

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting - 6:50 p.m. – November 6, 2017**  
**West Orange High School**  
**51 Conforti Avenue**

**Minutes**

**I. ROLL CALL OF THE MEMBERS AND PLEDGE OF ALLEGIANCE**

**Present:** President Mordecai, Mr. Schwarzbaum, Mrs. Lab, Mr. Charles, Mr. Robertson

**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 23, 2017.
- 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. EXECUTIVE SESSION at 6:53 p.m.**

**WHEREAS:** The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

**RESOLVED:** The Board of Education adjourns to closed session to personnel, legal and miscellaneous confidential matters. Be it further

**RESOLVED:** The minutes of this closed session will be made public when the need for confidentiality no longer exists.

**MOTION:** Mr. Charles

**SECOND:** Mrs. Lab

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

**IV. RETURNED TO PUBLIC SESSION AT 8:06 P.M.**

**V. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF October 16, 2017 (Att. #1)**

**MOTION:** Mrs. Lab

**SECOND:** Mr. Robertson

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

**VI. SUPERINTENDENT/ BOARD REPORTS**

- A. Board Meeting Specifically for Student Recognition - December 18, 2017 Board Meeting
- B. Action Plan: Year 2 Strategic Plan - December Meeting
- C. New Jersey Single Quality Accountability Continuum (NJQSAC)
- D. HIB Report
- E. Athletic/Extracurricular Update

**VII. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS****VIII. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS****A. PERSONNEL****1. Resignations / Retirements / Terminations**

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

Name	Location	Position	Reason	Effective Date
Anne Tempesta	Liberty	Computer Applications	Retirement 18 years	1/1/18

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

Employee #	Effective Date
8145	11/1/17

**2. Rescissions**

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

Name	Location	Position	Effective Date
Megan Rapp	WOHS	Paraprofessional Student assistance for Homecoming Program	9/19/17
CarolAnn Wells Kelly	Gregory	Morning Drop-Off Duty	9/1/17

**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
Mary Carr	Liberty	Special Education / Mathematics Extended Assignment Substitute	Bley	N/A	N/A	\$200 per diem	11/27/17 - 12/15/17
Julia Jurist	Liberty	Special Education / Mathematics Leave Replacement	Bley	MA	3	\$59,202 prorated	12/18/17 - 5/1/18

- 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
Norma Torres	Transportation	Bus Driver Part-time	Cius	N/A	N/A	\$22.20 per hour	11/20/17 - 6/20/18
Johnnie Tutt	Transportation	Bus Monitor Part-time	New	N/A	N/A	\$20.22 per hour	11/11/17 - 6/20/18

- c. Superintendent recommends approval to the Board of Education for the following amended non-certificated staff appointment(s):

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Amanda Alexander	Mt. Pleasant	Lunch Aide	N/A	N/A	N/A	\$18.14 per hour not to exceed 2.5 hours per day amended	9/1/17 - 6/20/18
Idalina Charles	Mt. Pleasant	Lunch Aide	N/A	N/A	N/A	\$18.14 per hour not to exceed 2.5 hours per day amended	9/1/17 - 6/20/18
Eleanor Frank	Mt. Pleasant	Lunch Aide	N/A	N/A	N/A	\$18.14 per hour not to exceed 2.5 hours per day amended	9/1/17 - 6/20/18
Venice Jackson	Mt. Pleasant	Lunch Aide	N/A	N/A	N/A	\$18.14 per hour not to exceed 2.5 hours per day amended	9/1/17 - 6/20/18
Monica Salazar	Mt. Pleasant	Lunch Aide	N/A	N/A	N/A	\$18.14 per hour not to exceed 2.5 hours per day amended	9/1/17 - 6/20/18
Tarajee Withers	Mt. Pleasant	Lunch Aide	N/A	N/A	N/A	\$18.14 per hour not to exceed 2.5 hours per day amended	9/1/17 - 6/20/18

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

Name	Location	Position	Guide	Step	Salary	Effective Dates
Lisa Rocha	Roosevelt	Mathematics	BA+30	16	\$16,961 prorated	10/30/17 - 6/30/18

