

Minutes of a regular public meeting of the East Orange Board of Education held on Tuesday, December 8, 2020 at 6:02p.m. via Zoom.

**I. CALL TO ORDER**

Ms. Tucker read the following notice:

Please take notice that this is a Regular Public Meeting of the East Orange Board of Education. The purpose of this meeting is for the Board of Education to take action on the resolutions as indicated on the agenda. Notice of this meeting has been posted and announced in accordance with the law. Said notice was published in the newspapers and a copy of this notice has also been filed with the Office of the City Clerk of East Orange.

**II. PLEDGE OF ALLEGIANCE**

- III. ROLL CALL:** Ms. Darlene Clovis - Present
- Mr. Cameron B. Jones, Sr. - Absent (arrived 6:37pm)
- Mrs. Tashia Owens Muhammad - Present
- Ms. Andrea McPhatter - Present
- Mr. Wayne R. Stackhouse, Jr. - Present
- Mrs. Marsha B. Wilkerson - Absent (arrived 6:35pm)
- Ms. Terry S. Tucker - Present

- Also Present:
- Mr. AbdulSaleem Hasan, Superintendent of Schools
  - Dr. Deborah Harvest, Assistant Superintendent of Operations
  - Ms. Anita Champagne, Assistant Superintendent of Curriculum Services
  - Ms. Beth Brooks, Board Secretary/School Business Administrator
  - Mrs. Christina Hunt, Asst. School Business Administrator
  - Ms. Marissa McKenzie, Director of Labor Relations & Employment Services
  - Ms. Khalifah L. Shabazz-Charles, General Counsel (Souder, Shabazz & Woolridge)

**IV. BOARD OF EDUCATION**

**A. APPROVAL OF MINUTES**

- **November 10, 2020**

On a motion of Mr. Wayne R. Stackhouse, Jr., duly seconded by Ms. Darlene Clovis, the members of the Board of Education voted to approve minutes:

- ROLL CALL:
- Ms. Darlene Clovis - Yes
  - Mr. Cameron B. Jones, Sr. - Absent
  - Mrs. Tashia Owens Muhammad - Yes
  - Ms. Andrea McPhatter - Yes
  - Mr. Wayne R. Stackhouse, Jr. - Yes
  - Mrs. Marsha B. Wilkerson - Absent
  - Ms. Terry S. Tucker - Yes

**V. REPORT OF THE SUPERINTENDENT OF SCHOOLS**

**A. PRESENTATIONS**

1. Presentation of the Monthly Harassment, Intimidation and Bullying Incident Report by Dr. Deborah Harvest, Assistant Superintendent
2. Presentation of the New Jersey Quality Single Accountability Continuum DPR Scores to be submitted to the New Jersey Department of Education by Superintendent AbdulSaleem Hasan

On a motion of Ms. Andrea McPhatter, duly seconded by Ms. Darlene Clovis, the members of the Board of Education voted to approve the QSAC Report:

- ROLL CALL:
- Ms. Darlene Clovis - Yes
  - Mr. Cameron B. Jones, Sr. - Absent
  - Mrs. Tashia Owens Muhammad - Yes
  - Ms. Andrea McPhatter - Yes
  - Mr. Wayne R. Stackhouse, Jr. - Yes
  - Mrs. Marsha B. Wilkerson - Absent
  - Ms. Terry S. Tucker - Yes

**V. REPORT OF THE SUPERINTENDENT OF SCHOOLS**

**B. POLICIES READING**

On a motion of Ms. Andrea McPhatter, duly seconded by Mr. Wayne R. Stackhouse, Jr., the members of the Board of Education voted to approve Policies Second Reading:

- ROLL CALL:
- Ms. Darlene Clovis - Yes
  - Mr. Cameron B. Jones, Sr. - Absent
  - Mrs. Tashia Owens Muhammad - Yes
  - Ms. Andrea McPhatter - Yes
  - Mr. Wayne R. Stackhouse, Jr. - Yes
  - Mrs. Marsha B. Wilkerson - Absent
  - Ms. Terry S. Tucker - Yes

1. BE IT RESOLVED: that the East Orange Board of Education present as second reading the following policies and regulations.

#	Policy/Regulation	New/Revised
P 1620	Administrative Employment Contracts	Revised Policy
P 2431	Athletic Competition	Revised Policy
R 2431.1	Emergency Procedures for Sports and Other Athletic Activities	Revised Regulation
P 2451	Adult High School	New Policy
P&R 5330.05	Seizure Action Plan	New Policy & Regulation
P 6440	Cooperative Purchasing	Revised Policy
P&R 6470.01	Electronic Funds Transfer and Claimant Certification	New Policy & Regulation
P&R 7440	School District Security	Revised Policy & Regulation
P 7450	Property Inventory	Revised Policy
P&R 7510	Use of School Facilities	Revised Policy & Regulation
R 7510.1	Use of School Facilities - Cicely Tyson Community School	Revised Regulation
P 8420	Emergency and Crisis Situations	Revised Policy
P 8561	Procurement Procedures for School Nutrition Programs	Revised Policy

**VI. COMMITTEE REPORTS AND COMMENTS FROM THE MEMBERS OF THE BOARD OF EDUCATION**

- Mrs. Tashia Owens Muhammad, reported on the LRES Committee Meeting on November 30, 2020
- Mr. Wayne R. Stackhouse, Jr. reported on the Curriculum Committee Meeting on December 2, 2020
- Ms. Darlene Clovis reported on the Finance Committee Meeting on December 2, 2020
- Ms. Darlene Clovis reported on the Maintenance Meeting on November 30, 2020
- Ms. Andrea McPhatter, reported on the Legal Committee Meeting on December 3, 2020

**VII. COMMENTS FROM THE PRESIDENT**

President Tucker and all the Board Members honored and congratulated Kimberly Cross on being accepted into Princeton University. President Tucker also thanked the Campus High School Staff for all their hard work.

**VIII. COMMENTS FROM THE PUBLIC**

**KIMBERLY SCOTT-HAYDEN, PRESIDENT OF EAST ORANGE MAINTENANCE ASSOC.**

Good evening Esteem Madam President Tucker, VP Wilkerson, Superintendent Hasan, fellow board members and administration, As president of the East Orange Maintenance Association I come before you this evening concerned and somewhat disheartened, as the numbers in our county and around the state continue to rise and we begin to see employees contracting and unknowingly spreading COVID-19 to their colleagues this concerns me as well as the members. I am speaking as it pertains to the employees who were unknowingly positive but were in close contact with their colleagues and the lack of information being supplied to the divisions/schools and those who could be potentially infected. The process being used to inform those who were in proximity of an infected person has been slow thus leading to uneasiness and a feeling of mistrust amongst the rank and file.

Many of the support staff members from the various groups who have been required to continue to report to their buildings 5 days a week with no other staff nor students present feel like they lives do not matter; they too have families and children which they need to take care of and to remain healthy as many of them are sole providers of their households.

When the decision was made approximately a week or so ago to allow teachers and teacher assistants the ability to work remotely from home due to concerns brought forth around contracting this virus and the close contact of many staff members in building, the lack of proper ventilation, the inability to safely social distance and feel safe, I believe that the remaining staff enters should have been afforded the opportunity to work the schedule that is in place for the rest of the staff within the district. Many members feel like there are 2 separate classes of people who are employed in this district and that their lives are expendable. The work can still be done with a flexible schedule to allow employees to also

## VIII. COMMENTS FROM THE PUBLIC - CONT'D

## KIMBERLY SCOTT-HAYDEN, PRESIDENT OF EAST ORANGE MAINTENANCE ASSOC. - CONT'D

take care of their families as well as take care of our schools/buildings. I feel that affording employees a schedule that aligns with the remaining employees will let them know that they too matter and will lift the morale of the employees who often feel forgotten or disenfranchised. Please consider them, their families and their well being as many of them do live within the city in which they work. Thank you for listening, thank you for your time and I hope you will allow these employees to also feel valued and included in the educational community. Respectfully

## Jerson Salazar &lt;jersonelpro1975@gmail.com&gt;

Good afternoon Miss, I am the father of the student Jerson Fernando Salazar Guerra, he is in the tenth grade at EOCHS, his Student ID is 20190830, I am writing to you to request permission for the aforementioned student to be absent from class

## Krysten Hayes 500 South Clinton Street, East Orange, NJ

Good evening Board President Tucker, Superintendent Hassan, Board of Education Members, and members of the East Orange School District and Community,

On December 30, 2020, Principal Sharon Vincent will be retiring from the East Orange School District with over 31 years of service.

