Trigg-Scales
Senay Dani, Darlene Folas, Student Liaisons (departed at 9:46 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 October 29, 2019.
- 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 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, December 9, 2019 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 matter(s), described as specifically as possible without undermining the need for confidentiality is: Conduct HIB hearings.

- "(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: #6784, #7636, #8044.

- "(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 ninety (90) 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 8:04 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF November 18, 2019 (Att. #1)

MOTION: Mrs. Merklinger

SECOND: Mr. Robertson

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Robertson

Yes
Trigg-Scales

Yes
Mordecai

Yes
Alper

VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/ BOARD REPORTS

- A. Snow Event - 12/2/19 and 12/3/19
- B. Administration & Staff Recognition
- C. Update Readers/Writers Workshop - Ms. de Mendez
- D. HIB Report

IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

X. SECOND READING ON THE FOLLOWING BOARD POLICY:

9130 Public Complaints and Grievances (Att. #2) - **ITEM PULLED**

XI. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS

A. PERSONNEL

1. Resignations / Retirements / Termination(s)

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

Name	Location	Position	Reason	Effective Date
Joelle DeNotaris	.8 Gregory / .2 St. Cloud	School Social Worker	Resignation	12/18/19
Debra Franek	WOHS	Science	Retirement 20 years	7/1/20
Deven Lilburn	Gregory	Grade 3	Resignation	12/3/19
Mary Maliszewski	4 Gregory / .3 Mt. Pleasant / .3 Washington	Music	Retirement 32 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 Mazingo	WOHS	Custodian	Resignation	11/29/19

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

Employee #	Effective Date
# 8044	11/22/19

2. Rescissions

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

Name	Location	Position	Effective Date
Paul Palek	Administration Building	Affirmative Action Officer-Personnel	11/18/19
Derek Smith	Roosevelt	Basketball: Boys'	11/21/19
Christina Doherty OOD	WOHS	Color Guard: Winter Instructor	11/19/19
Paul Palek	Administration Building	School Safety Specialist	11/18/19
Paul Palek	Administration Building	Title IX Coordinator	11/18/19

3. 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	Redwood	Acting Assistant Principal / Mathematics K-5 Supervisor	Jackson	MA	N/A	\$1,500 per month for additional responsibilities	10/30/19 - 12/6/19 amended
Edward Duncan	WOHS	Family & Consumer Science Extended Assignment Substitute	Donnelly	NA	N/A	\$180 per diem	11/25/19 - 1/3/20
Maria Stanziale	Gregory	Grade 3 Extended Assignment Substitute	Lilburn	N/A	N/A	\$200 per diem	11/4/19 - 12/20/19 amended

Kelly Correia	Gregory	Grade 5 ELA / Social Studies Leave Replacement	Sorrenti	MA	3	\$61,594	9/1/19 - 6/30/20 amended
Jenna Laszlo	Redwood	Grade 5 Leave Replacement	Iovino	BA	3	\$57,681 prorated	1/2/20 - 6/30/20
Arlene Berghorn	Gregory	School Nurse Extended Assignment Substitute	Paulino	N/A	N/A	\$250 per diem	1/2/20 - 6/22/20* amended
Andrea Serio	.8 Gregory / .2 St. Cloud	School Psychologist	DeNotaris	MA+30	3	\$70,182 prorated	1/2/20 - 6/30/20
Joseph Santucci	Redwood	Special Education	New	MA+15	7	\$67,649 prorated	2/12/20- 6/30/20**

*or until a permanent replacement is found

**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
Celeste Alfonso	Gregory	Lunch Aide	Jaeger	N/A	N/A	\$18.96 per hour not to exceed 2.5 hours	12/10/19 - 6/19/20