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

Name	Location	Position	Stipend	Effective Dates
Scott Burzynski OOD	WOHS	Spring Musical: Rehearsal Pianist	\$1,464	2017-2018

- f. Superintendent recommends approval to the Board of Education for the following additional assignment(s): (Att. #2)

- g. Superintendent recommends approval to the Board of Education for the following elementary club assignment(s): (Att. #3)
- h. Superintendent recommends approval to the Board of Education for adjustments for the following Board approved training level changes for WOEa certificated staff:

From						To			
Name	Location	Position	Guide	Step	Salary	Guide	Step	Salary	Effective Date
Leanna Amorim	Roosevelt	Spanish	BA+30	14	\$95,624 amended	MA+30	14	\$107,763 amended	9/1/17
Jesse Aporta	WOHS	English	MA+15	10	\$79,528 amended	MA+30	10	\$84,775 amended	9/1/17
Karen Lee	WOHS	Science	MA	7	\$71,351 amended	MA+15	7	\$75,956 amended	9/1/17
Carlos Perez	WOHS	Spanish	MA	16	\$102,877 amended	MA+15	16	\$107,784 amended	9/1/17
Deborah Rees	Kelly	Music	MA	15	\$88,579	MA+15	15	\$93,397 amended	9/1/17
Darlene Sardinsky	Gregory	Special Ed	MA	10	\$63,251	MA+30	10	\$72,664 amended	9/1/17

- i. Superintendent recommends approval to the Board of Education for adjustments for the following Board approved training level changes for WOAA administrative staff:

Name	Location	Position	Guide	Salary	Guide	Salary	Effective Date
Kristin Gogerty	Central Office	Director	MA+30	\$135,000	Unaffiliated amended	\$135,000 amended	10/17/17
Hayden Moore	WOHS	Principal	MA+30	\$182,241	MA+45	\$183,241 amended	7/1/17

- j. Superintendent recommends approval to the Board of Education for adjustments for the following Board approved salaries for non-certificated staff. (Att #4)
- k. Superintendent recommends approval to the Board of Education for the following mentor assignments:

Mentor	Provisional Teacher	Location	Stipend	Effective Dates
Rosanna Zamloot	Carlo Felici	WOHS	\$400	11/1/17 - 1/31/18

- l. Superintendent recommends approval to the Board of Education for the following Buildings and Grounds stipends to be paid in two installments: December 2017 and June 2018.

Name	Location	DOH	License	Amount	Effective Dates
Marcelous Hockaday	Redwood	10/30/17	Black Seal	\$700 prorated	10/30/17 - 6/30/18

- m. Superintendent recommends approval to the Board of Education for the following home instructor appointments at \$73.00 per hour for the 2017-2018 school year:

Name	Certification	Certification	Certification	Effective Date
Samantha Reindeau	Elementary K-6	Teacher of Students with Disabilities	N/A	2017-2018

- n. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2017-2018:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Joseph Bomba	CEAS	X					
Andrea Brown	Substitute					X	
Zachary Coppola	Substitute		X				
Sandra Crawley	N/A				X		
Andrew Denburg	CEAS	X	X				
Cynthia Drucks	Substitute	X					
Olivienne Evra	Substitute	X	X				
Corey Feigenbaum	Substitute	X					
Leslie Fleisher	Substitute	X					
Annamarie Frey	Substitute	X					
Matthew Gamage	Standard	X					
Gabrielle Irlinger Dingle	Substitute	X					
Darren Jones	Substitute	X					
Illaina Nobles	CE	X	X				
Kia Salameh	Substitute	X	X				
Megan Stotz	CEAS	X					
Patricia Toscano	Standard	X					
Finesia Walker	Standard	X					
Ebony Wyatt	Substitute	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
Lesley Chung Family	WOHS Assistant Principal	1/19/18 - 3/16/18	3/19/18 - 6/30/18	N/A	7/2/18

