

Minutes of a regular public meeting of the East Orange Board of Education held on Tuesday, March 2, 2021 at 6:00p.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 7:30pm)
- Mrs. Tashia Owens Muhammad - Present
- 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)

IV. BOARD OF EDUCATION

A. APPROVAL OF MINUTES

V. REPORT OF THE SUPERINTENDENT OF SCHOOLS

VII. COMMENTS FROM THE PRESIDENT

VIII. COMMENTS FROM THE PUBLIC

Virginia Jeffries <jeffriesv@aol.com>

Board Members;

Good evening. I have concerns and question about this evening's Special Public Meeting at the Board of Education.

1. AGENDA - March 2, 2021

IX. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

item d. East Orange COVID-19 Vaccination Program

The CDC just announced for the foreseeable future this virus, variants and pandemic will be beyond 2021.

- 1. What is the end date for this partnership?
- 2. Who will be recipients of this vaccine?
- 3. Will there be minors receiving this vaccine?
- 4. Will this be a required vaccine to enroll?

3. BUSINESS SERVICES

item b. Approval of the Preliminary 2021-2022 Budget Submission to Executive County Supt.

Governor Murphy recently announced that there will be a budget surplus for 2021-2022.

- 1. Is the East Orange School District able to submit a revised Budget request for additional monies at any point before the beginning of the 2021-2022 year?

As in previous submissions, a formal response is requested and required to this formal submission read into the permanent public record and as such recorded in the minutes.

Thank you,

Lynnette Joyner <JetBlack24-7@hotmail.com>

The Custodians of East Orange care about the Schools Staff and Students. We take our jobs seriously and have worked diligently during this pandemic to provide safe sanitary schools upon the return of the staff and students. The item which appeared in the January Board Agenda which read, " Authorization to utilize Competitive Contracting to issue a request for proposal for Custodian and Management services". This is of great concern to us as a Department because of the statements I made above. And because many of us are major contributors to our households. Many of us own homes and live in East Orange. We contribute to the revenue of this city through our commerce as well. It is of great concern that we are facing this pandemic on the front lines while being concerned about our financial future. we are all aware of what this pandemic has done to the economy, I appreciated when Ms Tucker pointed out in the January Board meeting how black people have lost jobs especially black women. We sincerely hope that you will consider us while making these decisions and all that I have aforementioned.

Thank you

The Custodians of East Orange School District.

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. Andrea McPhatter, duly seconded by Ms. Darlene Clovis, the members of the Board of Education voted to retire to Executive Session at 6:15 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 - Yes

X. RECOMMENCE PUBLIC MEETING

XI. ROLL CALL

On a motion of Mrs. Tashia Owens Muhammad, duly seconded by Ms. Darlene Clovis, the members of the Board of Education voted to resume the Public Session at 7:30 p.m.

- ROLL CALL:
- Ms. Darlene Clovis - Present
 - Mr. Cameron B. Jones, Sr. - Present
 - 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. Andrea McPhatter, the members of the Board voted to approve items “a-e” under Educational Support Services:

- 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

a. 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, Nurses, and Child Study Team (CST) staff on the topic of Psychological First Aid (PFA) on March 17, 2021, at the cost of \$2000.00

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 Title IV Professional Tech SVC

b. Suicide Awareness and Awareness (Dr. Harvest)

BE IT RESOLVED: the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves hiring Legal One, Consultants, to provide professional development workshops for Administrators on March 17, 2021 and school counselors/social workers, and nurses on suicidal awareness and awareness on March 24, 2021 at the cost of \$3960.00.

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 Title IV Professional Tech SVC

c. Addressing Aces and Trauma Through a Healing-Centered Engagement Model (Dr. Harvest)

BE IT RESOLVED: the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the submission and acceptance of the NJPSA pilot program grant, addressing ACEs and Trauma through a Healing-Centered Engagement Model at Healy Middle School. The Deadline for submission of all documents was February 19, 2021, however upon Board approval, the NJPSA will announce grant determination.

d. East Orange Covid-19 Vaccination Program (Dr. Harvest)

BE IT RESOLVED: the East Orange Board of Education, upon the recommendation of the Superintendent of Schools approves the partnership between the East Orange School District and the East Orange Department of Health and Human Services to provide SARS-COV-2/COVID-19 Vaccines to enough of the population to elicit her immunity.

IX. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATION SUPPORT SERVICES

- e. Wrap Around Service Enhancement Grants for the 2020-2021 SY (Ms. Aquil, Ms. Lofton-Simpson)

BE IT RESOLVED: “the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves” the grant payments for the 2020-2021 school year, Wrap Around Services Enhancement Grants in the amount of \$136,855.

