

Minutes of a regular public meeting of the East Orange Board of Education held on Tuesday, February 9, 2021 at 6:05p.m. Via Zoom.

**I. CALL TO ORDER**

Mrs. Wilkerson 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
- Mrs. Tashia Owens Muhammad - Absent (arrived at 6:35pm)
- Ms. Andrea McPhatter- Present
- Mr. Wayne R. Stackhouse, Jr. - Present
- Mrs. Marsha B. Wilkerson - Present
- Ms. Terry S. Tucker - Absent

- 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**

- **January 12, 2021**

On a motion of Ms. Andrea McPhatter, duly seconded by Mr. Wayne R. Stackhouse, 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 - Absent
  - Ms. Andrea McPhatter - Yes
  - Mr. Wayne R. Stackhouse, Jr. - Yes
  - Mrs. Marsha B. Wilkerson - Yes
  - Ms. Terry S. Tucker - Absent

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

**A. PRESENTATIONS**

1. Black History Month Presentation by Tyson M/H School, Mr. John English, Principal
2. Presentation of the Monthly Harassment, Intimidation and Bullying Incident Report by Dr. Deborah Harvest, Assistant Superintendent
3. Proclamation for The National Counseling Week by Superintendent AbdulSaleem Hasan
4. Reopening of Schools Update by Superintendent AbdulSaleem Hasan

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

**B. POLICIES READING**

On a motion of Ms. Andrea McPhatter, duly seconded by Ms. Darlene Clovis, 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 - Absent  
 Ms. Andrea McPhatter - Yes  
 Mr. Wayne R. Stackhouse, Jr. - Yes  
 Mrs. Marsha B. Wilkerson - Yes  
 Ms. Terry S. Tucker - Absent

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 1648	Restart & Recovery Plan	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 February 1, 2021
- Mr. Wayne R. Stackhouse, Jr. reported on the Curriculum Committee Meeting on February 3, 2021
- Ms. Darlene Clovis reported on the Finance Committee Meeting on February 3, 2021
- Ms. Darlene Clovis reported on the Maintenance Meeting on February 1, 2021
- Ms. Andrea McPhatter, reported on the Legal Committee Meeting on February 4, 2021

**VII. COMMENTS FROM THE PRESIDENT**

**VIII. COMMENTS FROM THE PUBLIC**

**Virginia Jeffries, 236 Brighton Ave., East Orange, NJ**

Board Members;

Good evening I have concerns and questions for this Board Meeting and the previous Board Meetings that occurred throughout most of 2020. This is especially so in the COMMENTS FROM THE PUBLIC segment of the November 10, 2020 Board of Education Meeting Board where 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 previously at the January 12, 2021 Board Meeting, I reminded you then 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. As stated last month, 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.

**The statements made by Board Attorney Khalifah Shabazz are part of the public record which need to be immediately addressed, corrected and much more. Again Board President Tucker this is your responsibility. President Tucker as of today you have never responded nor made any public correction, which is your sole responsibility as Board President and not any surrogates.**

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

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)
- k. [1208BOEMEETING@EASTORANGE.K12.NJ.US](mailto:1208BOEMEETING@EASTORANGE.K12.NJ.US)
- j. [0112BOEMEETING@EASTORANGE.K12.NJ.US](mailto:0112BOEMEETING@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 under the previous Superintendent Dr. West who was not allowed to proceed. 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. When will the current Superintendent Hasan complete the process outlined in Board Policy #9130 PUBLIC COMMENTS AND GRIEVANCES?

VIII. COMMENTS FROM THE PUBLIC - CONT'D

Virginia Jeffries, 236 Brighton Ave., East Orange, NJ – Cont'd  
AGENDA

XII CONSIDERATION OF RESOLUTIONS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

item l. School-Based Enterprise Online

- 1. Who will be the adult(s) in charge?
- 2. Is this a profit making venture?
- 3. Who will audit the books?
- 4. What financial institution(s) will the monies be deposited?
- 5. What type of payment(s) will be accepted?
- 6. What type of shipping costs will there be?
- 7. Is there a business plan in place?
- 8. Will the School District have insurance to cover this?

3. BUSINESS SERVICES

item f. Acceptance of the 2019-2020 School Year Audit Report/.../Corrective Plan for the 2019-2020 Annual Audit

- 1. When will this Corrective Plan be available to the public?
- 2. How will this Corrective Plan be made available to the Public?

As always a formal response is requested and required to this formal submission read into the permanent public record and recorded in the minutes. Thank you,

Grace Are <favouredbygod25@gmail.com>  
lynette.joyner@eastorange.k12.nj.us

On January 5th 2021 I attended the last board meeting via Zoom and witnessed Ms. Beth Brooks reading the agenda item proposal. It read as follows: Requesting Authorization to utilize Competitive Contracting to issue a request for proposal for Custodial and Management Services. The proposal was voted on and passed.

I truly hope that it will be considered how East Orange Custodians are working diligently to keep the schools clean and sanitized during this pandemic. We literally are physically on the front lines making every effort to ensure the safety of the Staff and Student of this district. Our efforts are to ensure that the schools are COVID free. I also hope it will be considered that the majority of the East Orange Custodians contribute to the commerce and revenue of this city. Many of us are not college educated yet are major contributors to our families and households. A decision such as this would have a devastating impact not only on individuals but our community as well. It would be equally devastating to put a group of people out of work during a time when the economy has been severely damaged by this pandemic. This pandemic has had a lethal impact on the black community already.