- 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
Victor Cardone Medical	Gregory Custodial Supervisor	8/3/17 - 9/29/17	10/2/17 - 10/27/17 amended	N/A	10/30/17 amended
Michael Housel Medical	WOHS Maintenance	11/8/17 - 12/8/17	N/A	N/A	12/11/17
Michele Howell-Scott Personal	BMELC	10/30/17 - 11/2/17	N/A	11/3/17 - 11/6/17 amended	11/7/17 amended

5. Recommend approval of the Superintendent's completed merit goal #1 for 2016-2017 as per the criteria approved by the Board of Education on October 19, 2016 and Executive County Superintendent on January 17, 2017. The completed goal was reviewed and approved by Joseph Zarra, Executive County Superintendent.
6. Recommend approval of the Superintendent Merit Goals for the 2017-2018 school year. (Att. #5)
7. Recommend approval of the designation of the following position(s):

District Liaison to DCP&P (Division of Child Protection and Permanency)	Kristin Gogerty
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**Personnel - Item 3c**

**MOTION:** Mrs. Lab

**SECOND:** Mr. Robertson

**VOTE:** 4-0-1 (RC)

**ABSTAIN:** Mr. Charles

**Personnel - Items 1 through 4, the exception of the above, and Item 7**

**MOTION:** Mrs. Lab

**SECOND:** Mr. Robertson

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

**Personnel - Item 6 - Goal #3**

**MOTION:** Mrs. Lab

**SECOND:** Mr. Robertson

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

**NAY:** Mr. Robertson

**ABSTAIN:** Mr. Charles

**Personnel - Items 5 and 6 with the exception of the above**

**MOTION:** Mrs. Lab

**SECOND:** Mr. Robertson

**VOTE:** 4-0-1 (RC)

**ABSTAIN:** Mr. Charles

**B. CURRICULUM AND INSTRUCTION**

1. Recommend approval for field trip(s) for the 2017-2018 school year (Att. #6)
2. Recommend approval for overnight field trip(s) for the 2017-2018 school year (Att. #7)

3. Recommend approval for the following revised field trip destinations for the 2017-2018 school year.

Destination	City	State
Aquatopia	Tannersville	PA
Metlife Stadium	East Rutherford	NJ
Medieval Times	Lyndhurst	NJ

4. Recommend approval/acceptance of Applications for School Business requests (Att #8)
5. Recommend approval of the Agreement of Affiliation between William Paterson University and the West Orange Athletic Training Education Program for a three (3) year period commencing with the 2017-2018 school year.
6. Recommend approval for the following Curriculum Writing for 2017-2018:

Department	Writer's Name	Title of Project	Hours	Stipend
Mathematics	Karen Lott	Mathematics 5	30	\$1,193.40
	Jessica Nuzzi	CP Algebra 1 / Honors Algebra 1	70	\$2,784.60
	Jonathan Tick	Mathematics, Grades 6-12 Curriculum Audit	10	\$397.80
Science	Paige Holt	Science, Grade 3	60	\$2,386.80
Special Education	Erica Valentini	Pre-K ELA / Mathematics	60	\$2386.80

7. Recommend approval to update the following curriculum to align to the New Jersey Student Learning Standards:

Department	Writer's Name	Title of Project	Hours	Stipend
Science	Karissa Carstein	Science Grade 6 / Honors Science Grade 6	1	\$39.78
	Jonathan Chia	Physics C: Mechanics / Electricity & Magnetism	1	\$39.78
	Catherine Connors	Medical Terminology / Health & Wellness	1	\$39.78
	Shane Daiek	Earth Science / Honors Environmental Science	1	\$39.78
	Tracy Gordon	Science Grade 7 / Honors Science Grade 7	1	\$39.78
	Mark Kirchenbauer	Physics / AP Physics 1 / AP Physics 2	2	\$79.56
	Lisa Murad	Biology / Honors Biology	1	\$39.78
	Sue Zaccaro	Science Grade 8 / Honors Science Grade 8	1	\$39.78

