

Minutes of a regular public meeting of the East Orange Board of Education held on Tuesday, September 15, 2020 at 6:12p.m. via Zoom.

## I. CALL TO ORDER

Ms. 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 - 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

## V. REPORT OF THE SUPERINTENDENT OF SCHOOLS

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

- Ms. Darlene Clovis reported on the LRES Committee Meeting on September 8, 2020
- Mrs. Tashia Owens Muhammad reported on the Policy Meeting on September 8, 2020
- Mr. Wayne R. Stackhouse, Jr. reported on the Curriculum Committee Meeting on September 9, 2020
- Ms. Darlene Clovis reported on the Finance Committee Meeting on September 9, 2020
- Mrs. Marsha B. Wilkerson reported on the Maintenance Meeting on September 8, 2020

## VII. COMMENTS FROM THE PRESIDENT

## VIII. COMMENTS FROM THE PUBLIC

Jeffriesv <jeffriesv@aol.com>

Good evening. I have concerns and questions.

The Board requires the public to submit their "COMMENTS FROM THE PUBLIC" formally by email which becomes a public record. The Board has selectively decided to not read into the public record all email submissions as required. This violates the "OPEN PUBLIC MEETINGS ACT" and Board Policy #

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)

2. AGENDA - SEPTEMBER 15, 2020

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & SERVICES

ee. OIADA INTERNATIONAL

Where is this nonprofit headquartered?

3. BUSINESS SERVICES

k, Change of Authorized Signer for Custody Account

Mr. Demming has not been employed by the East Orange School District for over two years.

Why has this not been done sooner?

Thank you  
 Virginia Jeffries

**IX. RETIRE TO EXECUTIVE SESSION**

**A. APPROVAL OF MINUTES**

- **August 11, 2020**

On a motion of Mrs. Tashia Owens Muhammad, 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 - Yes  
 Ms. Terry S. Tucker - Yes

**B. POLICIES READING**

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

#	<i>Policy/Regulation</i>	<i>New/Revised</i>
P 1648	Restart and Recovery Plan	New Policy
P 1648.02	Remote Learning Options for Family	New Policy
P1649	Federal Families First Coronavirus (COVID-19) Response Act (FFCRA)	New Policy
P2270	Religion in Schools	Revised Policy
P2431.3	Heat Participation for Student-Athlete Safety	Revised Policy
P2622	Student Assessment	Revised Policy
P&R 5111	Eligibility of Resident/Nonresident Students	Revised Policy & Regulation
P&R 5200	Attendance	Revised Policy & Regulation
P&R 5320	Immunization	Revised Policy & Regulation
P&R 5330.04	Administering an Opioid Antidote	Revised Policy & Regulation
P&R 5600	Student Discipline/Code of Conduct	Revised Policy & Regulation

**B. POLICIES READING continued..**

#	<i>Policy/Regulation</i>	<i>New/Revised</i>
P 5610	Suspension	Revised Policy
R 5610	Suspension Procedures	Revised Procedures
P 5620	Expulsion	Revised Policy
P&R 8320	Personnel Records	Revised Policy & Regulation

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

#	<i>Policy/Regulation</i>	<i>New/Revised</i>
0155.1	Board Member Participation at Board Meetings Using Electronic Device	New Policy
P 1648.03	Restart and Recovery Plan - Full Time Remote Instruction	New Policy

On a motion of Mrs. Tashia Owens Muhammad, duly seconded by Ms. Darlene Clovis the members of the Board of Education voted to approve Policies First & 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 - Yes  
Ms. Terry S. Tucker - Yes

**X. RETIRE TO EXECUTIVE SESSION**

Ms. 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 Ms. Andrea McPhatter the members of the Board of Education voted to retire to Executive Session at 6:44 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

**XI. RECOMMENCE PUBLIC MEETING**

**XI. ROLL CALL**

On a motion of Ms. Andrea McPhatter, duly seconded by Ms. Darlene Clovis, the members of the Board of Education voted to resume the Public Session at 7:25 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 - 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 Ms. Andrea McPhatter, duly seconded by Ms. Darlene Clovis the members of the Board voted to approve items "a-II" under Educational Support 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 - Yes

- a. MOU for Essex County College Dual Enrollment/Psychology 101 & Sociology 101 - (Mr. English)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve permission for Essex County to begin a dual enrollment program/class with Cicely L. Tyson Community School for Performing and Fine Arts and Essex County College. Students who complete this program/course will receive credits for Psychology 101 and Sociology 101. The credits will be transferable to all New Jersey Colleges. The cost will include a minimum per course cost, book fees, and adjunct cost for 2 courses for the 2020-2021 school year. A total cost to the District not to exceed \$10,455.60.

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(s): 20.282.100.300.033.255**

- b. Rutgers University Business for Youth "The RUBY Program" A 3-Year Program - (Mr. Worley/Ms. Tyler)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Robert Thomas and a cohort of 2020-2021 academic school year CTE Business sophomore students from E.O. Campus High School beginning a three (3) year program at Rutgers University called, "The RUBY Program" - Rutgers University Business for Youth at no cost to the district.

- c. Flocabulary Intervention Program - (Dr. Burton)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the purchasing of a one-year license with Flocabulary for language arts instruction at Banneker Academy during the 2020-2021 academic year. At a cost not to exceed \$2,250.

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(s): 15.190.100.500.336.227**

- d. Flocabulary Intervention Program - (Mrs. Lovett)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the purchasing of a one-year license with Flocabulary for language arts instruction at Sojourner Truth Middle School during the 2020-2021 academic year. At a cost not to 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(s): 15.000.222.500.216.227**

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****1. EDUCATIONAL SUPPORT & STUDENT SERVICES**e. Tiger Tech Squad - (Ms. Peeples)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, permit Garvin School to host a Tiger Tech Squad from December 2, 2020 to June 19, 2021 at no cost to the district.

f. Girls Who Code Club - (Ms. Peeples)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, permit Garvin School to host a Girls Who Code Club program and hire a club facilitator to run the program from November 2020 to March 2021 at no cost to the district. The club will begin on a date TBD from 3:10pm to 4:10pm.

g. Safety Patrol - (Ms. Peeples)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, permit Garvin School to host a safety patrol program from December 1, 2020 to June 14, 2021 at no cost to the district.

h. Professional Support for English Language Arts - (Ms. Peeples)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the Teachers College Reading and Writing Projects to provide support for teachers, administrators, and school change agents with professional development, curriculum, and instructional methods at Garvin School from the School Improvement Allocation not to exceed \$28,550.