As a principal in the East Orange School District, she took on multiple assignments, however during a time that the district is focused on shifting to an infinite mindset, with district and school leaders as players in an infinite game, it is befitting to focus on the highlights of her assignment at Fourth Avenue School, now Benjamin Banneker Academy over the for the last 21 years.

While Mrs. Vincent's assignment may have changed for the last 4 months of her tenure in East Orange, her legacy remains at Benjamin Banneker Academy, and this is why.

Mrs. Vincent met her assignment at then, 4<sup>th</sup> Avenue School, with standardized test scores at 3%. Under Mrs. Vincent's leadership Fourth Avenue School, now Benjamin Banneker Academy has grown to be the number one performing elementary school in the East Orange School district, multiple times, but in particularly now, even at a time when performance data across the district has declined.

While the school data tells an objective story of persistence, perseverance and the pathway to success, there are many other unique factors that have contributed to Mrs. Vincent's eminence as a leader.

As the principal of the Benjamin Banneker Academy since the doors opened in 2010, Mrs. Vincent laid the framework for an orderly and inviting school community, reflecting a culture of respect, standards of high expectations for students and staff performance, as well as parental involvement and participation. Over the course of three years, from 2010- 2014 she worked with her team to successfully implement and maintain a full middle school program- Grades 6-8, that did not involve a selection process, yet without solicitation, gained the attention of the community, resulting in a 3 year waiting list for entry. Imagine that!

She has been instrumental in developing staff and as a highly effective leader, has had the keen sense of recognizing potential. It is to no surprise that one of the teachers she hired in one of her earlier assignments, now serves as the esteemed leader and Superintendent of the East Orange School District.

As she concludes what has been an accomplished career as an educator and school leader, we will continue to build upon the foundation of greatness and excellence established at Benjamin Banneker Academy.

Mrs. Vincent's work, tireless efforts and record of success, exemplifies a Just Cause, For "we know a cause is just when we commit to it with the confidence that others will carry on our legacy." (Simon Sinek)

On behalf of the community of students, staff and others that have been changed by Mrs. Vincent's dedicated service, I would like to publicly say thank you, congratulations, and wish her God's best as she enters retirement.

## Virginia Jeffries &lt;jeffriesv@aol.com&gt;

Board Members; Good evening. I have concerns and questions

After the COMMENTS FROM THE PUBLIC segment of the November 10, 2020 Board of Education Meeting Board President Tucker had Board Attorney Khalifah Shabazz tell all who were in attendance that the Board does not have to respond to public comment.

Board President Tucker, I must remind you that Board Attorney Khalifah Shabazz is a consultant and not a government official who has absolutely no authority to make any binding statement and/or decisions as to whether or not the Board of Education has a duty to respond to the public's concerns. This is censorship on the most basic level by the clumsy declaration of Board Attorney Khalifah Shabazz which needs to be reported. The Board must comply with the "OPEN PUBLIC MEETINGS ACT" as well as Board Policy # 0167 PUBLIC PARTICIPATION IN BOARD MEETINGS.

It is obvious that the Board of Education has a problem in responding to public participation.

The statements made by Board Attorney Khalifah Shabazz are part of the public record which should be immediately addressed, corrected and much more.

1. "COMMENTS FROM THE PUBLIC" - Submissions still unanswered

- a. [0512BOEMEETING@EASTORANGE.K12.NJ.US](mailto:0512BOEMEETING@EASTORANGE.K12.NJ.US)
- b. [0516BOEMEETING@EASTORANGE.K12.NJ.US](mailto:0516BOEMEETING@EASTORANGE.K12.NJ.US)
- c. [0522BOEMEETING@EASTORANGE.K12.NJ.US](mailto:0522BOEMEETING@EASTORANGE.K12.NJ.US)
- d. [0528BOEMEETING@EASTORANGE.K12.NJ.US](mailto:0528BOEMEETING@EASTORANGE.K12.NJ.US)
- e. [0609BOEMEETING@EASTORANGE.K12.NJ.US](mailto:0609BOEMEETING@EASTORANGE.K12.NJ.US)
- f. [0625BOEMEETING@EASTORANGE.K12.NJ.US](mailto:0625BOEMEETING@EASTORANGE.K12.NJ.US)
- g. [0721BOEMEETING@EASTORANGE.K12.NJ.US](mailto:0721BOEMEETING@EASTORANGE.K12.NJ.US)
- h. [0912BOEMEETING@EASTORANGE.K12.NJ.US](mailto:0912BOEMEETING@EASTORANGE.K12.NJ.US)
- i. [1013BOEMEETING@EASTORANGE.K12.NJ.US](mailto:1013BOEMEETING@EASTORANGE.K12.NJ.US)
- j. [1110BOEMEETING@EASTORANGE.K12.NJ.US](mailto:1110BOEMEETING@EASTORANGE.K12.NJ.US)

2. Employee Sharonda Allen - Conspiracy 2019

I filed a formal complaint against employee Sharonda Allen under the **Board Policy # 9130 PUBLIC COMPLAINTS AND GRIEVANCES** which has never been resolved as of today. The explicit steps outlined in this policy have not been adhered to. Why? I do realize that employee Sharonda Allen has on Court records political connections to Mayor Ted Green and East Orange City Councilperson(s). This should not be the reason for the East Orange Board of Education to disregard implementing the **Board Policy #9130 PUBLIC COMPLAINTS AND GRIEVANCES** in regard to the formal complaint filed by me against employee Sharonda Allen.

3. AGENDA - December 8, 2020

## XII. CONSIDERATION OF RESOLUTIONS

## A. SUPERINTENDENT OF SCHOOLS

## 3. BUSINESS SERVICES

- h. Recommendation to Exceed the Award Contract Amount for Special Counsel Legal Services.
  - Exactly what are these special legal services for and what are the liabilities the East School District is incurring on an ongoing basis?

As always I welcome the Board responding in kind formally to my submission.

Thank you,

**IX. RETIRE TO EXECUTIVE SESSION**

Ms. Tucker read the following:

*Be it resolved that the Board of Education will immediately retire to executive session to review and discuss:*

1. *Human Resource Discussion as a Whole*
2. *Superintendent's Update on Confidential Matters*
3. *Other Topics up for Discussion*
4. *Review of Caucus Minutes*
5. *Update from General Counsel*
6. *Update from Workers' Compensation Counsel*
7. *Privileged Considerations from Board President*

*Minutes of this meeting will be released when the matters discussed are no longer confidential. The Board will resume the business portion of the meeting at or about 7:30 p.m.*

On a motion of Ms. Darlene Clovis, duly seconded by Mr. Wayne R. Stackhouse, Jr., the members of the Board of Education voted to retire to Executive Session at 6:54 p.m.

- ROLL CALL:
- Ms. Darlene Clovis - Yes
  - Mr. Cameron B. Jones, Sr. - Yes
  - Mrs. Tashia Owens Muhammad - Yes
  - Ms. Andrea McPhatter - Yes
  - Mr. Wayne R. Stackhouse, Jr. - Yes
  - Mrs. Marsha B. Wilkerson - Yes
  - Ms. Terry S. Tucker - Yes

**X. RECOMMENCE PUBLIC MEETING**

**XI. ROLL CALL**

On a motion of Mr. Cameron B. Jones, Sr., duly seconded by Ms. Andrea McPhatter, the members of the Board of Education voted to resume the Public Session at 9:22 p.m.