**Curriculum and Instruction - Items 1 through 7**

**MOTION:** Mr. Robertson

**SECOND:** Mr. Charles

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

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

1. Recommend approval for the following out of district placements for the 2017-2018 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
2805061	Mt. Carmel Guild Academy Revised Previously Approved 8/28/17 Effective: 10/13/17	Tuition: \$52,200.00 155 days @ \$290.00	Budgeted
2706092	Morris-Union Jointure Commission Effective: 10/30/17	Tuition: \$73,192.30 149 days @ \$491.22 1:1 Aide: \$56,293.10	Budgeted
1211038	Eastwick College Effective: 11/6/17	Tuition: \$8,030.00 146 days @ \$55.00 per day Shared time	Unbudgeted
1211038	Windsor Preparatory High School Previously Approved 8/28/17 Effective: 11/6/17	Tuition: \$15,992.20 140 days @ \$114.23 per day Shared Time	Budgeted

2. Recommend approval for the following service providers for related services for the 2017-2018 school year:

ID Number	Provider	Type of Service	Cost	Not to Exceed	Budgeted/Unbudgeted
2606138	The Craig School	Individual Speech Sessions Effective: 9/11/17 - 6/30/18	1 hour/week @ \$150.00	\$6,500.00	Budgeted
1206074	Communication Exchange, LLC	Home Speech Therapy Amended from 1 hour/week to 3 hours/week. Effective date: 10/17/17	3 hours/week @ \$140.00/hour	\$10,500.00	Unbudgeted

3. Recommend approval for increase of the following service provider for district substitute nursing for the 2017-2018 school year.

Provider	Type of Service	Cost	Not to Exceed	Budgeted/Unbudgeted
Delta-T Group North Jersey, Inc. Woodbridge, NJ	Substitute Nursing as needed in district schools	\$37.50 per hour RN \$29.70 per our LPN	\$10,000.00*	Budgeted

\*Previously approved August 28, 2017 for \$5,000.



4. Recommend approval of providers of home instruction for the 2017-2018 school year to provide services to West Orange School district students as follows:

Name of Facility	Rate	Not to Exceed
Center for Children's Behavioral Health, Inc. Fairfield, NJ	\$75.00 per hour	\$10,000.00

5. Recommend approval for the following Independent Specialist Evaluation:

Student #	Building	Cost	Provider	Type of Evaluation	Budgeted/ Unbudgeted
226117	WOHS	\$450	Dr. Abba Cargan Pediatric Neurologist	Neurological Evaluation/Report	Budgeted

**b.) Business Office**

1. Recommend approval of the 11/6/17 Bills List: (Att. #9)

Payroll/Benefits	\$12,587,864.64
Transportation	\$ 279,285.08
Tuition (Spec. Ed./Charter)	\$ 434,166.04
Instruction	\$ 254,372.54
Facilities	\$ 759,695.22
Capital Outlay	\$ 9,494.28
Grants	\$ 165,591.65
Food Service	\$ 312,424.64
Debt Service	\$ 2,306,915.63
Support Svcs/Co-Curricular/Athletics/Misc.	\$ 152,907.34
	<u>\$17,262,717.06</u>

2. Recommend approval of transfers for September 2017 within the 2017-2018 budget in compliance with N.J.A.C. 6A:23-2.11(A)2 as per attached. (Att. #10)

3. Secretary's Report - Acceptance and Certification - September 2017

Recommend that the West Orange Board of Education accept the Board Secretary's financial report for the month of September 2017, 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. #11)

4. Report of the Treasurer of School Monies - September 2017

Recommend that the West Orange Board of Education acknowledge and accept the Report of the Treasurer of School Monies for the month of September 2017, which report is in agreement with the Secretary's Report. (Att. #12)

5. Recommend approval of the following resolution:

Whereas, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting required maintenance activities for each of its public school facilities; and

Whereas, the required maintenance activities as listed in the attached document for the various school facilities of the West Orange Public School District are consistent with these requirements; and

Whereas, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid.