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(s): 20.234.200.300.308.230 Title I SIA**

i. Nearpod Learning Program - (Mrs. Jackson/Ms. Whitaker)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Patrick F. Healy Middle School to implement the Nearpod Learning Program at a cost to the district of \$4,600.

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(s): 20.234.100.300.217.255**

j. IXL - (Mrs. Jackson/Ms. Whitaker)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Patrick F. Healy Middle School to renew the IXL ELA and Math Program at a cost to the district of \$5,819.

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(s): 20.234.100.300.217.255**

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

- k. READ 180 Reading Intervention Program - (Mrs. Jackson/Ms. Whitaker)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Patrick F. Healy Middle School to renew the Read 180 Reading Intervention Program at a cost to the district of \$13,238.40.

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(s): 20.234.100.300.217.255**

- l. Social Emotional Learning Program 360 Suite - (Mrs. Jackson/Ms. Whitaker)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Patrick F. Healy Middle School to implement the 360 Suite Social Emotional Learning Program at a cost to the district of \$8,900.

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(s): 20.234.100.300.217.230**

- m. Planning for Adult Life - Making Action Plans for Life (MAPs) - (Dr. Harvest/Mrs. Santos)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the agreement between the EOBOE and the ARC of NJ to host the Planning for Adult Life - Making Action Plans for Life Program (MAPs) during the 2020-2021 school year. The program will be presented to classified students at Tyson M/H School, Campus HS and STEM Academy. The program will be provided at no cost to the district.

- n. Aveanna Healthcare - (Dr. Harvest/Mrs. Santos)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the attached contract with Aveanna Healthcare and the district to provide home to school Nursing Services for an identified special needs student who attends a school for the disabled. Services will be provided by a Certified Nurse (LPN). The daily rate for the specialized service will be \$400. The cost to the district will be approximately \$72,000 for the 2020-2021 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(s): 11.000.213.500.031.227**

- o. Starlight Homecare Agency, Inc. - (Dr. Harvest/Mrs. Santos)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the attached contract with Starlight Homecare Agency, Inc. and the district to provide home to school nursing services for an identified special needs student who attends a school for the disabled. Services will be provided by a Certified Nurse (LPN). The daily rate for the specialized service will be \$384. The cost to the district will be approximately \$69,120 for the 2020-2021 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(s): 11.000.213.500.031.227**

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

- p. Commission for the Blind & Visually Impaired 2020-2021 Contracts - (Dr. Harvest/Mrs. Santos)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the contract between the EOSD and the NJ Commission for the Blind and Visually Impaired. Three (3) students will receive Level 1 services at a cost of \$2,100 per student. One (1) student will receive Level 2 services at a cost of \$5,000 per student. The total cost to the district for Level 1 service will be \$6,300. The total cost to the district for Level 2 service will be \$5,000. The grand total for all services provided will be \$11,300.

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(s): 20.11.206.100.0320.000.028.031.0000**

- q. EOSD - School Health/Nursing Service Plan for School Year 2020-2021 - (Dr. Harvest/Mrs. Santos)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the East Orange School Health Services Plan at no cost to the district.

- r. Therapeutic Counseling Services - (Dr. Harvest/Mrs. Santos)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the contractual agreement between Catholic Charities of the Archdiocese of Newark and the EOBOE for the provision of counseling services to nonpublic students who attend St. Joseph School in East Orange, NJ. The services will not exceed the allotment of \$71,816 in the IDEA-B Grant project #1210-21. Catholic Charities of the Archdiocese of Newark responded to RFQ #3202. Service Fee: Initial assessment session: \$90, Individual session: \$70 and Group session: \$150. Catholic Charities of the Archdiocese was chosen because they have the ability to provide the services on campus within the budget. Also, they have experience providing services in nonpublic schools. For the identified fee, the assigned social worker(s) will schedule services, maintain treatment records, consult with instructional staff members and consult with parents as needed.

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(s): IDEA-B Grant, FY21**

- s. Dual Enrollment at Pillar College - (Ms. Champagne/Ms. Tyler)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve a cohort of 2020-2021 academic year CTE Business Junior and Senior students from Campus HS to enroll in the Entrepreneurship course at Pillar College at a cost not to exceed \$9,000.

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(s): 20.361.200.300.033.**

- t. Rutgers University: Teacher Effectiveness Professional Development - (Ms. Champagne/Ms. Tyler)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Dawn Stokes-Tyler and Dr. Elisa Shernoff from Rutgers University to conduct Professional Learning Community on strategies for teacher effectiveness during remote learning at no cost to the district.

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****1. EDUCATIONAL SUPPORT & STUDENT SERVICES**u. CTE Cosmetology Consultation - (Ms. Champagne/Ms. Tyler)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Career and Technical Education Consultant Avian Reagan to assist with the new Cosmetology CTE program at Campus HS from September 2020 to June 2021 at a cost not to exceed \$10,000.

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(s): 20.361.200.300.033.225**

v. WIDA/WCEPS Professional Development - (Ms. Champagne/Ms. Vega-Moore)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve WIDA/WCEPS to serve as an external provider of a three (3) part virtual professional development series for teachers of English-Language Learners during the SY2020-2021, at a cost not to exceed \$4,000.

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(s): 20.243.200.300.025.230**

w. TESOL Trainers, Inc. - (Ms. Champagne/Ms. Vega-Moore)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve TESOL Trainers to serve as an external provider of two (2) virtual professional development sessions for teachers of ELLs during SY2020-2021, at a cost not to exceed \$5,000.