- ROLL CALL:
- Ms. Darlene Clovis - Present
  - Mr. Cameron B. Jones, Sr. - Absent
  - Mrs. Tashia Owens Muhammad - Absent
  - Ms. Andrea McPhatter - Present
  - Mr. Wayne R. Stackhouse, Jr. - Present
  - Mrs. Marsha B. Wilkerson - Present
  - Ms. Terry S. Tucker - Present

- Also Present:
- Mr. AbdulSaleem Hasan, Superintendent of Schools
  - Dr. Deborah Harvest, Assistant Superintendent of Operations
  - Ms. Anita Champagne, Assistant Superintendent of Curriculum Services
  - Ms. Beth Brooks, Board Secretary/School Business Administrator
  - Mrs. Christina Hunt, Asst. School Business Administrator
  - Ms. Marissa McKenzie, Director of Labor Relations & Employment Services
  - Ms. Khalifah L. Shabazz-Charles, General Counsel (Souder, Shabazz & Woolridge)

## XII. CONSIDERATION OF RESOLUTIONS

### A. SUPERINTENDENT OF SCHOOLS

#### 1. EDUCATIONAL SUPPORT & STUDENT SERVICES

On the motion of Mr. Cameron B. Jones, Sr., duly seconded by Ms. Darlene Clovis, the members of the Board voted to approve items "a-r" under Educational Support Services:

ROLL CALL:           Ms. Darlene Clovis - Yes  
                           Mr. Cameron B. Jones, Sr. - Yes  
                           Ms. Tashia Owens Muhammad - Yes  
                           Ms. Andrea McPhatter - Yes  
                           Mr. Wayne R. Stackhouse, Jr. - Yes  
                           Ms. Marsha B. Wilkerson - Yes  
                           Ms. Terry S. Tucker - Yes

a. Inspire Instruction, LLC - (Ms. Champagne/Dr. Davis)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve a proposal to acquire consultants from Inspired Instruction, LLC to provide professional development training for the instructional team at Gordon Parks Academy. The training is designed to focus on planning and implementing more rigorous, interactive, collaborative and relevant math and literacy instruction. The objective of the professional development will be that professional trainers will offer customized sessions in the form of in-class virtual visits, model/demonstration lessons, input into PLC meetings, and co-planning and co-teaching with the Gordon Parks Academy instructional team. The cost of \$15,000 for service to include four (4) days of a coaching cycle following Board approval for the Parks instructional staff will be paid through an allocation from an existing DOE grant.

**BE IT FURTHER RESOLVED:** that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.  
**Account code: 21.15.190.100.500.311.011.000**

b. Theater Arts Advanced Production Artist-in-Residence - Costume Design - (Mr. English)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Alba Henderson as an artist-in-residence, to provide specialized instruction for Cicely L. Tyson Community School of Performing & Fine Arts, theater arts students from December 2020 - June 2021 at a cost to the district of \$7,500 (to be paid in two even payments from December 2020 - March 2021 and April 2021 - June 2021). **The virtual instruction will only change to "in-person" instruction if the EOSD deems it appropriate. Let it be further stated that the EOSD will only pay the artist-in-residence for sessions that actually take place.**

**BE IT FURTHER RESOLVED:** that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.  
**Account code: 15.000.223.500.203.227**

c. Leveraging Satellites for Monitoring Food Security & Scarcity in Grades 7 - (Dr. Richardson)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Ann Suzette Burnett - Northern NJ National Society of Black Engineers, the National Society of Black Engineers, Gael Gutera - Aeronautical Engineer, Start Up Africa and Dr. Luis Jackai - North Carolina A & T, to work with the students of Future Ready Prep at no cost to the district.

d. Panasonic Student Eco Citizenship Project - Grade 6 - (Dr. Richardson)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Future Ready Prep 6<sup>th</sup> grade students to enter the Panasonic Eco Citizenship Project at no cost to the district.

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**1. EDUCATIONAL SUPPORT & STUDENT SERVICES**

- e. Zeta Phi Beta Sorority, Inc. Archonette Youth Auxiliary Club – (Mr. Worley)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the establishment of an East Orange Archonette Club that will promote scholarship, sisterly love and service, which is a youth auxiliary club of Zeta Phi Beta Sorority, Inc. for young ladies that attend a high school in the EOSD (Campus, Fresh Start, STEM and Tyson) at Campus High School for the 2020-2021 school year at no cost to the district.

- f. DISTANCE LEARNING: Strengthening Your Online Instruction and Student Success Using the Best Cutting-Edge Google and Technology Tools (Grades 6-12) – (Mr. Worley)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Ms. Desiree Alexander of Bureau of Education and Research, located in Bellevue, WA to provide a Live Online Training for ELA & Social Studies staff and students for five (5) hours on January 31, 2021 at a cost to the district not to exceed \$3,150.

**BE IT FURTHER RESOLVED:** that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.  
**Account code: 20.234.200.310.101.230.6348**

- g. Annual Preschool Operational Plan Update for 2021-2022 SY – (Ms. Aquil/Ms. Lofton-Simpson)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the submission of the Annual Preschool Operational Plan Update for 2021-2022 school year.

**BE IT FURTHER RESOLVED:** that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.  
**Account code: Preschool Education Aid – Fund 20-218**

- h. Special Education Out-of-District Placements – (Dr. Harvest/Mrs. Santos)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the attached list of out-of-district special education students and contracts (total placements 5) at a total cost of \$276,163.17 to the district.

**BE IT FURTHER RESOLVED:** that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.  
**Account codes: 11.000.100.0562.028.031.0000; 11.000.100.0564.028.031.0000**  
**11.000.100.0565.028.031.0000; 11.000.100.0566.028.031.0000**

- i. Consultant for Jubilee Children’s Entertainment – (Dr. Williams)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the 2020-2021 consultant for Jubilee Children’s Entertainment to provide six (6) 20-minute virtual lessons focusing on the social emotional learning and physical and cognitive development for students at a cost not to exceed \$3,000.

**BE IT FURTHER RESOLVED:** that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.  
**Account code: 11.000.221.390.046.225**

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****1. EDUCATIONAL SUPPORT & STUDENT SERVICES**

- j. Submission of the New Jersey Quality Single Accountability Continuum DPR Scores to the NJDOE - (Mr. Hasan)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the submission of the scores for the District's New Jersey Quality Single Accountability Continuum District Performance Review for Instruction and Program, Fiscal Management, Governance, Operation, and Personnel which will be forwarded to the NJ Department of Education electronically at no cost to the district.

- k. Learning Alliances Parent Engagement Series - (Ms. Champagne)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the partnership with Innovative Educational Programs, LLC to provide Learning Alliances workshops for parents January 2021 - June 2021 at a cost not to exceed \$4,125.

**BE IT FURTHER RESOLVED:** that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.  
**Account code: 11.000.221.500.025.227**

- l. Virtual Fieldtrip to NJPAC's "Step Afrika!" - (Ms. Champagne/Mrs. Colson)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve students attending a virtual performance provided by NJPAC for our dance classes at EOCHS, Tyson M/H and Tyson Elementary; and music classes at Truth MS, Banneker Academy and Garvin School at no cost to the district.

- m. Virtual Reading eBook Clubs (Grades 6-12) - (Ms. Champagne/Ms. Vannoy)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the purchasing of eBook licenses, eBooks and hiring of five (5) teachers to lead a 5-month virtual reading eBook club. Sessions beginning on January 11, 2021 through May 24, 2021 every Monday (17 Mondays in total) from 3:00pm-4:00pm using the district approved Google Meet software/application. The goal is to provide both instructional and enrichment to 65 students to reduce the effects of the learning gap caused by the school closing and the summer slide syndrome at a cost not to exceed \$7,000.

- m. Virtual Reading eBook Clubs (Grades 6-12) (cont'd)

**BE IT FURTHER RESOLVED:** that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.

**Account codes:**       **11.000.221.104.025.002 - Teachers Stipends**  
                                  **20.095.100.500.028.234 - Donation**  
                                  **20.095.100.600.028.220 - Donation**

- n. Montclair Art Museum Partnership - (Ms. Champagne/Mrs. Colson)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve a partnership with the Montclair Art Museum (MAM) and all EOSD fourth grade classes with the possible addition of up to 50 students from Costley, Truth, Healy and Future Ready. Students will visit the museum collection virtually and participate in workshops with their classroom teachers and visual art instructors. The theme of the tour is "Celebrating Many Voices." Virtual visits to MAM for all classes targeted by this partnership will be scheduled between December 14, 2020 and May 21, 2021 in consultation with the museum, school principals and art teachers. This partnership is covered by a generous funding source. There will be no cost to the district.

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**1. EDUCATIONAL SUPPORT & STUDENT SERVICES**

- o. Artist in Residence in Media Production - (Ms. Champagne/Mrs. Colson)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve artist in residence Julion St. Hill of Legacy Media to work with students and teachers to create virtual performances and presentations for Houston Academy and collaborative district arts presentations. The cost to the district will not exceed \$2,000.