I also witnessed and appreciated Ms Tucker’s display of concern and care as she pointed out how the black community particularly black women and how they have been impacted by job loss during this pandemic. I appeal to anyone who has a say in this decision. I am asking on behalf of the dedicated custodial staff. Please consider that we need our jobs and we care about the Staff and student of the East Orang School District  
Sincerely Lynnette Joyner President of the Custodians of East Orange School District

IX. RETIRE TO EXECUTIVE SESSION

Mrs. Wilkerson 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 Mrs. Tashia Owens Muhammad, the members of the Board of Education voted to retire to Executive Session at 6:48 p.m.

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 - Yes
- Ms. Terry S. Tucker - Absent

**X. RECOMMENCE PUBLIC MEETING**

**XI. ROLL CALL**

On a motion of Ms. Andrea McPhatter, duly seconded by Mr. Wayne R. Stackhouse, Jr., the members of the Board of Education voted to resume the Public Session at 8:06 p.m.

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

- 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 Ms. Andrea McPhatter, duly seconded by Mrs. Tashia Owens Muhammad, the members of the Board voted to approve items “a-q” under Educational Support Services:

- 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 - Yes
  - Ms. Terry S. Tucker - Absent

**1. EDUCATIONAL SUPPORT & STUDENT SERVICES**

a. Saturday Academy for Grades 2 and 3 - (Dr. Adam)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the Essex Hudson Chapter of Jack and Jill of America, Inc., to include the students of Johnny Cochran Academy, at no cost to the District, in a Saturday educational tutoring program.

b. Go Guardian - (Ms. Lovett)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the purchase of the Go Guardian platform/extension for 300 devices for a total of \$1,686.00.

**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:** 20.234.200.300.216.230

c. Equity Consulting Group (Math) - (Ms. Lovett)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Equity Consulting Group Inc. to provide virtual professional development on student centered instruction, Understanding by Design, and Danielson Domains 1 and 3 not to exceed a cost of \$9,396.00.

**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:** 20.234.100.300.216.255

d. Equity Consulting Group (ELA) - (Ms. Lovett)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Equity Consulting Group Inc. to provide virtual professional development on student centered instruction, Understanding by Design, and Danielson Domains 1 and 3 not to exceed a cost of \$9,396.00.

**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:** 20.234.200.300.216.230

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**1. EDUCATIONAL SUPPORT & STUDENT SERVICES**

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

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the attached list of Out of District Special Education students and contracts at a cost of \$83,931.91. Total number of placements equals 2.

**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

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

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the attached list of Out of District Special Education students and contracts at a cost of \$50,235.57. Total number of placements equals 1.

**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

- g. Special Education Home Instruction Students - (Mrs. Santos/Dr. Harvest)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the attached list of Home Instruction Services. Total number receiving Home Instruction equals 1.

**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:** 11.150.100.0500.0000.028.031

- h. Summer Extension 2021 - (Dr. Harvest/Ms. Santos)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2021 Summer School Extension Program and Child Study Services (CST) for classified students in grades Pre-K-8. The program will run from July 6, 2021 through August 2, 2021. Make-up credit for classified high school students will run from July 6, 2021 through August 18, 2021. Summer Extension Program and services will be provided at the cost of \$383,012.00 (salaries, supplies and materials) 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:** IDEA-B Grant Funds; Fund 11: Special Education Services

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**1. EDUCATIONAL SUPPORT & STUDENT SERVICES**

i. Psychological First Aid (PFA) - (Dr. Harvest)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves hiring Rutgers Behavioral Health Care consultants to provide professional development workshops for School Counselors, School Social Workers and Nurses, on the topic of Psychological First Aid (PFA) on March 17, 2021 at a cost not to exceed \$1,000.00.

**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:** 20.282.200.300.023.023.6593

j. Settle Down with a Story - (Ms. Champagne/Ms. Stokes-Tyler/Ms. Green/Ms. Nisenson)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the "Settle Down with a Story" for students and their families beginning March 2, 2021 at a cost not to exceed \$1,000.00.

**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:** 11.000.223.600.057.220

k. Partnership with PNC Bank - (Ms. Champagne/ Mr. Worley/Ms. Stokes-Tyler)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves a partnership with PNC to create a School-Based Bank for Work-Based Experience for Accounting students in the district's Career and Technical Education Program at Campus High School during 2021-2022 school year at no cost to the district.

l. School-Based Enterprise Online - (Ms. Champagne/Ms. Stokes-Tyler)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the February 2021 launch of the CTE School-Based Enterprise Online School Store (Jaguar Den) by Business students from Campus High School at no cost to the district.

m. GLSEN Creating Safe Spaces Workshop for K-12 Educators - (Ms. Champagne/ Ms. Richardson)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the GLSEN to facilitate workshops for elementary, middle, and high school teachers centered on LGBTQ-inclusive topics in March 2021 at a cost to the district of \$550.00.

**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:** 11.000.223.600.057.220

n. Orange Orphan Society Grant Acceptance - (Ms. Champagne/Ms. Richardson)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the acceptance of a grant from the Orange Orphan Society in the amount of \$2,000 to fund a project and contest that will award prizes and scholarships to East Orange School District scholars in grades K-12 as a result of completing a Black Lives Matter culminating project at no cost to the district.

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**1. EDUCATIONAL SUPPORT & STUDENT SERVICES**

- o. Dr. Gerald McCain/Dr. Megan Farnsworth – ELLs with Disabilities - (Ms. Champagne/  
Ms. Vega-Moore)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Dr. Gerald McCain and Dr. Megan Farnsworth co-authors of *Determining Difference from Disability - What Culturally Responsive Teachers Should Know*, to serve as an external provider of a full-day virtual professional development session on March 17, 2021 for ESL teachers and Child Study Team Members to address concerns regarding providing services to students who are ELL and classified, at a cost not to exceed \$1,600.00.