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(s): 20.242.200.300.025.230**

x. Up the Bar Consulting (Virtual ELL Parent Workshops) - (Ms. Champagne/Ms. Vega-Moore)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Up the Bar Consulting to serve as an external provider of two (2) virtual ELL Parent Workshops during SY2020-2021 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(s): 20.243.200.300.025.230**

y. Vista Higher Learning/Get Ready 9-12 - (Ms. Champagne/Ms. Vega-Moore)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Vista Higher Learning to serve as a provider of a combination print and web-based English Language Learners Intervention program to be used for Newcomer ELLs in grades 9, at a cost of \$9,535.07 for 50 student licenses 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 code(s): 20.242.100.600.025.220**



**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****1. EDUCATIONAL SUPPORT & STUDENT SERVICES****z. NJPAC Tap Dance and Jazz Residencies - (Ms. Champagne/Mrs. Colson)**

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the continuation of NJPAC Residencies for tap dance and jazz studies for school 2020-2021. Residencies will start as virtual classes, moving into small "in person" sessions as our policy permits. Seniors will get needed support for college auditions and music and dance students will continue building on skills through this partnership. We are planning 120 hours of jazz instruction, 80 hours of tap instruction with collaborative planning and audition prep supported by the artists and NJPAC Arts Education Department. Cost to the district is \$28,500 (reduced rate from last year). The Board does not need to undertake a procurement process because NJPAC teaching residencies qualify as an extraordinary unspcifiable service exemption pursuant to the competitive contracting provisions of the Public School Contracts Law, N.J.S.A. 18A:18A-4.1 et seq. in accordance with the requirements of N.J.S.A. 18A:18A-4.6 et seq.; and

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(s): 11.000.221.320.027.226**

**aa. Dance Instruction for Elementary Students - (Ms. Champagne/Mrs. Colson)**

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Free Space Dance with Lisa Grimes and Dr. D.W. Bennett providing dance instruction in grade 2 in all elementary schools with the exception of Tyson Elementary and Houston Academy where dance instructors are on staff. Classes will be scheduled to take place virtually or in small group sessions as allowed by district protocol. Based on enrollment, we are planning 29 district 2nd grade classes receiving 8 dance classes each. Twenty African Dance classes will also be taught as a part of this partnership, providing ten specialty classes each for Tyson M/H and Houston students. Cost to the district not to exceed \$28,000. The Board does not need to undertake a procurement process because NJPAC teaching residencies qualify as an extraordinary unspcifiable service exemption pursuant to the competitive contracting provisions of the Public School Contracts Law, N.J.S.A. 18A:18A-4.1 et seq. in accordance with the requirements of N.J.S.A. 18A:18A-4.6 et seq.; and

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(s): 11.000.221.320.027.226**

**bb. Strategic Partnership between STEM Academy and New Jersey Institute of Technology (NJIT) - (Ms. Champagne/Dr. Stallings)**

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the strategic partnership between STEM Academy and NJIT. The establishment of the Options for Advanced Academic Achievement Secondary School Partnership provides opportunities for students to take college credit courses at STEM Academy, during the regular academic year. The cost for the current rate of tuition is \$150.00 per undergraduate credit for the 2020-2021 academic year. All tuition, registration and fees will be paid by the district, and will not exceed \$10,000. Upon approval of teacher transcripts and other credentials by NJIT, the following courses will be taught: CS 113 - Intro to Computer Science I (3 credits) and HUM 101 - English Composition I (3 credits).

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(s): 20.282.100.300.033.255**

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

- cc. 2020-2021 K-1 Grading System and District Scale Threshold - (Ms. Champagne)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the grading system for the 2020-2021 school year grading scale per the description attached at no cost to the district.

- dd. Rho Kappa National Social Studies Honor Society - (Ms. Champagne/Ms. Richardson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve establishing a charter of the Rho Kappa National Social Studies Honor Society at each of the secondary schools in the EOSD for students in grades 6-12 at a cost to the district not to exceed \$1,500.

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(s): 11.000.221.500.033.227**

- ee. Oiada International Videoconferencing Exchange Opportunity: Eye Opener - (Ms. Champagne/Ms. Richardson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve establishing an opportunity for secondary schools in the EOSD to participate in a videoconferencing opportunity with Oiada International, a non-profit 501(c)(3) organization that has been providing award-winning educational and experiential programs via videoconferencing to students in grades 6-12 at a cost to the district not to exceed \$5,000.

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(s): 20.218.200.580.026.580**

- ff. Equity Leadership Network - (Ms. Champagne/Mr. Adisa)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the virtual participation of Akeem Adisa, Bridgett Green, Kelly Powers, Denise Vega-Moore, Shea Richardson and Dawn Stokes-Tyler, for the Equitable Leadership Network (September 23, 2020; October 14, 2020; November 18, 2020; December 16, 2020; and January 13, 2021). GOMO Educational Services will bridge research and practice on each of the indicated dates virtually. The total cost to the district not to exceed \$3,750.

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(s): 20.218.200.580.026.580**

- gg. New Jersey Child Assault Prevention (CAP) 2020-2021 - (Dr. Harvest/Dr. Williams)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the submission of a proposal for continuation of services from the Child Assault Prevention (CAP) program of New Jersey valued at \$15,904 to provide educational instruction for students, staff and parents on child assault prevention and bullying prevention at Jackson Academy, Sheila Oliver Academy, STEM Academy and Langston Hughes School at no cost to the district.

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

- hh. Dance Resources for EOSD Dance Instructors Provided by CLI Studios - (Ms. Champagne/Mrs. Colson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the School Scholarship Program from CLI (Create, Learn, Inspire) Studios to provide educational resources for dance instruction. A grant received by CLI Studios for East Orange Schools funds the program for use by EOSD Dance Faculty for the school year 2020-2021 at no cost to the district.

- ii. Music First for All High School Students & Advanced Middle School Instrumental Music Students - (Ms. Champagne/Mrs. Colson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Music First to provide online and in class music instruction for all music students in grades 9-12 and advanced grades 6-8 instrumental students. The cost to the district is \$7,956.

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(s): 11.000.221.500.027.226**

- jj. Digital Theater for EOSD Theater Instruction - (Ms. Champagne/Mrs. Colson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve renewal of "Digital Theater" providing educational resources for District Theater Arts Staff and students at Tyson M/H, Tyson Elementary and Houston Academy for the 2020-2021 school year at a cost to the district of \$1,988.75.