Name of Provider	Per Pupil Rate	# of Wrap Around Students	Grant Awards
Community Day Nursery	\$303.45	68	20,634.00
EOCDC-Head Start	\$303.45	147	44,607.00
East Orange YMCA	\$303.45	34	10,317.00
Harambee Family Academy	\$303.45	55	16,690.00
Three Stages Learning Center	\$303.45	93	28,221.00
Zadies of the Oranges	\$303.45	54	16,386.00
TOTAL		451	136,855.00

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:** 21.20.431.200.590.028.026.0000

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

On the motion of Mr. Wayne R. Stackhouse, duly seconded by Mrs. Tashia Owens Muhammad, the members of the Board voted to approve items "a-i" 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. 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. Fritzlande Brun – Teacher Assistant for Special Ed (AUT) – Warwick Institute
Effective February 26, 2021 (to continue education) (12 years, 6 months of service)
(11.214.100.0106.000.000.000.0000)
2. Mr. Mark Campbell – Custodian (Night) – Houston Academy
Effective December 21, 2020 (personal reasons) (9 months of service)
(11.000.262.0100.000.000.000.0000)
3. Ms. Dawne Toliver – Teacher Assistant for Special Ed (CSM) – Tyson 6-12
Effective March 1, 2021 (another position) (15 years of service)
(15.213.100.0106.000.203.003.0000)

b. 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. Ms. Nikkie Burnett – Teacher of Industrial Arts (CIT) – East Orange Campus High School
Appointment was approved at the June 09, 2020 Board Meeting
(15.140.100.0101.000.101.001.0000)
2. Ms. Emani Evans-Benson – Teacher Assistant for Kindergarten – Tyson Elementary
Appointment was approved at the January 12, 2021 Board Meeting
(15.190.100.0106.000.312.012.9704)
3. Ms. Regina Pierson – Head Secretary (12-Mth) – Department of Special Education
Appointment was approved at the February 09, 2021 Board Meeting
(11.000.219.0105.000.000.000.0000)
4. Ms. Alyse Royal – Assistant Secretary (12-Mth) – Tyson 6-12
Appointment was approved at the January 12, 2021 Board Meeting
(15.000.240.0105.000.203.003.0000)
5. Mr. Stanley Smith – Maintenance Mechanic (hourly) – Division of Maintenance Services
Appointment was approved at the October 13, 2020 Board Meeting
(11.000.261.0100.000.000.000.0000)
6. Mr. Sa'd Torres – Maintenance Mechanic (hourly) – Division of Maintenance Services
Appointment was approved at the October 13, 2020 Board Meeting
(11.000.261.0100.000.000.000.0000)
7. Mr. Kent Whitlock – Maintenance Mechanic (hourly) – Division of Maintenance Services
Appointment was approved at the October 13, 2020 Board Meeting
(11.000.261.0100.000.000.000.0000)

IX. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

c. 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.c."

d. 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. Dr. Linda Giles - Literacy Coach - Tyson Elementary
 (Original Hire Date: September 1, 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 Stipend + \$750 Longevity
 Effective February 1, 2021 to June 30, 2021
 (higher training level)
 (15.000.221.0104.000.312.012.0000 - 50%) & (15.120.100.0101.000.312.012.0000 - 50%)

2. Ms. Shunda Koon - Teacher of Elementary - Langston Hughes School
 (Original Hire Date: November 18, 2019)
 From: Level 4/BA Step 1 \$56,219 p/a
 To: Level 4/BA Step 2 \$56,819 p/a
 Effective April 1, 2021 to June 30, 2021
 (verified prior experience)
 (15.120.100.0101.000.306.006.0000)

3. Ms. Lizbeth Lorenzo - LR&ES Assistant - Division of Labor Relations & Employment Services
 (Original Hire Date: September 1, 2012)
 From: \$53,545 p/a + \$2,000 Stipend
 To: \$57,012 p/a + \$2,000 Stipend
 Effective February 10, 2021 to June 30, 2021
 (correction of error)
 (11.000.251.0100.000.000.000.0000)

4. Ms. Adrienne Mundy - Teacher of Mathematics - Fresh Start Academy High School
 (Original Hire Date: September 6, 2016)
 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)
 (11.423.100.0101.000.029.029.0000)

5. Ms. Carene Petrie - Teacher of Grades 6-8 (LAL) - Truth Middle School
 (Original Hire Date: January 19, 2021)
 From: Level 5½/MA+15 Step 6 \$66,319 p/a
 To: Level 5½/MA+15 Step 6½ \$66,619 p/a
 Effective January 19, 2021 to June 30, 2021
 (verified prior experience)
 (15.130.100.0101.000.216.016.0000)

6. Ms. Valerie Pravata - Speech Language Specialist - Department of Special Education
 (Original Hire Date: March 1, 2021)
 From: Level 4/BA Step 1 \$56,219 p/a
 To: Level 5½/MA+15 Step 1 \$63,419 p/a
 Effective March 1, 2021 to June 30, 2021 (higher training level)
 (11.000.216.0100.000.000.000.0000)

IX. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

e. Abolishment of Position

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the abolishment of the following position, effective March 2, 2021."

- (1) Secretary (Assistant)

f. Creation of Position

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the creation of the following position, effective March 2, 2021."