**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:** 21.20.243.200.300.025.230

- p. HMH Into Math 2020 - (Ms. Champagne/Ms. Fraser)

**BE IT RESOLVED:** the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the purchase of Houghton Mifflin Harcourt’s Into Math, a digital learning program for K-5 grade students. The purchase of the HMH Into Math Program will support the mathematics curriculum aligned to the New Jersey Student Learning Standards (NJSLS). This purchase will include all textbooks, digital licenses, and professional services to support the program for a 5-Year period at a total cost not to exceed \$583,863.25.

**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:** Math Textbook Adoption 11.190.100.640.033.210

- q. 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 month of January 2021 for the NJDOE monthly reporting of HIB.



**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

On the motion of Ms. Tashia Owens Muhammad, duly seconded by Ms. Andrea McPhatter, the members of the Board voted to approve items "a-s" under Labor Relations & Employment Services:

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

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. Mr. Marion Bell, III - School Disciplinarian - Truth Middle School  
Effective March 1, 2021 (24 years, 6 months of service)  
(15.000.218.0104.000.216.016.0000)
2. Ms. Gayle Ellison-Banks - Teacher of Elementary - Langston Hughes School  
Effective April 1, 2021 (37 years, 5 months of service)  
(15.120.100.0101.000.306.006.0000)
3. Ms. Grace Gordon - Teacher of the Handicapped (ICS) - Future Ready Prep  
Effective July 1, 2021 (21 years of service)  
(11.403.100.0100.000.047.047.0000)
4. Ms. Grace Igbinoba - Teacher Assistant for Special Ed (AUT) - Banneker Academy  
Effective July 1, 2021 (17 years, 9 months of service)  
(15.214.100.0106.000.336.036.0000)
5. Ms. Rebecca Linn - School Psychologist - Gibson Academy  
Effective July 1, 2021 (25 years, 3 months of service)  
(11.000.219.0104.000.000.000.0000)
6. Ms. Dolores Meliani - Teacher of Mathematics - Tyson 6-12  
Effective July 1, 2021 (34 years of service)  
(15.140.100.0101.000.203.003.0000)
7. Ms. Linda Morton Clayton - Teacher Aide for Special Education (MCI) - Truth Middle School  
Effective April 1, 2021 (19 years, 6 months of service)  
(15.201.100.0106.000.216.016.0000)

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. Beth Brooks - School Business Administrator/Board Secy - Division of Business Services  
Effective March 12, 2021 (another position) (1 year, 6 months of service)  
(11.000.251.0100.000.000.000.0000)
2. Ms. Niema Jones - Teacher Assistant for Special Ed (CSM) - Warwick Institute  
Effective January 27, 2021 (personal reasons) (1 year, 2 months of service)  
(15.213.100.0106.000.309.009.0000)
3. Dr. James Lee - School Doctor (Hourly) - Department of Special Education  
Effective September 1, 2020 (personal reasons) (7 years of service)  
(11.000.213.0100.000.000.000.0000)
4. Ms. Medina Lomax - Teacher Assistant for Special Ed (LD) - Garvin School  
Effective January 1, 2021 (another position) (2 years, 4 months of service)  
(15.204.100.0106.000.308.008.0000)

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

b. Resignations (cont'd)

- 5. Ms. Cassandra Rodriguez - LR&ES Generalist - Division of Labor Relations & Employment Services  
Effective February 9, 2021 (no reason) (6 years, 3 months of service)  
(11.000.251.0100.000.000.0000)
- 6. Ms. Amber Washington - Teacher Assistant for Kindergarten - Tyson Elementary  
Effective February 3, 2021 (illness) (1 year, 3 months of service)  
(15.190.100.0106.000.312.012.9704)
- 7. Ms. Ebony White - Data Coach - Tyson 6-12  
Effective March 16, 2021 (no reason) (2 years of service)  
(15.140.100.0101.000.203.003.0000)

c. Other Separation

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

- 1. Ms. Julia King - Teacher of the Handicapped (MCI) - Ecole Toussaint Louverture  
Effective January 8, 2021 (deceased) (19 years, 4 months of service)  
(15.201.100.0101.000.310.010.0000)

d. Rescission of Appointments

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

- 1. Mr. Corey Achong - Teacher Assistant for Special Education (CSM) - Parks Academy  
Appointment was approved at the August 11, 2020 Board Meeting  
(15.213.100.0101.000.311.011.0000)
- 2. Ms. Vanessa Brown - Teacher Assistant for Special Education (CSM) - Oliver Academy  
Appointment was approved at the October 13, 2020 Board Meeting  
(15.213.100.0106.000.305.005.0000)
- 3. Ms. Noelle Hemingway - Teacher of the Handicapped (BD) - Banneker Academy  
Appointment was approved at the January 12, 2021 Board Meeting  
(15.209.100.0101.000.336.036.0000)

e. Rescission of Leave of Absences

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

- 1. Ms. Alexandra Pujols - Learning Disabilities Teacher Consultant - Tyson 6-12  
Family Act LOA (Intermittent) was approved at the December 08, 2020 Board Meeting  
(11.000.219.0104.000.000.000.0000)
- 2. Ms. Renee Robinson - Teacher Assistant for Special Ed (ICS) - Oliver Academy  
Health LOA was approved at the November 10, 2020 Board Meeting  
(15.213.100.0106.000.305.005.0000)