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(s): 11.000.221.500.027.226**

- kk. Quaver Music & Social Emotional Learning Online Resources for all K-8 Music Teachers and Students - (Ms. Champagne/Mrs. Colson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Quaver Music SEL resources for K-2 elementary music classes (\$3,640) and Music Instruction presented through digital resources for all elementary and middle school students enrolled in vocal or general music (\$11,760). Total cost to the district is \$15,220.

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(s): 11.000.221.500.027.226**

- ll. Virtual and In-Class Visual Art Instruction - (Ms. Champagne/Mrs. Colson)

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve Davis Art to provide resources for all visual art staff and students through their digital programs Explorations In Art (Elementary); A Personal Journey (Grades 6-8); The Visual Experience (High School including Fresh Start); for one calendar year, September 2020 - June 2021. Cost to the District is \$11,866.20 for licenses for all visual arts teachers and all students taking art classes for the 2020-2021 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(s): 11.000.221.500.027.226**

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

On the motion of Ms. Darlene Clovis, duly seconded by Mr. Wayne R. Stackhouse, the members of the Board voted to approve items "a-u" 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 - 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. Mr. Hamlet Beaton - Electrician - Division of Maintenance Services  
 Effective December 1, 2020 (31 years, 7 months of service)  
 (11.000.261.0100.000.000.000.0000)
2. Ms. Sally Cain - Lunch Period Supervisory Aide - Tyson 6-12  
 Effective October 1, 2020 (30 years, 9 months of service)  
 (11.000.262.0100.000.000.000.0000)
3. Mr. Maurice Hawkins - Security Guard - Tyson 6-12  
 Effective December 1, 2020 (26 years of service)  
 (15.000.266.0100.000.203.003.0000)
4. Ms. Katerina Richardson - Assistant Principal - East Orange Campus High School  
 Effective January 1, 2021 (50 years, 4 months of service)  
 (15.000.240.0103.000.101.001.0000)
5. Ms. Michele Williams - Confidential Secretary - Division of Curriculum Services  
 Effective January 1, 2021 (22 years of service)  
 (11.000.223.0105.000.000.000.0000)
6. Ms. Cynthia Wilson Bradshaw - Secretary - Department of Special Education  
 Effective January 1, 2021 (31 years, 2 months of service)  
 (11.000.219.0105.000.000.000.0000)

**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. Nicole Alston - Building Based Substitute Teacher - Warwick Institute  
 Effective June 30, 2020 (another position) (4 months of service)  
 (11.120.100.0101.000.000.000.0000)
2. Mr. Rony Desarme - Teacher Assistant for ESL - Truth Middle School  
 Effective June 30, 2020 (no reason) (7 months of service)  
 (15.240.100.0106.000.216.016.0000)
3. Ms. Linda McCrary - Teacher of Grades 6-8 (Mth) - Truth Middle School  
 Effective June 30, 2020 (no reason) (12 years of service)  
 (15.130.100.0101.000.216.016.0000)
4. Ms. Aja Palmer - Teacher Assistant for Special Ed (PSD) - Parks Academy  
 Effective June 30, 2020 (no reason) (4 years, 5 months of service)  
 (11.216.100.0106.000.000.000.0000)
5. Ms. Thaili Torres - Teacher Assistant for Pre-Kindergarten - Garvin School  
 Effective June 30, 2020 (personal reasons) (4 years of service)  
 (20.218.100.0106.000.028.026.9013)

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

6. Ms. Toni Ann Vaughn – Teacher Assistant for Special Ed (1:1) – Gibson Academy  
Effective June 30, 2020 (no reason) (1 year, 5 months of service)  
(11.000.217.0100.000.000.000.0000)
7. Ms. Rebecca Wallace – Teacher Assistant for Kindergarten – Tyson Elementary  
Effective June 30, 2020 (no reason) (3 years of service)  
(15.190.100.0106.000.312.012.9704)

**c. 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. Jade Barnett – Teacher of the Handicapped (BD) – Healy Middle School  
Appointment was approved at the August 11, 2020 Board Meeting  
(15.209.100.0101.000.217.017.0000)
2. Mr. Jeffrey Brutus – School Counselor – Houston Academy  
Appointment was approved at the July 21, 2020 Board Meeting  
(15.000.218.0104.000.307.007.0000)
3. Mr. Vashon Hill – Teacher Assistant for Special Education (CSM) – Garvin School  
Appointment was approved at the August 11, 2020 Board Meeting  
(15.213.100.0106.000.308.008.0000)
4. Mr. Kyron Johnson – Teacher of Elementary – Garvin School  
Appointment was approved at the July 21, 2020 Board Meeting  
(15.120.100.0101.000.308.008.0000)
5. Mr. Alvin Kitchens – Teacher of the Handicapped (LD) – Costley Middle School  
Appointment was approved at the August 11, 2020 Board Meeting  
(15.204.100.0101.000.215.015.0000)
6. Ms. Lauren Kline – Media Specialist – Banneker Academy  
Appointment was approved at the July 21, 2020 Board Meeting  
(15.000.222.0100.000.336.036.0000 – 60%)  
(15.000.222.1000.000.308.008.0000 – 40%)
7. Ms. Cindy Smith – Teacher of Grades 6-8 (LAL) – Truth Middle School  
Appointment was approved at the August 11, 2020 Board Meeting  
(15.130.100.0101.000.216.016.0000)

**d. Rescission of Leave of Absence**

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

1. Ms. Barbara Chroman – Speech Therapist – Oliver Academy  
Family Act LOA (Intermittent) was approved at the May 12, 2020 Board Meeting  
(11.000.216.0100.000.000.000.0000)