Now, Therefore, Be It Resolved, that the West Orange Board of Education hereby authorizes the Business Administrator/Board Secretary to submit the attached Comprehensive Maintenance Plan and M-1 Form for the West Orange Public School District in compliance with Department of Education requirements, as detailed in the attached and made part of the minutes. (Att. #13)

6. Recommend acceptance of the following donation(s):

Donor	Recipient	Donation
WOHS Science National Honor Society	WOHS - PVW Entrances	6 Cherry Blossom Trees Approximate Value = \$1,000-\$1,200

7. Recommend approval of settlement agreement of Worker's Compensation claim in the case of Employee #5011 in an amount up to \$15,000, under Section 20.

8. Recommend approval of settlement agreement of Worker's Compensation claim in the case of Employee #7289 in an amount not to exceed \$16,443.

9. Recommend approval of goals and calendar for the development of the 2018-2019 district budget: (Att. #14)

- Support initiatives in Reading, Math and STEM that directly impact student achievement and readiness for future success.
- Support professional development goals of teachers and staff in order to build capacity and improve teaching and learning.
- Maintain all educational, co-curricular and athletic programs.
- Minimize the impact on taxpayers while maximizing the efficient use of tax dollars.
- Continue to provide funding to maintain a safe environment.

**Finance - Special Services Items 1 through 5; Finance Items 1 through 9****MOTION:** Mrs. Lab**SECOND:** Mr. Charles**VOTE:** 5-0 (RC)**D. REPORTS**

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending November 6, 2017.

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 October 16, 2017, the Superintendent reported HIB Incident Number(s) 002 to the Board; and

Whereas, on October 18, 2017 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) 002 the 2017-2018 school year for the reasons conveyed to the Board."

3. Acceptance of School Bus Emergency Evacuation Drills:

School	Date	Time	Location	Supervisor
WOHS	10/10/17	7:10 a.m.	On premises	Louis Della Pia
BMELC	10/12/17	8:40 a.m.	On premises	Constance Salimbeno
BMELC	10/12/17	12:10 p.m.	On premises	Constance Salimbeno
Mt. Pleasant School	10/13/17	9:30 a.m.	On premises	Julie DiGiacomo
St. Cloud School	10/13/17	9:30 a.m.	On premises	Eric Price
Redwood School	10/13/17	9:30 a.m.	On premises	Ana Marti
Gregory School	10/16/17	9:30 a.m.	On premises	Michele Thompson
Kelly School	10/16/17	9:30 a.m.	On premises	Joanne Pollara
Roosevelt School	10/17/17	9:30 a.m.	On premises	Marc Lawrence
Liberty School	10/17/17	9:30 a.m.	On premises	Michelle Martino
Edison Middle School	10/17/17	11:00 a.m.	On premises	Steven Melendez
Hazel School	10/19/17	9:30 a.m.	On premises	William Kochis
Washington School	10/19/17	9:30 a.m.	On premises	Marie DeMaio

4. Recommend approval of submission of the Statement of Assurance (SOA) for New Jersey Quality Single Accountability Continuum (NJQSAC) for school year 2017-2018.
5. Recommend approval of submission of the District Performance Review (DPR) for New Jersey Quality Single Accountability Continuum (NJQSAC) for school year 2017-2018.

**Reports - Items 1 through 5**

**MOTION:** Mrs. Lab

**SECOND:** Mr. Charles

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

**IX. REPORT FROM THE BOARD PRESIDENT AND/OR BOARD MEMBERS**

**X. NEXT BOARD MEETING to be held at 6:30 p.m. (public session at 8:00 p.m.) on December 4, 2017 at West Orange High School.**

**XI. PETITIONS AND HEARINGS OF CITIZENS**

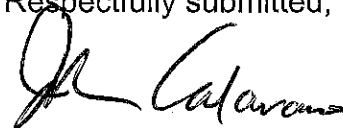
**XII. ADJOURNMENT at 9:03 p.m.**

**MOTION:** Mrs. Lab

**SECOND:** Mr. Robertson

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

Respectfully submitted,

A handwritten signature in black ink, appearing to read "John Calavano". The signature is fluid and cursive, with the first name "John" and last name "Calavano" clearly distinguishable.

John Calavano, Board Secretary