**BE IT FURTHER RESOLVED:** that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant.  
**Account code: 11.000.221.320.027.226**

- p. Studio Institute Partnership - (Ms. Champagne/Mrs. Colson)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve a partnership with the Studio Institute to provide virtual visual art classes to PreK and K students at Wahlstrom, and up to four (4) virtual professional learning workshops to elementary art teachers in the Spring term 2021. This partnership is covered by a generous funding source. There will be no cost to the district.

- q. Jersey STEM Club - (Ms. Peebles)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Garvin School to host a Jersey STEM Club program from November 2020 to March 2021 at no cost to the district. The club will meet on a date TBD from 3:30pm to 5:30pm.

- r. Harassment, Intimidation and Bullying Monthly Incident Report - (Dr. Harvest/Ms. Roman)

**BE IT RESOLVED:** "the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, accepts the report of 0 incidents for the months of September - October 2020 for the NJDOE monthly reporting of HIB.



**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****2. LABOR RELATIONS & EMPLOYMENT SERVICES**

On the motion of Mr. Cameron B. Jones, Sr., duly seconded by Ms. Andrea McPhatter, the members of the Board voted to approve items "a-q" under Labor Relations & Employment Services:

ROLL CALL: Ms. Darlene Clovis - Yes  
 Mr. Cameron B. Jones, Sr. - Yes  
 Ms. Tashia Owens Muhammad - Yes  
 Ms. Andrea McPhatter - Yes  
 Mr. Wayne R. Stackhouse, Jr. - Yes  
 Ms. Marsha B. Wilkerson - Yes  
 Ms. Terry S. Tucker - Yes

**a. Retirements**

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following retirements."

1. Ms. Teresa Cabrera – Teacher of Spanish – Campus High  
Effective February 1, 2021 (16 years, 9 months of service)  
(15.140.100.0101.000.101.001.0000)
2. Ms. Monique LeCorps – Teacher of ESL – Campus High  
Effective July 1, 2021 (36 years of service)  
(15.240.100.0101.000.101.001.0000)
3. Mr. James McClain – Electrician (Head) – Division of Maintenance Services  
Effective February 1, 2021 (42 years, 3 months of service)  
(11.000.261.0100.000.000.000.0000)

**b. Resignations**

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resignations."

1. Ms. Royshonda Brinson – Teacher Assistant for Special Ed (1:1) – Garvin School  
Effective November 13, 2020 (personal reasons) (7 months of service)  
(11.000.217.0100.000.000.000.0000)
2. Mr. Emanuel Capers – Teacher Assistant for Special Ed (CSM) – Tyson 6-12  
Effective December 23, 2020 (another position) (2 years of service)  
(15.213.100.0106.000.203.003.0000)
3. Ms. Samantha Kaminsky – Teacher of Grades 6-8 (Mth) – Banneker Academy  
Effective January 31, 2021 (no reason) (5 months of service)  
(15.120.100.0101.000.336.036.0000)
4. Ms. Jade Kirby – Secretary – Division of Curriculum Services  
Effective January 15, 2021 (another position) (7 years, 4 months of service)  
(11.000.221.0105.000.000.000.0000)
5. Mr. Roberto Ruiz – Teacher of Spanish – Truth Middle School  
Effective September 30, 2021 (personal reasons) (25 years, 1 month of service)  
(15.130.100.0101.000.216.016.0000)

**c. Rescissions of Appointment**

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, rescinds the following appointments."

1. Mr. Schalal Adolphe – Teacher of Music (Voc) – Truth Middle School  
Appointment was approved at the August 11, 2020 Board Meeting  
(15.130.100.0101.000.216.016.0000)
2. Mr. Dadrienne Chavers – Custodian (hourly) – Division of Maintenance Services  
Appointment was approved at the August 11, 2020 Board Meeting  
(11.000.262.0100.000.000.000.0000)

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****2. LABOR RELATIONS & EMPLOYMENT SERVICES****c. Rescissions of Appointment (cont'd)**

3. Mr. Alex Mack – PC/Network Technician – East Orange STEM Academy High School  
Appointment was approved at the September 15, 2020 Board Meeting  
(15.000.222.0100.000.102.002.0000)
4. Ms. Osasumwen Osasogie – Teacher Assistant for Special Education (AUT) – Warwick Institute  
Appointment was approved at the November 10, 2020 Board Meeting  
(15.214.100.0106.000.309.009.0000)
5. Ms. Carla Phillips – Teacher of English – East Orange Campus High School  
Appointment was approved at the November 10, 2020 Board Meeting  
(15.140.100.0101.000.101.001.0000)
6. Mr. Abdul Suber – Custodian (hourly) – Division of Maintenance Services  
Appointment was approved at the August 11, 2020 Board Meeting  
(11.000.262.0100.000.000.000.0000)
7. Mr. Alto Virgil – Custodian (hourly) – Division of Maintenance Services  
Appointment was approved at the August 11, 2020 Board Meeting  
(11.000.262.0100.000.000.000.0000)

**d. Leaves of Absence**

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following leaves of absence.”

1. Ms. Ehimwenma Adeyin – Teacher of Grades 6-8 (Mth) – Healy Middle School  
Family Act LOA (Intermittent) Effective October 13, 2020 to December 31, 2020 (NTE 22 days) EFMLEA  
(15.130.100.0101.000.217.017.0000)
2. Mr. Giovanni Baglieri – Teacher of Health/Physical Education – East Orange Campus High School  
Family Act LOA (Intermittent) Effective October 14, 2020 to December 31, 2020 (NTE 22 days) EFMLEA  
(15.140.100.0101.000.101.001.0000)
3. Ms. Lah-Shawne Barrett – Teacher of the Handicapped (LD) – East Orange Campus High School  
Family Act LOA Effective September 3, 2020 to September 21, 2020  
(15.204.100.0101.000.101.001.0000)
4. Mr. Marion Bell, III – School Disciplinarian – Truth Middle School  
Family Act LOA Effective November 30, 2020 to March 8, 2021  
(15.000.218.0104.000.216.016.0000)
5. Mr. Samir Bengherifa – Teacher of Mathematics – Tyson 6-12  
Family Act LOA (Intermittent) Effective November 2, 2020 to June 30, 2021 (NTE 20 days)  
(15.140.100.0101.000.203.003.0000)
6. Ms. Angel Boose – Teacher of Elementary – Banneker Academy  
Family Act LOA Effective September 2, 2020 to September 25, 2020  
(15.120.100.0101.000.336.036.0000)
7. Ms. Jasmine Boyer – Teacher Assistant for Kindergarten – Cochran Academy  
Family Act LOA (Intermittent) Effective October 8, 2020 to June 30, 2021 (NTE 20 days)  
(15.190.100.0106.000.338.038.9704)
8. Ms. Sheronda Braker – CST Social Worker – Tyson Elementary  
Family Act LOA (Intermittent) Effective November 16, 2020 to December 31, 2020 (NTE 12 days) EFMLEA  
(11.000.219.0104.000.000.000.0000)
9. Ms. Willow Brown-Oliver – Math Coach – Tyson Elementary  
Family Act LOA Effective January 4, 2021 to March 4, 2021  
Family Act and Bonding LOA Effective March 5, 2021 to March 26, 2021  
(15.000.221.0104.000.312.012.0000 – 50%)  
(15.120.100.0101.000.312.012.0000 – 50%)

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****2. LABOR RELATIONS & EMPLOYMENT SERVICES****d. Leaves of Absence (cont'd)**