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****2. LABOR RELATIONS & EMPLOYMENT SERVICES**e. 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. Toni Auerbach – Teacher of Elementary – Garvin School  
Health LOA Effective September 2, 2020 to January 1, 2021  
(15.120.100.0101.000.308.008.0000)
2. Ms. Taquinza Berryman – Teacher Assistant for Special Ed (AUT) – Banneker Academy  
Educational LOA (without pay) Effective September 9, 2020 to December 16, 2020 (NTE 12 days)  
(15.214.100.0106.000.336.036.0000)
3. Ms. Charity Bracey – Teacher of English – East Orange STEM Academy High School  
Family Act LOA (Intermittent) Effective September 8, 2020 to June 30, 2021 (NTE 25 days)  
(15.140.100.0101.000.102.002.0000)
4. Ms. Stacey-Ann Brinson – Teacher Assistant for Special Ed (PSD) – Bowser Elementary School  
Educational LOA (without pay) Effective September 24, 2020 to January 20, 2021  
(15.204.100.0106.000.304.004.0000)
5. Ms. Teresa Cabrera – Teacher of Spanish – East Orange Campus High School  
Family Act LOA Effective September 2, 2020 to December 2, 2020  
(15.140.100.0101.000.101.001.0000)
6. Ms. Barbara Chroman – Speech Therapist – Oliver Academy  
Health LOA Effective September 2, 2020 to January 1, 2021  
(11.000.216.0100.000.000.000.0000)
7. Ms. Bahiya Cleveland – Teacher Assistant for Special Ed (LD) – Costley Middle School  
Educational LOA (without pay) Effective September 2, 2020 to December 16, 2020 (NTE 20 days)  
(15.204.100.0106.000.215.015.0000)
8. Ms. Sade Criss – Secretary (Assistant) – East Orange STEM Academy High School  
Family Act LOA (Intermittent) Effective September 8, 2020 to December 31, 2020 (NTE 46 days)  
(15.000.218.0105.000.102.002.0000)
9. Ms. Angela Davis – Teacher of Elementary – Banneker Academy  
Family Act LOA (Intermittent) Effective September 8, 2020 to December 31, 2020 (NTE 30 days) -  
(15.120.100.0101.000.336.036.0000)
10. Mr. Jose Garcia – Teacher of Mathematics – Tyson 6-12  
Family Act LOA (Intermittent) Effective September 2, 2020 to June 30, 2021 (NTE 20 days)  
(15.140.100.0101.000.203.003.0000)
11. Mr. John Giotta – Teacher of Grades 6-8 (LAL) – Costley Middle School  
Family Act LOA Effective September 8, 2020 to December 8, 2020  
(15.130.100.0101.000.215.015.0000)
12. Ms. Terri Gorgone – Teacher of Music (Voc) – Tyson 6-12  
Family Act LOA (Intermittent) Effective September 2, 2020 to June 30, 2021 (NTE 30 days)  
(15.130.100.0101.000.203.003.0000)
13. Ms. Meshele Hardy – Teacher of Science – Fresh Start Academy High School  
Family Act LOA Effective September 2, 2020 to September 11, 2020  
(11.423.100.0101.000.029.029.0000)
14. Mr. Maurice Hawkins – Security Guard – Tyson 6-12  
Family Act LOA Effective July 20, 2020 to September 25, 2020  
(15.000.266.0100.000.203.003.0000)
15. Mr. Eric Hayden – Security Guard – Department of Security  
Family Act LOA Effective September 9, 2020 to December 9, 2020  
Health LOA Effective December 10, 2020 to December 16, 2020  
(11.000.266.0100.000.000.000.0000)
16. Ms. Marissa McKenzie – Director of Labor Relations & Empl Serv – Division of Labor Relations &  
Family Act LOA (Intermittent) Effective August 3, 2020 to June 30, 2021 (NTE 30 days)  
(11.000.251.0100.000.000.000.0000)

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****2. LABOR RELATIONS & EMPLOYMENT SERVICES****e. Leaves of Absence**

17. Ms. Yasmin Mebarez – Math Coach – Truth Middle School  
Family Act LOA (Intermittent) Effective September 8, 2020 to December 31, 2020 (NTE 46 days)  
(15.000.221.0104.000.216.016.0000)
18. Ms. Fostyne Mitchell – CST Social Worker – Costley Middle School  
Family Act LOA (Intermittent) Effective September 2, 2020 to June 30, 2021 (NTE 30 days)  
(11.000.219.0104.000.000.000.0000)
19. Ms. Faosat Oluyadi – Teacher Assistant for Special Ed (ICS) – Cochran Academy  
Family Act LOA (Intermittent) Effective September 2, 2020 to June 30, 2021 (NTE 15 days)  
(15.213.100.0106.000.338.038.0000)
20. Ms. Debra Pasterczyk – Teacher of Music (Voc) – Jackson Academy  
Family Act LOA Effective September 2, 2020 to December 4, 2020  
(15.120.100.0101.000.314.014.0000 – 88%)  
(20.218.100.0101.000.028.026.9011 – 12%)
21. Ms. Aweleka Reddin – Teacher Assistant for Special Ed (ICS) – East Orange Campus High School  
Family Act LOA (Intermittent) Effective September 2, 2020 to June 30, 2021 (NTE 20 days)  
(15.213.100.0106.000.101.001.0000)
22. Mr. Mark Richards – Carpenter – Division of Maintenance Services  
Family Act LOA Effective July 14, 2020 to September 8, 2020  
Health LOA Effective September 9, 2020 to September 11, 2020  
(11.000.261.0100.000.000.000.0000)
23. Ms. Kimberly Scott – Inventory Control – Division of Business Services  
Family Act LOA Effective August 11, 2020 to October 27, 2020  
(11.000.262.0100.000.000.000.0000)
24. Ms. Dawn Stokes-Tyler – Supervisor of Staff Development – Division of Curriculum Services  
Family Act LOA (Intermittent) Effective September 8, 2020 to December 31, 2020 (NTE 46 days)  
(11.000.221.0104.000.000.000.0000)
25. Ms. Maureen Sullivan – Teacher of the Handicapped (AUT) – Banneker Academy  
Family Act LOA Effective September 2, 2020 to September 30, 2020  
(15.214.100.0101.000.336.036.0000)
26. Ms. Bonnie Taylor – Teacher of Business/Technology – East Orange STEM Academy High School  
Family Act LOA (Intermittent) Effective September 14, 2020 to June 30, 2021 (NTE 20 days)  
(15.000.222.0100.000.102.002.0000)
27. Dr. Rita Wenger – Teacher of Grades 6-8 (Mth) – Healy Middle School  
Health LOA Effective September 2, 2020 to November 20, 2020  
(15.130.100.0101.000.217.017.0000)
28. Ms. Mesha Wickliffe – Payroll Clerk – Division of Business Services  
Family Act LOA (Intermittent) Effective July 27, 2020 to June 30, 2021 (NTE 20 days)  
(11.000.251.0100.000.000.000.0000)