- (1) Maintenance Mechanic/Inventory Control Stock Clerk

g. Agenda Change/Correction

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

- 1. Ms. Medina Lomax - Teacher Assistant for Special Ed (LD) - Garvin School

Change in Resignation Date

From: January 01, 2021

To: February 01, 2021

h. 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. Aaron Mora - LR&ES Assistant - Division of Labor Relations & Employment Services
Salary \$42,000 p/a + \$2,000 Ed Effective March 3, 2021 to June 30, 2021
(11.000.251.0100.000.000.0000) (replacement)
- 2. Mr. Martin Osborne - Attendance Officer - Division of Operations
Salary \$30,418 p/a Group 3 Step 1 Effective March 3, 2021 to June 30, 2021
(11.000.211.0100.000.000.0000) (replacement)
- 3. Mr. Nathan Peart - Teacher of the Handicapped (BD) - Banneker Academy
Salary \$60,469 p/a Level 4/BA Step 8½ Effective March 3, 2021 to June 30, 2021
(15.209.100.0101.000.336.036.0000) (replacement)
- 4. Ms. Yamaris Ramirez - Assistant Secretary (10-Mth) - Bowser Elementary School
Salary \$28,128 p/a Group 2 Step 1 Effective March 3, 2021 to June 30, 2021
(15.000.240.0105.000.304.004.0000) (replacement)

i. Termination

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the termination of the employee listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.i (Resolution #4.A)."

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

On the motion of Ms. Tashia Owens Muhammad, duly seconded by Mr. Wayne R. Stackhouse, Jr., the members of the Board voted to approve items “a-b” 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
 - Ms. Marsha B. Wilkerson - Yes
 - Ms. Terry S. Tucker - Yes

a. Approval of Maximum Travel Expenditures for 2021-2022 School Year

WHEREAS, the East Orange School District Travel Policy #6471 and N.J.A.C.6A:23A-7.3 provides that annually in the pre-budget year, each board shall establish by board resolution, a maximum travel expenditure amount for the budget year, which the school district shall not exceed; and

WHEREAS, the board resolution shall also include the maximum amount established for the pre-budget year and the amount spent to date; and

WHEREAS, the East Orange Board of Education established \$200,000 for the 2021-2022 school year and the amount spent as of January 31, 2021 is \$59,368.08

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education hereby establishes the school district travel maximum for the 2021-2022 school year at the sum of \$200,000, which includes board members, administrators, teachers, custodians and support staff.

b. Approval of the Preliminary 2021-2022 Budget Submission to Executive County Superintendent

WHEREAS, the School Funding Reform Act of 2008 requires the submission of an itemized budget to the Executive County Superintendent of Schools by March 4, 2021.

WHEREAS, the Executive County Superintendent will review the budget document and either approve or recommend adjustments;

WHEREAS, included in budget, the budgeted withdrawal from Capital Reserve – Excess Cost and other Capital Projects, is \$443,000 for the following capital Projects: repair sink hole at 199; fire/suppression system upgrades; boiler replacement at the Stadium and \$1,429,833 for I.T. Infrastructure and Security upgrades.

WHEREAS, included in budget, the budgeted withdrawal from Maintenance Reserve is \$1,000,000 for multiple district required maintenance projects.

BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby approves the submission of the 2021-2022 preliminary budget to the Executive County Superintendent of Essex County in accordance with NJSA Title 18A:7F-5 and 18A:7-6. (Attachment 3-b)

IX. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

- b. Approval of the Preliminary 2021-2022 Budget Submission to Executive County Superintendent - Cont'd

REVENUES

GENERAL FUND	
Local Tax Levy	22,791,159
Unrestricted Miscellaneous Revenues	413,418
Revenues from State Sources	176,002,372
Medicaid Reimbursement	396,217
Fund Balance	8,154,033
Capital Reserve	1,872,833
Maintenance Reserve	1,000,000
Transfer From Title 1 to SBB	3,428,080
<i>Sub Total General Fund</i>	214,058,112

SPECIAL REVENUE FUND	
Revenues from State Sources	525,516
Revenues from Federal Sources	24,891,424
PreK (Special Education)	20,755,534
<i>Sub Total Special Revenue Fund</i>	46,172,474

DEBT SERVICE	
DEBT SERVICE TAX LEVY	1,883,663
DEPT SERVICE STATE AID	3,495,837
OTHER	310,500
<i>Sub Total Debt Service Fund</i>	5,690,000
TOTAL REVENUE SOURCE	265,920,586

APPROPRIATIONS

GENERAL FUND	
Total General Current Expense	85,062,821
Total Capital Outlay	2,070,774
Total Other Special Schools	342,870
Charter Schools	16,900,000
School Based Budget	109,681,647
<i>Total General Fund</i>	214,058,112

SPECIAL REVENUE FUND	
State Projects	21,281,050
Federal Projects	24,891,424
<i>Total Special Revenue</i>	46,172,474

DEBT SERVICE	
Total Regular Debt Service	5,690,000
TOTAL APPROPRIATIONS	265,920,586

XIII. ADJOURNMENT

Ms. Tucker read the following notice:

The East Orange Board of Education will hold a regular Board Meeting/Budget Hearing on Tuesday, March 23, 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. Andrea McPhatter, duly seconded by Ms. Darlene Clovis, the members of the Board voted to approve to adjourn the meeting:

- 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

The meeting adjourned at or about 7:37 p.m.

Beth Brooks, Board Secretary

BOARD APPROVED _____