10. Ms. Shaquana Brutus – Confidential Secretary – Division of Business Services  
Family Act LOA Effective January 4, 2021 to February 24, 2021  
Family Act and Bonding LOA Effective February 25, 2021 to April 13, 2021  
(11.000.251.0100.000.000.000.0000)
11. Ms. Patryce Burgess – Teacher Assistant for Special Ed (AUT) – Banneker Academy  
Family Act LOA (Intermittent) Effective November 16, 2020 to December 31, 2020 (NTE 12 days) EFMLEA  
(15.214.100.0106.000.336.036.0000)
12. Ms. Shatyra Bussey – Teacher Assistant for Kindergarten – Banneker Academy  
Family Act LOA (Intermittent) Effective October 5, 2020 to December 31, 2020 (NTE 24 days) EFMLEA  
(15.190.100.0106.000.336.036.9704)
13. Ms. Lovette Calloway – Teacher Assistant for Special Ed (CSM) – Jackson Academy  
Educational LOA (without pay) Effective January 4, 2021 to April 25, 2021  
(15.213.100.0106.000.314.014.0000)
14. Ms. Marie Conserve – Teacher Assistant for ESL – Truth Middle School  
Child Rearing LOA (without pay) Effective December 5, 2020 to January 3, 2021  
(15.240.100.0106.000.216.016.0000)
15. Ms. Dana Crosby – Teacher Assistant for Special Ed (ICS) – East Orange Campus High School  
Family Act LOA Effective November 20, 2020 to December 31, 2020  
(15.213.100.0106.000.101.001.0000)
16. Ms. Athonia Cunningham – Teacher of the Handicapped (BD) – Garvin School  
Family Act LOA Effective November 25, 2020 to January 2, 2021  
(15.209.100.0101.000.308.008.0000)
17. Ms. Ivory Cunningham – Teacher Assistant for Special Ed (LD) – Healy Middle School  
Family Act LOA (Intermittent) Effective September 2, 2020 to June 30, 2021 (NTE 25 days)  
(15.204.100.0106.000.217.017.0000)
18. Ms. Bessie Davis – Teacher Assistant for Kindergarten – Warwick Institute  
Family Act LOA Effective December 3, 2020 to February 1, 2021  
(15.190.100.0106.000.309.009.9704)
19. Ms. Tanisha Dow – Teacher of Elementary – Banneker Academy  
Family Act LOA (Intermittent) Effective November 2, 2020 to December 31, 2020 (NTE 16 days)  
(15.120.100.0101.000.336.036.0000)
20. Ms. Ariana Fernandez – Teacher Assistant for Special Ed (CSM) – Tyson Elementary  
Educational LOA (without pay) Effective January 19, 2021 to May 14, 2021  
(15.213.100.0106.000.312.012.0000)
21. Ms. Melisa Fleming – Teacher Assistant for Special Ed (BD) – Banneker Academy  
Family Act LOA Effective December 4, 2020 to December 18, 2020  
(15.209.100.0106.000.336.036.0000)
22. Mr. James Foreman – Custodian (Night) – Banneker Academy  
Family Act LOA (Intermittent) Effective August 24, 2020 to June 30, 2021 (NTE 20 days)  
(11.000.262.0100.000.000.000.0000)
23. Ms. Grace Gordon – Teacher of the Handicapped (ICS) – Future Ready Prep  
Family Act LOA Effective September 2, 2020 to December 4, 2020  
Health LOA Effective December 5, 2020 to February 25, 2021  
(11.403.100.0100.000.047.047.0000)
24. Ms. Stephanie Greeley – Teacher of Pre-Kindergarten – Garvin School  
Family Act LOA (Intermittent) Effective November 17, 2020 to June 30, 2021 (NTE 60 days)  
(20.218.100.0101.000.028.026.9010)

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****2. LABOR RELATIONS & EMPLOYMENT SERVICES****d. Leaves of Absence (cont'd)**

25. Ms. Marcia Hines – Teacher Assistant for Special Ed (AUT) – Banneker Academy  
Family Act LOA Effective November 16, 2020 to December 14, 2020  
(15.214.100.0106.000.336.036.0000)
26. Ms. Annie Jackson – Principal – Healy Middle School  
Health LOA Effective December 5, 2020 to January 6, 2021  
(15.000.240.0103.000.217.017.0000)
27. Ms. Linette Jones – Custodian (Day) – Langston Hughes School  
Family Act LOA Effective July 24, 2020 to October 21, 2020  
Health LOA Effective October 22, 2020 to January 24, 2021  
(11.000.262.0100.000.000.000.0000)
28. Mr. Theodore Jones – Groundskeeper – Division of Maintenance Services  
Family Act LOA Effective October 2, 2020 to December 14, 2020  
(11.000.263.0100.000.000.000.0000)
29. Ms. Ashley King – Teacher of the Handicapped (AUT) – East Orange STEM Academy High School  
Family Act LOA (Intermittent) Effective October 14, 2020 to June 30, 2021 (NTE 35 days)  
(15.214.100.0101.000.102.002.0000)
30. Ms. Keenya Logan – Teacher Assistant for Special Ed (AUT) – East Orange STEM Academy High School  
Family Act LOA Effective October 26, 2020 to November 6, 2020 EPSLA  
(15.214.100.0106.000.102.002.0000)
31. Ms. Lynn Luckshire – Teacher of Elementary – Ecolè Toussaint Louverture  
Family Act LOA (Intermittent) Effective November 12, 2020 to December 31, 2020 (NTE 14 days) EFMLEA  
(15.120.100.0101.000.310.010.0000)
32. Ms. Linda Malik – Secretary (Assistant) – Oliver Academy  
Family Act LOA Effective October 15, 2020 to October 28, 2020  
(15.000.211.0100.000.305.005.0000 – 50%) (15.000.240.0105.000.305.005.0000 – 50%)
33. Ms. Stephanie McCulloch – Teacher of Elementary – Warwick Institute  
Family Act LOA Effective November 30, 2020 to February 12, 2021  
Family Act and Bonding LOA Effective February 13, 2021 to March 31, 2021  
Administrative LOA (without pay) Effective April 1, 2021 to June 30, 2021  
(15.120.100.0101.000.309.009.0000)
34. Mr. Maxime Philemy – Teacher of French – East Orange STEM Academy High School  
Family Act LOA Effective October 7, 2020 to December 31, 2020  
(15.140.100.0101.000.102.002.0000)
35. Ms. Alexandra Pujols – Learning Disabilities Teacher Consultant – Tyson 6-12  
Family Act LOA (Intermittent) Effective October 26, 2020 to December 31, 2020 (NTE 18 days)  
(11.000.219.0104.000.000.000.0000)
36. Ms. Kimberly Racine – Teacher of Grades 6-8 (Mth) – Houston Academy  
Family Act LOA (Intermittent) Effective October 5, 2020 to June 30, 2021 (NTE 15 days)  
(15.130.100.0101.000.307.007.0000)
37. Ms. Shakinah Riley-Lavendar – Teacher of Elementary – Langston Hughes School  
Family Act LOA Effective November 19, 2020 to December 11, 2020  
(15.120.100.0101.000.306.006.0000)
38. Ms. Shawn Salter – Secretary – Department of Special Education  
Family Act LOA (Intermittent) Effective August 27, 2020 to June 30, 2021 (NTE 25 days)  
(11.000.251.0100.000.000.000.0000)

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****2. LABOR RELATIONS & EMPLOYMENT SERVICES**d. Leaves of Absence (cont'd)

39. Mr. Dartez Scott – Electrician – Division of Maintenance Services  
Family Act LOA Effective October 14, 2020 to January 25, 2021  
Health LOA Effective January 26, 2021 to February 14, 2021  
(11.000.261.0100.000.000.0000)
40. Dr. Kelly Speed – Teacher of Elementary – Tyson Elementary  
Family Act LOA (Intermittent) Effective November 30, 2020 to June 30, 2021 (NTE 25 days)  
(15.120.100.0101.000.312.012.0000)
41. Ms. Sherri Taylor – Master Teacher – Department of Early Childhood  
Family Act LOA (Intermittent) Effective September 21, 2020 to June 30, 2021 (NTE 25 days)  
(20.218.200.0176.000.028.026.9026)
42. Ms. Jacqueline Thomas – ROTC – East Orange Campus High School  
Family Act LOA (Intermittent) Effective October 5, 2020 to June 30, 2021 (NTE 25 days) EFMLEA  
(15.140.100.0101.000.101.001.0000)
43. Ms. Tracee Threet-Harvey – Teacher Assistant for Pre-Kindergarten – Langston Hughes School  
Family Act LOA Effective December 1, 2020 to December 14, 2020  
Health LOA Effective December 15, 2020 to June 30, 2021  
(20.218.100.0106.000.028.026.9013)
44. Mr. Ryan Tol – Teacher of Health/Physical Education – Ecolè Toussaint Louverture  
Family Act LOA (Intermittent) Effective November 9, 2020 to December 31, 2020 (NTE 14 days)  
(15.120.100.0101.000.310.010.0000)
45. Ms. Cherry Waller – Teacher of the Handicapped (BD) – Langston Hughes School  
Family Act LOA Effective October 20, 2020 to November 8, 2021  
(15.209.100.0101.000.306.006.0000)
46. Dr. Rita Wenger – Teacher of Grades 6-8 (Mth) – Healy Middle School  
Health LOA Effective November 23, 2020 to December 31, 2020  
(15.130.100.0101.000.217.017.0000)

e. Transfers

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the transfers listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.e.”

f. Reclassifications

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the [reclassifications](#) listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.f.”

g. Salary Adjustments

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following salary adjustments.”