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

g. Reorganization of Staff

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the reorganization of staff 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. Nicole Adams – Teacher of Elementary – Banneker Academy  
(Original Hire Date: September 1, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 5/MA Step 9½ \$69,419 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level & verified prior experience)  
(15.120.100.0101.000.336.036.0000)
2. Ms. Omolola Akinronbi – Teacher Assistant for Special Education (1:1) – Banneker Academy  
(Original Hire Date: September 1, 2020)  
From: Step 1 \$28,677 p/a  
To: Step 3 \$29,227 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(11.000.217.0100.000.000.000.0000)
3. Ms. Rosa Alegria – Teacher of ESL – Truth Middle School  
(Original Hire Date: September 1, 2018)  
From: Level 5½/MA+15 Step 5½ \$66,019 p/a  
To: Level 6/MA+32 Step 5½ \$72,919 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(15.130.100.0101.000.216.016.0000)
4. Ms. Shareefah Barber – Teacher of Elementary – Parks Academy  
(Original Hire Date: September 1, 2000)  
From: Level 5/MA Step 13 \$83,799 p/a  
To: Level 5½/MA+15 Step 13 \$86,299 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(15.120.100.0101.000.311.011.0000)
5. Ms. Jade Benjamin-Harper – Teacher of Elementary – Banneker Academy  
(Original Hire Date: September 1, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 5/MA Step 1 \$61,919 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(15.120.100.0101.000.336.036.0000)
6. Ms. Carol Brown – Teacher Assistant for Pre-Kindergarten – Bowser Elementary School  
(Original Hire Date: September 1, 2012)  
From: Step 2 \$28,737 p/a  
To: Step 4 \$29,392 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(20.218.100.0106.000.028.026.9013)



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

7. Ms. Lakisha Brown – Teacher Assistant for Special Education (CSM) – Langston Hughes School  
(Original Hire Date: September 1, 2020)  
From: Step 1 \$28,677 p/a  
To: Step 3 \$29,227 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(15.213.100.0106.000.306.006.0000)
8. Ms. Michelle Christophe – Master Teacher – Department of Early Childhood  
(Original Hire Date: September 1, 2017)  
From: Level 5½/MA+15 Step 5 \$65,719 p/a  
To: Level 6/MA+32 Step 5 \$72,619 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(20.218.200.0176.000.028.026.9026)
9. Ms. Jatirah Diggs – Teacher of Health/Physical Education – Tyson 6-12  
(Original Hire Date: September 9, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 5½/MA+15 Step 1 \$63,419 p/a  
Effective September 9, 2020 to June 30, 2021  
(higher training level)  
(15.130.100.0101.000.203.003.0000)
10. Mr. Todd Fleming – Teacher Assistant for Special Education (CSM) – Jackson Academy  
(Original Hire Date: September 1, 2020)  
From: Step 1 \$28,677 p/a  
To: Step 3 \$29,227 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(15.213.100.0106.000.314.014.0000)
11. Ms. Monikk Gray – Assistant Principal (12-Mth) – East Orange Campus High School  
(Original Hire Date: September 9, 2020)  
From: Step 1 \$127,808 p/a  
To: Step 5 \$139,200 p/a  
Effective September 9, 2020 to June 30, 2021  
(verified prior experience)  
(15.000.240.0103.000.101.001.0000)
12. Ms. Lisa Johnson – School Nurse – Oliver Academy  
(Original Hire Date: September 1, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 4/BA Step 14 \$82,931 p/a  
Effective September 1, 2020 to June 30, 2021  
(verified prior experience)  
(20.218.200.0104.000.028.026.9027)
13. Ms. Samantha Kaminsky – Teacher of Grade 6 (Math/Science) – Banneker Academy  
(Original Hire Date: September 1, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 6/MA+32 Step 13 \$91,799 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level & verified prior experience)  
(15.120.100.0101.000.336.036.0000)
14. Ms. Eun Jung Kim – Teacher of ESL – Banneker Academy  
(Original Hire Date: September 12, 2017)  
From: Level 5½/MA+15 Step 10½ \$73,419 p/a  
To: Level 6/MA+32 Step 10½ \$81,019 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(15.240.100.0101.000.336.036.0000)

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

15. Ms. Connie Liristis-Wilson – Climate & Culture Specialist – Parks Academy  
(Original Hire Date: September 1, 2007)  
From: Level 5/MA Step 16 \$102,743 p/a  
To: Level 5½/MA+15 Step 16 \$104,325 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(20.231.200.0100.000.028.018.0000)
16. Mr. Brian Maduruh – CTE Teacher (TV/Film) – Campus High  
(Original Hire Date: November 11, 2014)  
From: Level 4/BAH Step 6½ \$59,319 p/a  
To: Level 5/MA Step 6½ \$65,219 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(15.140.100.0101.000.101.001.0000)
17. Ms. Marina Moreno – Teacher of Spanish – Garvin School  
(Original Hire Date: September 14, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 5/MA Step 10½ \$71,919 p/a  
Effective September 14, 2020 to June 30, 2021  
(higher training level & verified prior experience)  
(15.120.100.0101.000.308.008.0000 – 60%)  
(15.120.100.0101.000.310.010.0000 – 40%)
18. Ms. Stephanie Natera – School Counselor – East Orange Campus High School  
(Original Hire Date: November 10, 2020)  
From: Level 5½/MA+15 Step 10 \$72,419 p/a  
To: Level 6/MA+32 Step 12 \$85,419 p/a  
Effective November 10, 2020 to June 30, 2021  
(higher training level & verified prior experience)  
(15.000.218.0104.000.101.001.0000)
19. Mr. Simon Nuthu – Teacher of Science – East Orange STEM Academy High School  
(Original Hire Date: September 1, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 5½/MA+15 Step 6½ \$66,619 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level & verified prior experience)  
(15.140.100.0101.000.102.002.0000)
20. Ms. Veronica Owolabi – Teacher Assistant for Special Education (PSD) – Oliver Academy  
(Original Hire Date: September 1, 2016)  
From: Step 1 \$28,677 p/a  
To: Step 3 \$29,227 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(11.120.100.0101.000.000.000.0000)
21. Mr. Jon Rafols – MultiMedia Prod & Cinematography Teacher – Tyson 6-12  
(Original Hire Date: September 1, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 6/MA+32 Step 13 \$91,799 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level & verified prior experience)  
(15.140.100.0101.000.203.003.0000)
22. Ms. Zuri Rivera – Teacher Assistant for Special Education (CSM) – Cochran Academy  
(Original Hire Date: September 1, 2020)  
From: Step 1 \$28,677 p/a  
To: Step 3 \$29,227 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(15.213.100.0106.000.338.038.0000)