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

f. 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. Helen Ajibade – Secretary (Assistant) – Langston Hughes School  
Health LOA (without pay) Effective January 5, 2021 to February 5, 2021  
(15.000.240.0105.000.306.006.0000)
2. Ms. Christine Audain – Teacher Assistant for Pre-Kindergarten – Banneker Academy  
Family Act LOA Effective January 29, 2021 to March 31, 2021  
(20.218.100.0106.000.028.026.9013)
3. Ms. Kimberly Carter – Teacher Aide for Special Education (BD) – Garvin School  
Family Act LOA Effective October 1, 2020 to January 12, 2021  
Health LOA Effective January 13, 2021 to April 5, 2021  
(15.209.100.0106.000.308.008.0000)
4. Ms. Athonia Cunningham – Teacher of the Handicapped (BD) – Garvin School  
Family Act LOA Effective January 26, 2021 to February 26, 2021  
(15.209.100.0101.000.308.008.0000)
5. Ms. Margaret Cunningham – Media Specialist – Tyson Elementary  
Family Act LOA (Intermittent) Effective January 13, 2021 to June 4, 2021 (NTE 40 days)  
(15.000.222.0100.000.312.012.0000 – 60%)  
(15.000.222.0100.000.338.038.0000 – 40%)
6. Ms. Bessie Davis – Teacher Assistant for Kindergarten – Warwick Institute  
Family Act LOA Effective February 2, 2021 to February 15, 2021  
(15.190.100.0106.000.309.009.9704)
7. Dr. Lisa DeLeon-Smith – Climate & Culture Specialist – Truth Middle School  
Pregnancy LOA Effective February 1, 2021 to March 1, 2021  
Health LOA Effective March 2, 2021 to April 27, 2021  
Family Act and Bonding LOA (without pay) Effective April 28, 2021 to June 2, 2021  
(20.231.200.0100.000.028.018.0000)
8. Ms. Mary Drake-Young – Teacher of the Handicapped (BD) – Tyson 6-12  
Family Act LOA Effective December 1, 2020 to December 21, 2020  
(15.209.100.0101.000.203.003.0000)
9. Ms. Joyce Esposito – Speech Therapist – Cochran Academy  
Family Act LOA Effective January 4, 2021 to February 15, 2021  
(11.000.216.0100.000.000.000.0000)
10. Mr. Perry Gibbs – LR&ES Computer Specialist – Division of Labor Relations & Employment Services  
Family Act LOA Effective January 4, 2021 to March 1, 2021  
(11.000.251.0100.000.000.000.0000)
11. Ms. Kristin Glossy – Teacher of Elementary – Tyson Elementary  
Family Act LOA Effective January 25, 2021 to January 29, 2021  
(15.120.100.0101.000.312.012.0000)

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

12. Ms. Netesha Jones – CST Social Worker – East Orange Campus High School  
Family Act LOA Effective January 4, 2021 to March 1, 2021  
(11.000.219.0104.000.000.000.0000)
13. Ms. Halimatou Kaba – CST Social Worker – Garvin School  
Family Act LOA Effective March 8, 2021 to May 3, 2021  
Family Act and Bonding LOA Effective May 4, 2021 to June 30, 2021  
(11.000.219.0104.000.000.000.0000)
14. Ms. Fabrese Logan – Teacher of Elementary – Parks Academy  
Family Act LOA Effective November 9, 2020 to November 20, 2020  
(15.120.100.0101.000.311.011.0000)
15. Ms. Linda Malik – Secretary (Assistant) – Oliver Academy  
Family Act LOA Effective January 6, 2021 to March 1, 2021  
(15.000.211.0100.000.305.005.0000 – 50%)  
(15.000.240.0105.000.305.005.0000 – 50%)
16. Ms. Nicole Matthews – Teacher of Elementary – Garvin School  
Family Act LOA Effective October 21, 2020 to February 1, 2021  
Health LOA Effective February 2, 2021 to March 17, 2021  
(15.120.100.0101.000.308.008.0000)
17. Ms. Clarice Mayers-Uwumarogie – Teacher of Science – East Orange Campus High School  
Family Act LOA Effective March 9, 2021 to May 18, 2021  
Family Act and Bonding LOA Effective May 19, 2021 to June 30, 2021  
(15.140.100.0101.000.101.001.0000)
18. Ms. Shaleah Mitchell – Teacher Assistant for Kindergarten – Parks Academy  
Family Welfare LOA (without pay) Effective January 20, 2021 to June 30, 2021  
(15.190.100.0106.000.311.011.9704)
19. Ms. Adrienne Mundy – Teacher of Grades 6-8 (Sci) – Truth Middle School  
Family Act LOA Effective January 11, 2021 to February 22, 2021  
(15.130.100.0101.000.216.016.0000)
20. Mr. Maxime Philemy – Teacher of French – East Orange STEM Academy High School  
Family Act LOA Effective January 4, 2021 to January 19, 2021  
Health LOA Effective January 20, 2021 to June 30, 2021  
(15.140.100.0101.000.102.002.0000)
21. Mr. Fegens Prince – Security Monitor – Tyson 6-12  
Family Act LOA Effective January 4, 2021 to March 31, 2021  
Health LOA (without pay) Effective April 1, 2021 to June 30, 2021  
Health LOA Effective September 1, 2021 to December 31, 2021  
(15.000.266.0100.000.203.003.0000)
22. Ms. Cathy Rutledge – Custodian (Night) – Bowser Elementary School  
Family Act LOA Effective January 4, 2021 to February 1, 2021  
(11.000.262.0100.000.000.000.0000)

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

f. Leaves of Absence (cont'd)