1. Ms. Keisha Abrahams-Hussey – Teacher of Kindergarten – Langston Hughes School  
(Original Hire Date: November 14, 2005)  
From: Level 6/MA+32 Step 16 \$110,588 p/a  
To: Level 6/MA+32 Step 16 \$110,588 p/a + \$750 Longevity  
Effective November 16, 2020 to June 30, 2021  
(15 years longevity stipend)  
(15.110.100.0101.000.306.006.9704)
2. Mr. Giovanni Baglieri – Teacher of Health/Physical Education – Campus High  
(Original Hire Date: November 14, 2005)  
From: Level 4/BAH Step 14½ \$85,981 p/a  
To: Level 4/BA Step 14½ \$85,981 p/a + \$750 Longevity  
Effective November 16, 2020 to June 30, 2021  
(15 years longevity stipend)  
(15.140.100.0101.000.101.001.0000)

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****2. LABOR RELATIONS & EMPLOYMENT SERVICES**g. Salary Adjustments (cont'd)

3. Ms. Marie Bruno-Mayel – School Social Worker – Wahlstrom Academy  
(Original Hire Date: December 7, 2020)  
From: Level 5/MA Step 1 \$61,919 p/a  
To: Level 5½/MA+15 Step 6 \$66,319 p/a  
Effective December 7, 2020 to June 30, 2021  
(higher training level & verified prior experience)  
(15.000.218.0104.000.337.037.0000 – 50%)  
(15.000.218.0104.000.339.039.0000 – 50%)
  
4. Ms. Allison Clifton – Teacher of Kindergarten – Langston Hughes School  
(Original Hire Date: November 27, 1995)  
From: Level 5/MA Step 16 \$102,743 p/a + \$1,250 Longevity  
To: Level 5/MA Step 16 \$102,743 p/a + \$1,500 Longevity  
Effective November 27, 2020 to June 30, 2021  
(25 years longevity stipend)  
(15.110.100.0101.000.306.006.9704)
  
5. Ms. Eboni Gonzalez – Teacher Assistant for Special Education (CSM) – Langston Hughes School  
(Original Hire Date: November 30, 2020)  
From: Step 1 \$28,677 p/a  
To: Step 3 \$29,227 p/a  
Effective November 30, 2020 to June 30, 2021  
(higher training level)  
(15.213.100.0106.000.306.006.0000)
  
6. Ms. Sharlene Gordon – Teacher of Elementary (leave replacement) – Warwick Institute  
(Original Hire Date: November 19, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 5/MA Step 1 \$61,919 p/a  
Effective November 19, 2020 to June 30, 2021  
(higher training level)  
(15.120.100.0101.000.309.009.0000)
  
7. Ms. Brianna Gray – Teacher Assistant for Special Education (CSM) – Garvin School  
(Original Hire Date: October 28, 2019)  
From: Step 1 \$28,677 p/a  
To: Step 3 \$29,227 p/a  
Effective December 9, 2020 to June 30, 2021  
(higher training level)  
(15.213.100.0106.000.308.008.0000)
  
8. Mr. Anestis Kerzelis – Literacy Coach – Langston Hughes School  
(Original Hire Date: November 1, 2000)  
From: Level 6/MA+32 Step 16 \$110,588 p/a + \$750 Longevity  
To: Level 6/MA+32 Step 16 \$110,588 p/a + \$1,250 Longevity  
Effective November 1, 2020 to June 30, 2021  
(20 years longevity stipend)  
(15.000.221.0104.000.306.006.0000)
  
9. Ms. Jagriti Khurana – Teacher of Science – Campus High  
(Original Hire Date: November 15, 2005)  
From: Level 6/MA+32 Step 14½ \$102,786 p/a  
To: Level 6/MA+32 Step 14½ \$102,786 p/a + \$750 Longevity  
Effective November 16, 2020 to June 30, 2021  
(15 years longevity stipend)  
(15.140.100.0101.000.101.001.0000)

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****2. LABOR RELATIONS & EMPLOYMENT SERVICES**g. Salary Adjustments (cont'd)

10. Ms. Michelle Miller-Hamm – Teacher of Elementary – Bowser Elementary School  
(Original Hire Date: November 13, 2000)  
From: Level 4/BA Step 16 \$96,029 p/a + \$750 Longevity  
To: Level 4/BA Step 16 \$96,029 p/a + \$1,250 Longevity  
Effective November 13, 2020 to June 30, 2021  
(20 years longevity stipend)  
(15.120.100.0101.000.304.004.0000)
11. Ms. Krystal Perez – Teacher of English – Campus High  
(Original Hire Date: December 17, 2018)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 5/MA Step 1 \$61,919 p/a  
Effective October 19, 2020 to June 30, 2021  
(higher training level)  
(15.140.100.0101.000.101.001.0000)
12. Ms. Carene Petrie – Teacher of Grade 6 (LAL) – Truth Middle School  
(Original Hire Date: December 9, 2020)  
From: Level 4/BA Step 6 \$59,019 p/a  
To: Level 5½/MA+15 Step 6 \$66,319 p/a  
Effective December 9, 2020 to June 30, 2021  
(higher training level)  
(15.130.100.0101.000.216.016.0000)
13. Ms. Jennifer Ransom – Teacher of Music (Voc) – Healy Middle School  
(Original Hire Date: November 3, 2000)  
From: Level 4/BA Step 16 \$96,029 p/a + \$750 Longevity  
To: Level 4/BA Step 16 \$96,029 p/a + \$1,250 Longevity  
Effective November 3, 2020 to June 30, 2021  
(20 years longevity stipend)  
(15.130.100.0101.000.217.017.0000)
14. Ms. Lisette Wait – Teacher of English – East Orange STEM Academy High School  
(Original Hire Date: November 16, 2020)  
From: Level 5/MA Step 9 \$67,419 p/a  
To: Level 5/MA Step 10½ \$71,919 p/a  
Effective November 16, 2020 to June 30, 2021  
(verified prior experience)  
(15.140.100.0101.000.102.002.0000)

h. Approval of Extra-curricular and Co-curricular Activities – Various Locations – 2020-2021 S/Y

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the extra-curricular and co-curricular activities for the various locations listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.h for the 2020-2021 school year.”

i. Approval of Extra-curricular and Co-curricular Salary Adjustments – Various Locations – 2020-2021 S/Y

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the extra-curricular and co-curricular salary adjustments for the various locations listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.i for the 2020-2021 school year.”

j. Reinstatement

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the reinstatement of the following employee, as indicated.”

DH – Effective November 16, 2020

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****2. LABOR RELATIONS & EMPLOYMENT SERVICES****k. Revision of Job Description**

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the revision of the job description listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.k, effective December 8, 2020."

Comptroller

**l. Agenda Changes/Corrections**

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the following agenda changes/corrections."

1. Ms. Gail Cushnie-Bell – Teacher of Pre-Kindergarten – Bowser Elementary School  
Change in Family Act LOA (Intermittent) Effective Dates and Days  
From: September 2, 2020 to December 31, 2020 (NTE 15 days)  
To: September 2, 2020 to June 30, 2021 (NTE 25 days)
2. Ms. Felicie Desroches-Aubourg – Accountant – Division of Business Services  
Change in Family Act LOA Effective Dates  
From: October 2, 2020 to October 16, 2020  
To: October 2, 2020 to October 31, 2020
3. Ms. Annie Jackson – Principal – Healy Middle School  
Change in Family Act LOA Effective Dates  
From: September 2, 2020 to November 1, 2020  
To: September 2, 2020 to December 4, 2020

**m. Appointments**

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following appointments."