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

23. Ms. Bianca Rouse – Teacher of Grades 6-8 (LAL) – Banneker Academy  
(Original Hire Date: September 1, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 5½/MA+15 Step 9 \$68,919 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level & verified prior experience)  
(15.120.100.0101.000.336.036.0000)
24. Dr. Kelly Speed – Teacher of Elementary – Tyson Elementary  
(Original Hire Date: September 1, 2012)  
From: Level 6/MA+32 Step 13 \$91,799 p/a  
To: Level 6/MA+32 Step 13 \$91,799 p/a + \$1,250 Stipend  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(15.120.100.0101.000.312.012.0000)
25. Dr. Daniel Strand – Teacher of Grades 6-8 (Sci) – Houston Academy  
(Original Hire Date: September 1, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 6/MA+32 Step 1 \$70,219 p/a + \$1,250 Stipend  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(15.130.100.0101.000.307.007.0000)
26. Ms. Sherrol Walcott – School Nurse – Jackson Academy  
(Original Hire Date: September 1, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 5/MA Step 16 \$102,743 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level & verified prior experience)  
(15.000.213.0100.000.314.014.0000)
27. Ms. Shakeira Willis-Porter – Teacher of Kindergarten – Ecole Toussaint Louverture  
(Original Hire Date: September 1, 2006)  
From: Level 5/MA Step 16 \$102,743 p/a  
To: Level 5½/MA+15 Step 16 \$104,325 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level)  
(15.110.100.0101.000.310.010.9704)
28. Ms. Leila Wooten – Teacher of Mathematics – East Orange STEM Academy High School  
(Original Hire Date: September 1, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 5/MA Step 3 \$63,119 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level & verified prior experience)  
(15.140.100.0101.000.102.002.0000)
29. Mr. Allen Young – Media Specialist – Houston Academy  
(Original Hire Date: September 1, 2020)  
From: Level 4/BA Step 1 \$56,219 p/a  
To: Level 6/MA+32 Step 16 \$110,588 p/a  
Effective September 1, 2020 to June 30, 2021  
(higher training level & verified prior experience)  
(15.000.222.0100.000.307.007.0000 – 55.83%)  
(15.000.222.0100.000.305.005.0000 – 40.00%)  
(20.218.100.0101.000.028.026.9011 – 04.17%)

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

i. Staff Appointments – 2020-2021 School Year

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020-21 school year staff appointments listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES 2.i.”

j. 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.j for the 2020-2021 school year.”

k. Summer Extra Compensation Staff Appointments – 2020-2021 School Year

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020-2021 school year summer extra compensation staff appointments listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.k.”

l. Reappointment of Per Diem Substitute Teachers – 2020-2021 School Year

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the reappointment of Per Diem Substitute Teachers listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.l for the 2020-2021 school year at a rate of \$77 p/d or \$130 p/d.”

m. 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 October 1, 2020.”

(1) Data Entry Clerk

n. Creation of Positions and/or 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 following positions and/or job description.”

- (1) Assistant Secretary (Group II), effective October 1, 2020 (*position only*)
- (1) Building Based Substitute Teacher, effective September 16, 2020 (*position only*)
- (1) Math Interventionist, effective September 16, 2020 (*position and job description*)

o. 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 descriptions listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.o, effective September 15, 2020.”

- Club Advisor (All Clubs)
- Comptroller
- District Safety, Culture and Climate Specialist
- Principal
- School Library Media Specialist
- School Social Worker
- Security Guard
- Security Monitor
- Teacher Assistant

p. Reinstatement of Positions

BE IT RESOLVED: “that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the reinstatement of the following positions, effective September 15, 2020.”

- (1) Comptroller
- (1) Security Monitor

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****2. LABOR RELATIONS & EMPLOYMENT SERVICES**q. 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. Apollonia Robinson – Teacher Assistant for Special Ed (1:1) – Oliver Academy  
Change in Educational LOA Effective Dates  
 From: September 1, 2020 to December 31, 2020  
 To: September 8, 2020 to December 4, 2020