- 23. Ms. April Sensale – Teacher of Kindergarten – Langston Hughes School  
Family Act LOA Effective January 4, 2021 to January 18, 2021  
(15.110.100.0101.000.306.006.9704)
- 24. Ms. Kathy Shoulars – School Social Worker – Oliver Academy  
Family Act LOA Effective October 28, 2020 to February 8, 2021  
Health LOA (without pay) Effective February 9, 2021 to February 26, 2021  
(15.000.211.0100.000.305.005.0000)
- 25. Ms. Tracie Sims – Dropout Prevention Officer – East Orange Campus High School  
Family Act LOA Effective January 27, 2021 to March 24, 2021  
(15.000.218.0104.000.101.001.0000)
- 26. Ms. Ebony White – Data Coach – Tyson 6-12  
Health LOA Effective January 4, 2021 to February 15, 2021  
(15.140.100.0101.000.203.003.0000)

g. Transfer

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

h. 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. Michelle Bell-Herron – Teacher of the Handicapped (MCI) – Campus High  
(Original Hire Date: January 2, 1996)  
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 January 2, 2021 to June 30, 2021  
(25 years longevity stipend)  
(15.201.100.0101.000.101.001.0000)
- 2. Mr. Samir Bengherifa – Teacher of Mathematics – Tyson 6-12  
(Original Hire Date: January 16, 2006)  
From: Level 5½/MA+15 Step 14½ \$95,286 p/a  
To: Level 5½/MA+15 Step 14½ \$95,286 p/a + \$750 Longevity  
Effective January 18, 2021 to June 30, 2021  
(15 years longevity stipend)  
(15.140.100.0101.000.203.003.0000)
- 3. Mr. Gabriel Cajuste – Teacher of Technology – STEM Academy  
(Original Hire Date: January 22, 2001)  
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 January 5, 2021 to June 30, 2021  
(20 years longevity stipend)  
(15.000.222.0100.000.102.002.0000)

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

**h. Salary Adjustments (cont'd)**

- 4. Dr. Crystal Davis - Principal - Jackson Academy  
 (Original Hire Date: August 23, 2010)  
 From: Step 10 \$154,008 n/a  
 To: Step 10 \$154,008 n/a + \$1,500 Stipend  
 Effective February 10, 2021 to June 30, 2021  
 (higher training level)  
 (15.000.240.0103.000.314.014.0000)
  
- 5. Ms. Renea Duval - Literacy Coach - Healy Middle School  
 (Original Hire Date: September 1, 2013)  
 From: Level 5½/MA+15 Step 9 \$68,919 p/a  
 To: Level 6/MA+32 Step 9 \$76,019 p/a  
 Effective February 1, 2021 to June 30, 2021  
 (higher training level)  
 (15.000.221.0104.000.217.017.0000)
  
- 6. Ms. Toi Hinton - Teacher of Technology - STEM Academy  
 (Original Hire Date: January 10, 2001)  
 From: Level 5/MA Step 16 \$102,743 p/a + \$750 Longevity  
 To: Level 5/MA Step 16 \$102,743 p/a + \$1,250 Longevity  
 Effective January 11, 2021 to June 30, 2021  
 (20 years longevity stipend)  
 (15.000.222.0100.000.102.002.0000)
  
- 7. Ms. Khaliah Johnson - Head Secretary (12-Mth) - Tyson 6-12  
 (Original Hire Date: March 2, 2015)  
 From: Group 3 Step 5 \$40,800 p/a + \$2,000 Stipend  
 To: Group 3 Step 5 \$40,800 p/a + \$2,000 Stipend + \$400 Head Differential  
 Effective January 13, 2021 to June 30, 2021  
 (correction of error)  
 (15.000.240.0105.000.203.003.0000)
  
- 8. Ms. Nabila Mack - Teacher of Grades 6-8 (Sci) - Tyson 6-12  
 (Original Hire Date: September 1, 2008)  
 From: Level 4/BA Step 8 \$60,069 p/a  
 To: Level 5½/MA+15 Step 8 \$67,519 p/a  
 Effective February 1, 2021 to June 30, 2021  
 (higher training level)  
 (15.130.100.0101.000.203.003.0000)
  
- 9. Ms. Eveleana Matthews - CST Social Worker - Parks Academy  
 (Original Hire Date: January 2, 2001)  
 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 January 2, 2021 to June 30, 2021  
 (20 years longevity stipend)  
 (11.000.219.0104.000.000.000.0000)

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

h. Salary Adjustments (cont'd)

- 10. Ms. Barbara McCarthy – Media Specialist – Banneker Academy  
 (Original Hire Date: March 1, 2021)  
 From: Level 6/MA+32 Step 1 \$70,219 p/a  
 To: Level 6/MA+32 Step 10½ \$81,019 p/a  
 Effective March 1, 2021 to June 30, 2021  
 (verified prior experience)  
 (15.000.222.0100.000.336.036.0000 – 55%)  
 (15.000.222.0100.000.308.008.0000 – 33%)  
 (20.218.100.0101.000.028.026.9011 – 12%)
  
- 11. Mr. Matthew Olters – Teacher of Social Studies – Campus High  
 (Original Hire Date: September 1, 2013)  
 From: Level 4/BA Step 8 \$60,069 p/a  
 To: Level 5/MA Step 8 \$66,119 p/a  
 Effective February 1, 2021 to June 30, 2021  
 (higher training level)  
 (15.140.100.0101.000.101.001.0000)
  
- 12. Mr. Ikechukwu Onyema – Teacher of Science – Campus High  
 (Original Hire Date: November 24, 2014)  
 From: Level 5/MA Step 9½ \$69,419 p/a  
 To: Level 5½/MA+15 Step 9½ \$70,419 p/a  
 Effective February 1, 2021 to June 30, 2021  
 (higher training level)  
 (15.140.100.0101.000.101.001.0000)
  