- 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
Cyndee Critelli	WOHS	Family & Consumer Science Donnelly	MA+45	17	\$106.24 per period as assigned	12/3/19 - 1/3/20
Sharon Ortiz	WOHS	Family & Consumer Science Donnelly	BA+30	17	\$86.69 per period as assigned	12/3/19 - 1/3/20
Al-Nisa Salaam	WOHS	Family & Consumer Science Donnelly	BA+30	16	\$78.05 per period as assigned	12/3/19 - 1/3/20
Dora Wong Macias	WOHS	Family & Consumer Science Donnelly	MA	N/A	\$51.33 per period as assigned	12/3/19 - 1/3/20
Katelyn Antico	WOHS	Mathematics Matsakis	MA+45	12	\$70.56 per diem	1/2/20 - 1/31/20
Leslie Bagen	WOHS	Mathematics Matsakis	MA+45	17	\$106.24 per diem	1/2/20 - 1/31/20
Francesca Hoffer	WOHS	Mathematics Matsakis	BA	4	\$52.35 per diem	1/2/20 - 1/31/20
Robert Lomoriello	WOHS	Mathematics Matsakis	MA+45	16	\$90.18 per diem	1/2/20 - 1/31/20
Caniece Williams	WOHS	Mathematics Matsakis	MA+45	13	\$71.85 per diem	1/2/20 - 1/31/20
Ara Berberian	WOHS	Social Studies Sweeney	MA+45	17	\$109.09 per diem	12/16/19 - 1/27/20
Anthony Edelstein	WOHS	Social Studies Sweeney	MA+45	13	\$71.85 per diem	12/16/19 - 1/27/20

Christopher Evans	WOHS	Social Studies Sweeney	MA+30	17	\$106.27 per diem	12/16/19 - 1/27/20
Timothy Miskimon	WOHS	Social Studies Sweeney	MA+30	17	\$106.27 per diem	12/16/19 - 1/27/20
Douglas Nevins	WOHS	Social Studies Sweeney	BA+30	17	\$90.07 per diem	12/16/19 - 1/27/20

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

Name	Location	Position	Stipend	Effective Dates
David Perez	Roosevelt	Basketball: Boys'	\$5,048	2019-2020
Patrick Hayes OOD	WOHS	Basketball: Boys' Volunteer	N/A	2019-2020
Kianna Montplisir	WOHS	Basketball: Girls' Volunteer	N/A	2019-2020
Mary Maliszewski	Mt. Pleasant	Chamber Orchestra	\$750	2019-2020
Christina Doherty OOD	WOHS	Color Guard: Winter Assistant Director	\$2,856	2019-2020
Brianna Toddman OOD	WOHS	Color Guard: Winter Instructor	\$1,530	2019-2020
Miriam Pittinsky OOD	WOHS	Israeli Culture Club Volunteer	N/A	2019-2020
Dia DeAngelis	Liberty	The Voice Club	\$512.40	12/1/19 - 6/30/20
Yelena Grushko	Liberty	The Voice Club	\$512.40	12/1/19 - 6/30/20

- e. 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
Consuelo Brennan	Correia	Gregory	\$550 amended	9/1/19 - 6/30/20 amended
Maria David	Christina Faust	Liberty	\$1,000	2018-2019

- f. Superintendent recommends approval to the Board of Education for the following paraprofessional staff to assist students with co-curricular and after school activities as per student IEPs:

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Sara Cabral-Fogerty	Roosevelt	Paraprofessional to provide student support for afterschool activities	\$23.46 per hour not to exceed 4 hours	12/3/19, 12/10/19

- g. Superintendent recommends approval to the Board of Education of the following non-certificated staff professional development stipend(s):

Name	Location	Position	Professional Development Program	Stipend	Effective Date
Charlene Davis-Williams	St. Cloud	Administrative Assistant	BA Degree	\$1,212	8/26/19
Angela Rosado	Central Office	Administrative Assistant	NJAEOP Professional Development Program, Option I	\$1,246 prorated	10/1/19