1. Mr. Schaal Adolphe – Per Diem Substitute Teacher – Substitute Department  
Salary \$130 p/d Effective December 9, 2020 to June 30, 2021  
(11.120.100.0101.000.000.0000) (new)
2. Ms. Paula Louissaint – Secretary (12-Mth) – Division of Curriculum Services  
Salary \$37,419 p/a Group 3 Step 1 Effective December 9, 2020 to June 30, 2021  
(11.000.221.0105.000.000.0000) (replacement)
3. Ms. Barbara McCarthy – Media Specialist – 0.6 Banneker/0.4 Garvin  
Salary \$56,219 p/a Level 4/BA Step 1 Effective December 9, 2020 to June 30, 2021  
(15.000.222.0100.000.336.036.0000 – 55%) (replacement)  
(15.000.222.0100.000.308.008.0000 – 33%)  
(20.218.100.0101.000.028.026.9011 – 12%)
4. Ms. Tanya McDonald – Secretary (12-Mth) – Department of Special Education  
Salary \$37,419 p/a Group 3 Step 1 Effective December 9, 2020 to June 30, 2021  
(11.000.219.0105.000.000.000.0000) (replacement)
5. Ms. Osasumen Osasogie – Teacher of the Handicapped (AUT) – Warwick Institute  
Salary \$63,419 p/a Level 5½/MA+15 Step 1 Effective November 30, 2020 to June 30, 2021  
(15.214.100.0101.000.309.009.0000) (replacement)
6. Ms. Patry Whitelaw – Teacher Assistant for Special Education (PSD) – Parks Academy  
Salary \$29,227 p/a Step 3 Effective December 9, 2020 to June 30, 2021  
(15.216.100.0106.000.311.011.0000) (replacement)



**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

n. Staff Appointment - Federal Grant - Title I Staffing - 2020-2021 School Year

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Title I staff appointment for the 2020-2021 school year."

1. Ms. Zania Saul - Data Coach - Mildred Barry Garvin School  
Salary \$ 105,836.00 p/a Level 6/MA+32 Step 15 + \$750 LG Effective November 16, 2020 to June 30, 2021  
(20.231.200.0100.000.028.018.0000 - 100%)

o. Stipend for Employee

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the monthly stipend of \$2,500 for purchasing services to Ms. Christina Hunt, Assistant School Business Administrator, effective November 1, 2020."

p. Approval of Resolution - Grand Canyon University - Student Teaching Affiliation Agreement

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the resolution listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.p."

q. Professional Conferences

BE IT RESOLVED: "That the Board of Education, upon the recommendation of the Superintendent of Schools, approves staff attendance/participation in the following professional conferences, workshops, seminars or trainings with the requirements, that staff turn-key as required by administration those issues addressed at the approved professional development events which have relevance to improving instruction and/or the operation of the school district."

	Name(s)	Destination	Reason	Date(s)	Cost
1.	Cynthia Brooks Copeland Elisa Castillo Michele Christophe Shannon Roman-Snellgrove Sherri Taylor <i>Special Education Services</i>	Virtual	Targeting Your Early Literacy Instructional Needs	12/04/2020,	\$ 495.00 Registration Fees <b>\$ 495.00 Total Cost Est.</b> 20.218.200.329.026.013
2.	Elizabeth Fitch <i>Althea Gibson Academy</i>	Virtual	New Jersey Association for Health, Physical Education, Recreation and Dance	2/24/2021 - 2/26/2021	\$ 145.00 Registration Fees \$ 260.00 Substitute Salary <b>\$ 405.00 Total Cost Est.</b> 20.11.000.251.580.020.580

**Correction: Previously Board Approved on 11/10/2020**

	Name(s)	Destination	Reason	Date(s)	Cost
	<b>From:</b> <b>Ryan Tol</b> <i>Louverture School</i>	Virtual	Building Your Personal Resilience: Stress, Burnout, and Vicarious Trauma	12/4/2020	NO COST TO THE DISTRICT
	<b>To:</b> <b>Belinda Boone</b> <b>Bridget Foreman</b> <b>December Moore</b> <b>Ryan Tol</b> <i>Louverture School</i>	Virtual	Building Your Personal Resilience: Stress, Burnout, and Vicarious Trauma	12/4/2020	NO COST TO THE DISTRICT

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**3. BUSINESS SERVICES**

On the motion of Mr. Cameron B. Jones, Sr., duly seconded by Ms. Darlene Clovis, the members of the Board voted to approve items "a-m" under Business Services:

- ROLL CALL:
- Ms. Darlene Clovis - Yes
  - Mr. Cameron B. Jones, Sr. - Yes
  - Ms. Tashia Owens Muhammad - Yes
  - Ms. Andrea McPhatter - Yes
  - Mr. Wayne R. Stackhouse, Jr. - Yes (Abstain Ck# 997- Marion P. Thomas Charter \$29,943.00)
  - Ms. Marsha B. Wilkerson - Yes
  - Ms. Terry S. Tucker - Yes

a. List of Bills (Ratify)

WHEREAS, N.J.S.A. 18A:19.3 and N.J.S.A. 18A:19-4 authorizes the School Business Administrator/Board Secretary to make payments between board meetings for all claims that have been duly audited; and

WHEREAS, the School Business Administrator/Board Secretary has reviewed the documentation supporting the attached list of bills;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, ratifies the payment of bills on the attached list for \$3,607,313.62 (Attachment 3-a)

b. List of Bills

WHEREAS, N.J.S.A. 18A:19.1 and N.J.S.A. 18:6-31 provides for the Board of Education to authorize the payment of bills; and

WHEREAS, the School Business Administrator/Board Secretary has reviewed the documentation supporting the attached list of bills;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, authorizes and approves the payment of bills on the attached lists for the Tuesday, December 8, 2020 board meeting in the amount of \$4,904,452.32. (Attachment 3-b)

c. Appropriation Transfers

WHEREAS, N.J.S.A. 18A requires that the Board of Education approve appropriation transfers; and

WHEREAS, Board of Education Policy #6422 delineates the process for transfer of funds between line items; and

WHEREAS, the Superintendent has authorized the budget adjusted to reflect the appropriation transfers;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, does ratify the transfers approved by the Superintendent of Schools. (Attachment 3-c)

d. T-1 Request for Taxes from the City of East Orange

WHEREAS, N.J.S.A. Title 40 provides for a board of education in a Type I School District to requisition Tax-Levy monies from the municipality in an amount estimated to represent the balance of its projected cash flow needs; and

WHEREAS, the Secretary of the Board has determined this amount to be \$1,899,263.25 for the month of December 2020;

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****3. BUSINESS SERVICES****d. T-1 Request for Taxes from the City of East Orange – Cont'd**

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, authorize and direct the Board Secretary to execute and serve the T-1 Request for Tax-Levy monies from the City of East Orange. (Attachment 3-d)

**e. Acceptance of Donation from Angela McKnight of Angela Cares Inc. (Dr. Harvest, Dr. Williams)**

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the acceptance of a donation of winter coats for students in need provided through Angela Cares Inc., Non-Profit Organization. (Attachment 3-e)

**f. Submission of the EOSD Comprehensive Maintenance Plan for School Years 2020-2021 to the Essex County Superintendent's Office**

BE IT RESOLVED: the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the submission of the EOSD Comprehensive Maintenance Plan for the school year 2020-2021 at no cost to the district. The plan will be submitted to the Essex County Superintendent Office.

**g. Afterschool Program Cost (Dr. Harvest)**

BE IT RESOLVED: the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the operation of school wide Afterschool Programs at a cost not to exceed \$168,000 for salaries. The programs will provide additional time on task for identified students in Grades K-12, to close the achievement gap. All programs will begin on or after January 26, 2021 and conclude on or before May 26, 2021. All costs are budgeted in school based accounts and will be certified by the school accountant. (Attachment 3-g)

**h. Recommendation to Exceed the Awarded Contract Amount for Special Counsel Legal Services**

WHEREAS, on May 16, 2020, the Board of Education of the City of East Orange awarded Special Counsel contract to Scarinci & Hollenbeck, LLC for legal services for the 2020-21 fiscal year in an amount not to exceed \$100,000.00;

WHEREAS, as a result of increased legal services required, the School Business Administrator projects the spending for the balance of the year will be an additional \$260,000.00; and

WHEREAS, the additional funds will be charged to account# 11-000-230-331-020-551  
(Legal Services);

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approves the increase of the contract amount for Scarinci Hollenbeck, LLC by an additional \$260,000.00 from the amount of \$100,000.00 to a revised amount not to exceed \$360,000.00.