- 13. Mr. Duane Phillips – Teacher of Elementary – Ecole Toussaint Louverture  
 (Original Hire Date: September 1, 2000)  
 From: Level 5/MA Step 16 \$102,743 p/a + \$1,250 Longevity  
 To: Level 5½/MA+15 Step 16 \$104,325 p/a + \$1,250 Longevity  
 Effective February 1, 2021 to June 30, 2021  
 (higher training level)  
 (15.120.100.0101.000.310.010.0000)
  
- 14. Ms. Kathy Shoulars – School Social Worker – Carver Institute  
 (Original Hire Date: January 9, 2006)  
 From: Level 5½/MA+15 Step 8 \$67,519 p/a  
 To: Level 5½/MA+15 Step 8 \$67,519 p/a + \$750 Longevity  
 Effective January 11, 2021 to June 30, 2021  
 (15 years longevity stipend)  
 (15.000.211.0100.000.305.005.0000)
  
- 15. Ms. Karen Suggs-Strigler – Teacher of Elementary – Tyson Elementary  
 (Original Hire Date: January 30, 2006)  
 From: Level 6/MA+32 Step 10 \$78,019 p/a  
 To: Level 6/MA+32 Step 10 \$78,019 p/a + \$750 Longevity  
 Effective February 1, 2021 to June 30, 2021  
 (15 years longevity stipend)  
 (15.120.100.0101.000.312.012.0000)

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

**h. Salary Adjustments (cont'd)**

16. Ms. Lauren Williams – Teacher of English – East Orange Campus High School  
(Original Hire Date: February 10, 2021)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 4/BA Step 15 \$89,031 p/a  
Effective February 10, 2021 to June 30, 2021  
(verified prior experience)  
(15.140.100.0101.000.101.001.0000)

17. Ms. Shakeira Willis-Porter – Teacher of Kindergarten – Ecole Toussaint Louverture  
(Original Hire Date: September 1, 2006)  
From: Level 5½/MA+15 Step 16 \$104,325 p/a  
To: Level 6/MA+32 Step 16 \$110,588 p/a  
Effective February 1, 2021 to June 30, 2021  
(higher training level)  
(15.110.100.0101.000.310.010.9704)

**i. Approval of Extra-curricular and Co-curricular Staff Appointments – 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 staff appointments for the various locations listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.i for the 2020-2021 school year.”

**j. 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.j for the 2020-2021 school year.”

**k. Staff Appointments – 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 staff appointments for the various locations listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.k for the 2020-2021 school year.”

**l. Creation of Job Description**

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the creation of the job description listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.l, effective February 9, 2021.”

Extra-Curricular Director for the Arts (Secondary only)



**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

m. Revision of Job Descriptions

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.m, effective February 9, 2021."

Attendance Officer  
Labor Relations & Employment Services Generalist  
School Business Administrator/Board Secretary

n. Doctorate Attainment Bonus

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the one-time doctorate attainment bonus payment of \$1,000 to Dr. Crystal D. Davis, Principal."

o. Approval and Ratification of Collective Negotiated Agreement (CWA)

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves and ratifies the collective negotiated agreement between the East Orange Board of Education and the CWA Local 1077 for the period effective July 1, 2019 to June 30, 2022."

p. Agenda Changes/Corrections

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

1. Ms. Michele Brown – CST Social Worker – Oliver Academy  
Change in Family Act LOA (Intermittent) Days  
From: September 1, 2020 to June 30, 2021 (NTE 20 days)  
To: September 1, 2020 to June 30, 2021 (NTE 40 days)
2. Ms. Sharonda Chambers – Teacher of Elementary – Garvin School  
Change in Family Act LOA (Intermittent) Days  
From: September 1, 2020 to June 30, 2021 (NTE 20 days)  
To: September 1, 2020 to June 30, 2021 (NTE 30 days)
3. Ms. Clarice Mayers-Uwumarogie – Teacher of Science – East Orange Campus High School  
Change in Family Act LOA (Intermittent) Effective Dates  
From: December 9, 2020 to March 9, 2021 (NTE 15 days)  
To: December 9, 2020 to March 8, 2021 (NTE 15 days)
4. Ms. Jennifer Ok – Teacher of Grades 6-8 (LAL) – East Orange STEM Academy High School  
Change in Family Act LOA (Intermittent) Days  
From: September 1, 2020 to June 30, 2021 (NTE 10 days)  
To: September 1, 2020 to June 30, 2021 (NTE 25 days)
5. Ms. Renee Robinson – Teacher Assistant for Special Ed (ICS) – Oliver Academy  
Change in Family Act LOA Effective Dates and Days  
From: September 14, 2020 to December 14, 2020 returned 11.2.20  
To: September 14, 2020 to November 2, 2020 Family Act LOA

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

p. Agenda Changes/Corrections

- 6. Ms. Cindy Santisteban – Security Monitor – Healy Middle School  
Change in Family Act LOA (Intermittent) Days  
 From: September 1, 2020 to June 30, 2021 (NTE 5 days)  
 To: September 1, 2020 to June 30, 2021 (NTE 25 days)