Angela Rosado	Central Office	Administrative Assistant	NJAEOP Professional Development Program, Option II	\$2,532 prorated	10/1/19
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- h. 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
Ayyub Abdur-Razzaq	Substitute	X	X				
Shaquille Brant	Substitute	X	X		X		
Alexis DeRosa	Substitute	X	X				
Luann Grasso	N/A				X		
Kwamane Jackson							X
Joyce Mendez	Substitute	X					
Maritza Perez	CEAS	X	X				
LaRhonda Ragland	Standard	X	X		X		
Andrea Serio	Standard	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
Melanie Chiemlewski Family	Redwood Resource Room	3/2/20 - 3/17/20	3/18/20 - 6/30/20	N/A	9/1/20
Gabrielle Esposito Family	BMELC Preschool	2/20/20 - 4/22/20	N/A	4/23/20 - 6/30/20 9/1/20 - 6/30/21	9/1/21
Karen Green Family	WOHS Science	3/16/20 - 5/1/20	5/4/20 - 6/30/20	N/A	9/1/20
Patricia Sorrenti Family	Gregory Grade 5 ELA / Social Studies	N/A	N/A	9/1/19 - 6/30/20 amended	9/1/20 amended
Melanie Valentino Family	WOHS Social Studies	3/2/20 - 5/1/20	5/4/20 - 6/30/20 9/1/20 - 6/30/21	N/A	9/1/21
Lori Graham Medical	WOHS Family & Consumer Science	11/5/19 - 1/15/20 amended	N/A amended	N/A	1/16/20
Kimya Jackson Medical	Redwood Assistant Principal	10/30/19 - 12/6/19 amended	N/A	N/A	12/9/19 amended
Robbin Sweeney Medical	WOHS Social Studies	12/16/19 - 1/24/20	N/A	N/A	1/27/20

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

Destination	City	State
Lawnwood Baseball Complex	Fort Pierce	FL

4. Recommend approval for student teaching for the 2019-2020 school year (Att. #5)
5. Recommend approval of Educational Consultant, Christine Lagatta, to provide Professional Development in Literacy for Grades K-5 teachers for 28 days at the rate of \$1,300.00 per day for a total amount of \$36,400.00 for the 2019-2020 school year. Title IIA to fund \$22,100.00 of the \$36,400.00 rate.

Curriculum and Instruction - Items 1 through 5

MOTION: Mr. Robertson

SECOND: Mrs. Merklinger

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Robertson

Yes
Trigg-Scales

Yes
Mordecai

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
2709059	Essex Valley School	Tuition: \$47,644.38 126 days @ \$378.13/day	Budgeted
1811031	Montgomery Academy	Tuition: \$48,220.48 133 days @ \$362.56/day Funded by IDEA	Unbudgeted

2. Recommend approval for the following service providers for related services for the 2019-2020 school year:

ID Number	Provider	Type of Service	Cost	Not to Exceed
1913035	CPNJ	Occupational Therapy	\$98/hour including travel	\$6,000.00

3. Recommend approval of the following tuition/extraordinary services adjustments for the 2018-2019 school year as certified by the State of NJ Division of Administration and Finance:

School	Year	Amount
Benway School	2018-2019	\$7,240.00
Felician School for Exceptional Children	2018-2019	\$4,800.00

4. Recommend approval of provider for home instruction for the 2019-2020 school year to provide services to West Orange School District students as follows.