**i. Designation of Compliance Officer - Amended**

BE IT RESOLVED, that the Board of Education of the City of East Orange in the County of Essex, New Jersey, does hereby amend the Public Agency Compliance Officer that was Board Approved at the Reorganization Meeting on May 16, 2020 from Ms. Racquel Ferguson to Mrs. Christina Hunt for the 2020-2021 school year.

**j. District Qualified Purchasing Agent - Amended**

BE IT RESOLVED: that the Board of Education of the City of East Orange hereby amend the Qualified Purchasing Agent Ms. Racquel Ferguson that was Board Approved at the Reorganization Meeting on May 16, 2020 to Mrs. Christina Hunt as Acting Qualified Purchasing Agent effective November 1, 2020 to exercise the duties of a purchasing agent pursuant to N.J.S.A. 18A:18A-2b, with specific relevance to the authority, responsibility and accountability of the purchasing activity of the Board of Education.

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**3. BUSINESS SERVICES**

- k. Acceptance of the 2019-2020 Department of Agriculture Coordinated Review Effort Audit Report/ Findings and Recommendations / Corrective Action Plan for Food Service Procurement 2019-2020 Review

WHEREAS, the East Orange Board of Education Division of Business Services has received the audit report and has reviewed the recommendations contained within the Administrative Review of Food Service Procurement conducted by the New Jersey Department of Agriculture; and

WHEREAS, the East Orange Board of Education has reviewed the findings and responses to these recommendations.

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent, does hereby;

- 1) Authorize the Board Secretary to enter said discussion in the minutes of this meeting;
- 2) Approve and authorize the implementation of the Corrective Action Plan that addresses all of the audit Findings and Recommendations as outlined in the Administrative Review of the Food Service Procurement conducted by the New Jersey Department of Agriculture;

BE IT FURTHER RESOLVED that the East Orange Board of Education authorizes the Superintendent of Schools and the School Business Administrator / Board Secretary to submit a certified copy of said Corrective Action Plan to be filed with the New Jersey Department of Agriculture, Division of Food and Nutrition effective December 1, 2020. (Attachment 3-k)

- l. Appraisal of Vacant Buildings and Enrollment Center

WHEREAS, in accordance with NJSA 18A:20-7, the East Orange Board of Education wishes to have its vacant buildings and Enrollment Center appraised for subsequent sale; and

WHEREAS, the basis for any sale of properties will be based upon the minimum price as established by the appraisal;

WHEREAS, the Assistant School Business Administrator solicited (2) quotes:

- 1. ARD Appraisal Co. - \$13,250.00
- 2. NJ Realty Advisory Group, LLC. - \$18,000 excluding the Enrollment Center

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools and based on the lowest quote submitted by ARD Appraisal Co., obtain an appraisal of the following vacant buildings and Enrollment Center at a cost not to exceed \$13,250.00. (Attachment 3-l)

- 1. 181 Elmwood Avenue: former Langston Hughes School
- 2. 161 Elmwood Avenue: former Cicely Tyson Performing Arts School
- 3. 165-185 Sanford Avenue: Washington Academy
- 4. 308 Prospect Street: Dantzler Building
- 5. 74 Halsted Street: Enrollment Center

- m. IDEA-B Basic Final Report/Amendment to Carry-Over FY 2020 Funds

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools," approves the submission of the Consolidated IDEA-B Final Report Application for fiscal year 2020 in the amount of \$832,332 (Basic \$817,410 and Preschool \$14,922) and the IDEA-B Amendment Application to carry-over the available amount of \$832,332 (of which \$726,781 is Deferred Revenue) to be expended during the 2020-2021 school year.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of School, direct administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. (Attachment 3-m)

**East Orange Board of Education**

On the motion of Mr. Wayne R. Stackhouse, Jr., duly seconded by Ms. Tashia Owens Muhammad, the members of the Board voted to approve Walk-on Item #1 Authorizing District to Reject Fact Finders Report under the East Orange Board of Education:

- ROLL CALL: Ms. Darlene Clovis - Yes
- Mr. Cameron B. Jones, Sr. - Yes
- Ms. Tashia Owens Muhammad - Yes
- Ms. Andrea McPhatter - Yes
- Mr. Wayne R. Stackhouse, Jr. - Yes
- Ms. Marsha B. Wilkerson - Yes
- Ms. Terry S. Tucker - Yes

On the motion of Ms. Andrea McPhatter, duly seconded by Ms. Darlene Clovis, the members of the Board voted to approve Walk-on Item #2 Approving Resolution for Terms of Rejection of Fact Finder Report and Recommendation under the East Orange Board of Education:

- ROLL CALL: Ms. Darlene Clovis - Yes
- Mr. Cameron B. Jones, Sr. - Yes
- Ms. Tashia Owens Muhammad - Yes
- Ms. Andrea McPhatter - Yes
- Mr. Wayne R. Stackhouse, Jr. - Yes
- Ms. Marsha B. Wilkerson - Yes
- Ms. Terry S. Tucker - Yes

Terms of Rejection of Fact Finding Report and Recommendation

WHEREAS, the East Orange Resource Professionals Association (the "EORPA") and the East Orange Board of Education (the "Board") are parties to a collective bargaining agreement which expired on June 30, 2018; and

WHEREAS, the EORPA and the Board began negotiations of a successor agreement on May 22, 2018; and

WHEREAS, the EORPA filed for impasse on or about March 29, 2019; and

WHEREAS, the EORPA and the Board attended Mediation; and

WHEREAS, the EORPA and the Board were unable to reach an agreement in mediation; and

WHEREAS, evidentiary fact-finding hearings were held on July 14, 2020 and July 22, 2020 before arbitrator Dean Burrell; and

WHEREAS, Arbitrator Burrell recommended the following settlement:

- Salary: 2018-2019: 2.6%
- 2019-2020: 2.7%
- 2020-2021: 2.8%
- 2021-2022: 2.8%

Health Insurance: Direct Access 10 and POS shall be eliminated as soon as practicable after agreement to a Memorandum of Agreement and its ratification by the Board as the Association. Regarding Chapter 78, for 2019-2020, a 5% contribution holiday shall be provided in June 2020; for 2020-2021, a 10% contribution holiday in June 2021, to continue in the collective bargaining agreement unless modified by statute or mutual agreement.

WHEREAS, Arbitrator Burrell failed to consider the District's financial status as presented by Dieter Lerch, CPA; and

WHEREAS, Arbitrator Burrell failed to consider the unexpected, and unprecedented impact of COVID-19 on the District; and

WHEREAS, Arbitrator Burrell failed to consider the historical pattern of settlements in the District; and

NOW, THEREFORE, BE IT RESOLVED, by the East Orange Board of Education hereby rejects Fact Finder Dean Burrell's Report and Recommendation for Settlement.

**XIII. ADJOURNMENT**

Ms. Tucker read the following notice:

The East Orange Board of Education will hold its next REGULARLY SCHEDULED PUBLIC MEETING Tuesday, January 12, 2021, at 6:00 p.m. via Zoom. The Board of Education will retire to Executive Session after “Comments from the Public” in which they will discuss matters pertaining to negotiations, personnel and/or litigation. The Board will resume the regular public meeting at or about 8:00 p.m.; immediately following the Executive Session.

On the motion of Mr. Cameron B. Jones, Sr., duly seconded by Ms. Andrea McPhatter, the members of the Board voted to approve to adjourn the meeting:

- ROLL CALL: Ms. Darlene Clovis - Yes
- Mr. Cameron B. Jones, Sr. - Yes
- Ms. Tashia Owens Muhammad - Yes
- Ms. Andrea McPhatter - Yes
- Mr. Wayne R. Stackhouse, Jr. - Yes
- Ms. Marsha B. Wilkerson - Yes
- Ms. Terry S. Tucker - Yes

The meeting adjourned at or about 9:31 p.m.

\_\_\_\_\_  
Beth Brooks, Board Secretary

BOARD APPROVED \_\_\_\_\_