q. Appointments

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

- 1. Ms. Shunda Koon – Teacher of Elementary – Langston Hughes School  
 Salary \$56,219 p/a Level 4/BA Step 1 Effective April 1, 2021 to June 30, 2021  
 (15.120.100.0101.000.306.006.0000) (replacement)
- 2. Ms. Regina Pierson – Head Secretary (12-Mth) – Department of Special Education  
 Salary \$49,568 p/a Group 3 Step 12 + \$2,000 Ed Effective February 10, 2021 to June 30, 2021  
 (11.000.219.0105.000.000.000.0000) (replacement)
- 3. Ms. Jacquell Skinner – Teacher Assistant for Special Education (LD) – Healy Middle School  
 Salary \$28,677 p/a Step 1 Effective February 10, 2021 to June 30, 2021  
 (15.204.100.0106.000.217.017.0000) (replacement)
- 4. Mr. Nicolas Tart – Teacher Assistant for Special Education (CSM) – Healy Middle School  
 Salary \$28,677 p/a Step 1 Effective February 10, 2021 to June 30, 2021  
 (15.000.213.0106.000.217.017.0000) (replacement)
- 5. Mr. Alex Thompson – Teacher of Grades 6-8 (Math) – Truth Middle School  
 Salary \$56,219 p/a Level 4/BA Step 1 Effective February 10, 2021 to June 30, 2021  
 (15.130.100.0101.000.216.016.0000) (replacement)

r. Suspension

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

RD – Effective February 3, 2021 to February 9, 2021 (without pay)

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

s. 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."

	<b>Name(s)</b>	<b>Destination</b>	<b>Reason</b>	<b>Date(s)</b>	<b>Cost</b>
1.	Walter Foote <i>Wahlstrom Academy</i>	Virtual	New Jersey Association for Health, Physical Education, Recreation and Dance (NJASCD)	2/22/2021 – 2/23/2021	\$ 164.00 Registration Fees  <b>\$ 164.00 Total Cost Est.</b>  15.000.240.580.339.580.4670
2.	Christopher Angione <i>Langston Hughes School</i>	Virtual	New Jersey Association for Health, Physical Education, Recreation and Dance (NJASCD)	2/22/2021 – 2/23/2021	\$ 164.00 Registration Fees  <b>\$ 164.00 Total Cost Est.</b>  15.000.223.580.306.580.4550
3.	Jamilia Aquil <i>Early Childhood Department</i>  Carolyn Lofton – Simpson <i>Early Childhood Department</i>  Dr. Sharon Alsbrook – Davis <i>Parks Academy</i>  Dr. Renee Richardson <i>Gibson Academy</i>  Ernestine Johnson <i>Early Childhood Department</i>  LaShawn Johnson <i>Early Childhood Department</i>  Faheem Lateef <i>Early Childhood Department</i>  Rosemarie Saint- Elien <i>Early Childhood Department</i>  Darlene Schultz <i>Early Childhood Department</i>  Sherri Taylor <i>Early Childhood Department</i>	Virtual	New Jersey Association for Supervision and Curriculum Development (NJASCD) - 5 <sup>th</sup> Annual Early Childhood Summit	2/25/2021	\$ 400.00 Registration Fees  <b>\$ 400.00 Total Cost Est.</b>  21.20.218.200.329.026.013.5271

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

s. Professional Conferences (cont'd)

	<b>Name(s)</b>	<b>Destination</b>	<b>Reason</b>	<b>Date(s)</b>	<b>Cost</b>
4.	Leslie Shults <i>Wahlstrom Academy</i>	Virtual	New Jersey Association for Supervision and Curriculum Development (NJASCD) - 5 <sup>th</sup> Annual Early Childhood Summit	2/25/2021	\$ 50.00 Registration Fees  <b>\$ 50.00 Total Cost Est.</b>  15.000.240.580.339.580.4670
5.	Marissa McKenzie <i>Division of LRES</i>	Virtual	Rutgers Continuing Studies - Scope of Public Sector Negotiations course through the LEARN Program	2/26/2021	\$ 270.00 Registration Fees  <b>\$ 270.00 Total Cost Est.</b>  11.000.230.580.021.580
6.	Jamilia Aquil <i>Early Childhood Department</i>  Dr. Sharon Alsbrook - Davis <i>Parks Academy</i>  Dr. Renee Richardson <i>Gibson Academy</i>  Dr. Leslie Shults <i>Wahlstrom Academy</i>  Carolyn Lofton - Simpson <i>Early Childhood Department</i>  Cynthia Brooks-Copeland <i>Early Childhood Department</i>  Elisa Castillo <i>Early Childhood Department</i>  Michelle Christophe <i>Early Childhood Department</i>  Angelique Iriarte <i>Early Childhood Department</i>  Ernestine Johnson <i>Early Childhood Department</i>  LaShawn Johnson <i>Early Childhood Department</i>  Faheem Lateef <i>Early Childhood Department</i>	Virtual	Association for Supervision and Curriculum Development (ASCD) - 40 <sup>th</sup> Annual Pre-K and Kindergarten Conference	3/4/2021 - 3/5/2021	\$ 2,685.00 Registration Fees  <b>\$ 2,685.00 Total Cost Est.</b>  21.20.218.200.329.026.013.5271

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

s. Professional Conferences (cont'd)

	<b>Name(s)</b>	<b>Destination</b>	<b>Reason</b>	<b>Date(s)</b>	<b>Cost</b>
	Mecca Lewis <i>Early Childhood Department</i>  Shannon Roman – Snellgrove <i>Early Childhood Department</i>  Rosemarie Saint – Ellen <i>Early Childhood Department</i>  Darlene Schultz <i>Early Childhood Department</i>  Sherri Taylor <i>Early Childhood Department</i>  Nefertiti Towns – Scott <i>Early Childhood Department</i>				
7.	Dr. David Mwangi <i>Division of Curriculum Services</i>  Kelly Powers <i>Division of Curriculum Services</i>	Virtual	New Jersey Educational Computing Cooperative (NJECC) - Statewide Educational Technology Conference	3/9/2021 – 3/10/2021	<b>NO COST TO THE DISTRICT</b>
8.	Daphne Polidor <i>Langston Hughes School</i>	Virtual	New Jersey Educational Computing Cooperative (NJECC) - Statewide Educational Technology Conference	3/9/2021 – 3/10/2021	<b>NO COST TO THE DISTRICT</b>
9.	Bonnie Taylor <i>STEM Academy</i>	Virtual	New Jersey Educational Computing Cooperative (NJECC) - Statewide Educational Technology Conference	3/9/2021 – 3/10/2021	<b>NO COST TO THE DISTRICT</b>
10.	Marissa McKenzie <i>Division of LRES</i>	Virtual	Rutgers Continuing Studies – Public Sector Contract Interpretation course through the LEARN Program	3/19/2021	\$ 270.00 Registration Fees  <b>\$ 270.00 Total Cost Est.</b>  11.000.230.580.021.580