Name of Facility	Rate	Not to Exceed
Educational Services Commission of New Jersey 1660 Stelton Road Piscataway, NJ 08854	\$69.00 per hour	\$5,000

b.) Business Office

1. Recommend approval of the 12/9/19 Bills List:

Payroll/Benefits	\$ 9,550,480.69
Transportation	\$ 1,202,024.04
Tuition (Spec. Ed./Charter)	\$ 685,109.35
Instruction	\$ 85,505.90
Facilities	\$ 189,758.72
Capital Outlay	\$ 69,175.56
Grants	\$ 186,719.78
Food Service	\$ 4,501.82
Summer Enrichment	\$ 241.52
Support Svcs/Co-Curricular/Athletics/Misc.	<u>\$ 177,077.50</u>
	\$ 12,150,594.88

2. Recommend approval of October 2019 transfers within the 2019-2020 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #6)
3. Secretary's Report - Acceptance and Certification - October 2019

Recommend that the West Orange Board of Education accept the Board Secretary's financial report for the month of October 2019, 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. #7)

4. Report of the Treasurer of School Monies - October 2019

Recommend that the West Orange Board of Education acknowledge and accept the Report of the Treasurer of School Monies for the month of October 2019, which report is in agreement with the Secretary's Report. (Att. #8)

5. Recommend acceptance of the following donations/awards:

Donor	Recipient	Donation
Nikhil Badlani Foundation Inc.	Gregory School	\$2,000
Bill Kehoe and The Lefty Boland Golf Committee	BMELC	Cricut Air 2 Equipment and Supplies, valued at \$2,539

Dana Hagstrom	WOHS Woodshop	Planer Machine valued at \$2,500
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6. Recommend approval of Interlocal Vehicle Sale Agreement between Hunterdon County Educational Services Commission (HCESC) and the West Orange Board of Education for the sale of Bus #135.
7. Recommend approval of StoneGate Associates, LLC, Middletown, NJ Proposal #2019-57 in the amount of \$4,875: conduct COPS grant funded site surveys to identify and itemize security equipment, technology, supplies and physical space upgrades and retrofits for the development job specifications to inform an RFP for vendors to perform the respective work. - **TABLED**
8. Recommend approval to void the following check(s) from the indicated account(s):

RMS Student Activity Account	
Check Number	Check Amount
6552	\$350.00

9. Recommend approval and acceptance of the IDEA (Individuals with Disabilities Education Improvement Act) Consolidated Grant Amendment for the period 7/1/19-6/30/20 in the following amounts:

Basic	\$1,566,269
Preschool	\$68,701
Non Public Proportionate Amount - Basic	\$372,040

Finance - Business Office - Motion to Table Item 7

MOTION: Mrs. Mordecai

SECOND: Mr. Robertson

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Robertson

Yes
Trigg-Scales

Yes
Mordecai

Yes
Alper

Finance - Business Office - Item 1: Linda Alleyne, Lisa Alston, Nicol & Corey Bell, Moses Scott, Karen Skyers, Robyn Sorbino

MOTION: Mrs. Trigg-Scales

SECOND: Mrs. Mordecai

VOTE: 4-0-1 (RC)

Yes
Merklinger

Yes
Robertson

Yes
Trigg-Scales

Abstain
Mordecai

Yes
Alper

Finance - Special Services Items 1 through 4; Business Office Items 1 through 9 with the exception of the above

MOTION: Mrs. Trigg-Scales

SECOND: Mrs. Mordecai

VOTE: 5-0 (RC)

Yes
Merklinger

Yes
Robertson

Yes
Trigg-Scales

Yes
Mordecai

Yes
Alper

D. REPORTS

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending December 9, 2019.

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 18, 2019, the Superintendent reported HIB Incident Number(s) 010 to the Board; and

Whereas, on November 20, 2019 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) 010 for the 2019-2020 school year for the reasons conveyed to the Board.”

3. Resolved that the Board of Education affirm the District’s determination regarding HIB Investigation #090-002.

Reports - Items 1 through 3

MOTION: Mrs. Merklinger

SECOND: Mr. Robertson

VOTE: 3-0-2 (RC)

Yes
Merklinger

Yes
Robertson

Yes
Trigg-Scales

Abstain
Mordecai

Abstain
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 7:00 p.m. on December 16, 2019 at West Orange High School.

XV. ADJOURNMENT at 10:27 p.m.

Respectfully submitted,

John Calavano, Secretary