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

s. Professional Conferences (cont'd)

	<b>Name(s)</b>	<b>Destination</b>	<b>Reason</b>	<b>Date(s)</b>	<b>Cost</b>
11.	AbdulSaleem Hasan <i>Superintendent of Schools</i>  7 Board Members <i>Office of the Board Members</i>  Dr. Deborah Harvest <i>Division of Operations, Compliance &amp; Educational Support Services</i>  Anita Champagne <i>Division of Curriculum Services</i>  Christina Hunt <i>Division of Business Services</i>	Virtual	National School Boards Association (NSBA) - Annual Conference	4/8/2021 – 4/10/2021	\$ 3,600.00 Registration Fees  <b>\$ 3,600.00 Total Cost Est.</b>  11.000.230.585.028.032.4131
12.	Dr. Deborah Harvest <i>Division of Operations, Compliance &amp; Educational Support Services</i>  Dr. Kelly Williams <i>Acting Director Educational Support &amp; Student Services</i>	Virtual	College Board – A Dream Deferred 2021 Webinar	3/3/2021 – 3/5/2021	\$250.00 Registration Fee

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**3. BUSINESS SERVICES**

On the motion of Ms. Tashia Owens Muhammad, duly seconded by Ms. Darlene Clovis, the members of the Board voted to approve items “a-i” under Business Services:

- ROLL CALL:
- Ms. Darlene Clovis - Yes
  - Mr. Cameron B. Jones, Sr. - Absent
  - Ms. Tashia Owens Muhammad - Yes
  - Ms. Andrea McPhatter - Yes
  - Mr. Wayne R. Stackhouse, Jr. - Yes (Abstain Ck# 1985- Marion P. Thomas Charter \$56,643.00)
  - Ms. Marsha B. Wilkerson - Yes
  - Ms. Terry S. Tucker - Absent

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 \$7,703,598.39. (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, February 9, 2021 board meeting in the amount of \$5,187,729.46. (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 February 2021;

**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 T-2 Debt Service Taxes from the City of East Orange

WHEREAS, N.J.S.A. 54:4-75 and 76 provides for a board of education in a Type I School District to requisition Debt Service monies from the municipality in an amount deducted from the Equalization Aid for the Qualified School Bonds; and

WHEREAS, the Secretary of the Board has determined this amount to be **\$941,832.00** for February 2021.

NOW, THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, accepts the T-2 Debt Service monies from the City of East Orange in the amount of \$941,832.00. (Attachment 3-e)

f. Acceptance of the 2019-2020 School Year Audit Report/Audit Findings and Recommendations/Correction Plan for the 2019-2020 Annual Audit

WHEREAS, the East Orange Board of Education has received the audit; reviewed the recommendations contained in the Management Report on Administrative Findings-Financial, Compliance and Performance Reporting Audit Report for the period July 1, 2019 through June 30, 2020 as prepared by its Auditor of Record, Lerch, Vinci & Higgins; 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. Accept the Audit and approve and authorize the implementation of the Corrective Action Plan that addresses all of the audit Findings and Recommendation in the Management Report on Administrative Findings-Financial, Compliance and Performance for the Fiscal Year ended June 30, 2020 presented by the Auditor of Record, Lerch, Vinci & Higgins

BE IT FURTHER RESOLVED, that the East Orange Board of Education authorizes the Superintendent of Schools and the School Business Administrator to cause two (2) certified copies of said Corrective Action Plan to be filed with the County Superintendent of Schools and the State Department of Education. (Attachment 3-f)



**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**3. BUSINESS SERVICES**

g. Wrap Around Service Enhancement Grants for the 2020-2021 School Year

BE IT RESOLVED: “the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves” the submission and acceptance of a flow through grant, Wrap Around Services Enhancement Grants for the 2020-2021 school year in the amount of \$136,855. (Attachment 3-g)

h. Award of Contract for Professional Services – Financial Advisory Services

BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, award a contract for professional services to Lerch Vinci & Higgins (Auditors) to provide financial advisory services to include a financial projection of the District for the fiscal year 2020-21 and the review of the 2021/2022 budget at a cost not to exceed \$20,000. (Attachment 3-h)

i. Award of Contract for Professional Services – Purchasing Consulting Services

BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, award a contract for professional services to Shoop SBA, LLC. to provide to purchasing consulting services at a cost not to exceed \$6,600. (Attachment 3-i)

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**4. MAINTENANCE**

a. No Use of Facility Resolutions

**XIII. ADJOURNMENT**

Mrs. Wilkerson read the following notice:

The East Orange Board of Education will hold a Special Board Meeting on Tuesday, March 2, 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 Ms. Darlene Clovis, duly seconded by Mrs. Tashia Owns Muhammad, the members of the Board voted to approve to adjourn the meeting:

- 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 - Yes
  - Ms. Terry S. Tucker - Absent

The meeting adjourned at or about 8:11 p.m.

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

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