r. 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. Jacinta Abarah – Teacher Assistant for Special Education (CSM) – Parks Academy  
 Salary \$29,227 p/a Step 3 Effective September 1, 2020 to June 30, 2021  
 (15.213.100.0106.000.311.011.0000) (replacement)
2. Ms. Breeah Bradshaw – Building Based Substitute Teacher – Tyson 6-12  
 Salary \$143 p/d Effective September 1, 2020 to June 30, 2021  
 (11.140.100.0101.000.000.000.0000) (replacement)
3. Ms. Jayla Carter – Building Based Substitute Teacher – Tyson 6-12  
 Salary \$143 p/d Effective September 1, 2020 to June 30, 2021  
 (11.140.100.0101.000.000.000.0000) (replacement)
4. Mr. Filman Cooper, Jr. – Building Based Substitute Teacher – Warwick Institute  
 Salary \$143 p/d Effective September 16, 2020 to June 30, 2021  
 (11.120.100.0101.000.000.000.0000) (replacement)
5. Ms. Nicole Degel – Teacher of Science – Future Ready Prep  
 Salary \$56,219 p/a Level 4/BA Step 1 Effective September 1, 2020 to June 30, 2021  
 (11.403.100.0100.000.047.047.0000) (replacement)
6. Ms. Kristen Eannetta – Literacy Coach – East Orange STEM Academy High School  
 Salary \$59,819 p/a Level 4/BA Step 7½ Effective September 1, 2020 to June 30, 2021  
 (15.000.221.0104.000.102.002.0000) (replacement)
7. Mr. Alex Mack, III. – PC/Network Technician – East Orange STEM Academy High School  
 Salary \$38,000 p/a Effective September 16, 2020 to June 30, 2021  
 (15.000.222.0100.000.102.002.0000) (replacement)
8. Ms. Johora Moore – School Disciplinarian – East Orange STEM Academy High School  
 Salary \$110,588 p/a Level 6/MA+32 Step 16 Effective September 1, 2020 to June 30, 2021  
 (15.140.100.0101.000.102.002.0000) (replacement)
9. Ms. Yacquelin Mota – Building Based Substitute Teacher – Warwick Institute  
 Salary \$143 p/d Effective September 16, 2020 to June 30, 2021  
 (11.120.100.0101.000.000.000.0000) (replacement)
10. Ms. Desiree Nyame – Building Based Substitute Teacher – Fresh Start Academy Middle/High School  
 Salary \$143 p/d Effective September 1, 2020 to June 30, 2021  
 (11.140.100.0101.000.000.000.0000) (replacement)
11. Ms. Allinda O'Leary – Teacher of Elementary – Garvin School  
 Salary \$56,219 p/a Level 4/BA Step 1 Effective September 16, 2020 to June 30, 2021  
 (15.120.100.0101.000.308.008.0000) (leave replacement)
12. Ms. Jewell Pollard – Teacher of Grades 6-8 (LAL) – Truth Middle School  
 Salary \$56,219 p/a Level 4/BA Step 1 Effective September 16, 2020 to June 30, 2021  
 (15.130.100.0101.000.216.016.0000) (replacement)
13. Ms. Patience Roberts – Secretary (12-Mth) – Division of Maintenance Services  
 Salary \$37,419 p/a Group 3 Step 1 Effective September 16, 2020 to June 30, 2021  
 (11.000.251.0100.000.000.000.0000) (replacement)

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

14. Mr. Baja Rowe – Teacher Assistant for Special Education (CSM) – Parks Academy  
Salary \$28,677 p/a Step 1 Effective September 16, 2020 to June 30, 2021  
(15.213.100.0106.000.311.011.0000) (replacement)
15. Ms. Tawanna Saxton – Teacher of Grades 6-8 (Math) – Truth Middle School  
Salary \$56,219 p/a Level 4/BA Step 1 Effective September 1, 2020 to June 30, 2021  
(15.130.100.0101.000.216.016.0000) (replacement)
16. Ms. Akiva Simmons – Teacher of Health/Physical Education – Parks Academy  
Salary \$61,919 p/a Level 5/MA Step 1 Effective September 1, 2020 to June 30, 2021  
(15.120.100.0101.000.311.011.0000 – 83%) (replacement)  
(20.218.100.0101.000.028.026.9011 – 17%)
17. Ms. Lisette Wait – Teacher of English – East Orange STEM Academy High School  
Salary \$56,219 p/a Level 4/BA Step 1 Effective September 16, 2020 to June 30, 2021  
(15.140.100.0101.000.102.002.0000) (replacement)
18. Ms. Melissa Walcott – Teacher of Elementary – Garvin School  
Salary \$63,419 p/a Level 5½/MA+15 Step 1 Effective September 1, 2020 to June 30, 2021  
(15.120.100.0101.000.308.008.0000) (replacement)
19. Mr. Brian White – Teacher of Grades 6-8 (Math) – Truth Middle School  
Salary \$58,619 p/a Level 4/BA Step 5 Effective September 1, 2020 to June 30, 2021  
(15.130.100.0101.000.216.016.0000) (replacement)

s. 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.s (Resolution #4.A)”

t. 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 September 3, 2020 to a date TBD (without pay)

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

u. 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.	Beth Brooks <i>Division of Business Services</i>	Virtual	New Jersey Ethics in Local Government Laws and Standards, Green Purchasing: Strategies, Insights, and Resources	9/17/2020, 10/30/2020	\$ 226.00 Registration Fees  <b>\$ 226.00 Total Cost Est.</b>  20.11.000.251.580.020.580
2.	Christina Hunt <i>Division of Business Services</i>	Virtual	New Jersey Association of School Business (NJASBO), DOE Basics, Updates, State Reporting, Purchasing Basics, Records Management, Board Meeting Specifics	9/29/2020, 10/28/2020, 12/08/2020, 01/21/2020	\$ 100.00 Registration Fees  <b>\$ 100.00 Total Cost Est.</b>  20.11.000.251.580.020.580
3.	Board Members (7) <i>Office of the Board Members</i>  AbdulSaleem Hasan <i>Superintendent's Office</i>  Anita Champagne <i>Division of Curriculum Services</i>  Dr. Deborah Harvest <i>Division of Operations &amp; Compliance</i>  Beth Brooks Christina Hunt <i>Division of Business Services</i>  Marissa McKenzie <i>Division of Labor Relations &amp; Employment Services</i>  Tonya Santos <i>Special Education Services</i>  Dr. Kelly Williams <i>Educational Student Support and Parent Relations</i>	Virtual	New Jersey School Boards Association (NJSBA) Workshop 2020	10/20/2020 – 10/22/2020	\$ 900.00 Registration Fees  <b>\$ 900.00 Total Cost Est.</b>  20.11.000.230.585.032.580

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**2. LABOR RELATIONS & EMPLOYMENT SERVICES**

u. Professional Conferences

	<b>Name(s)</b>	<b>Destination</b>	<b>Reason</b>	<b>Date(s)</b>	<b>Cost</b>
4.	Marissa McKenzie <i>Division of Labor Relations &amp; Employment Services</i>	Virtual	Human Resource Professionals - Focused Discussions on Critical Yearly Decisions	9/16/2020, 1/26/2021, 4/20/2021	\$ 700.00 Registration Fees  \$ 700.00 <b>Total Cost Est.</b>  20.11.000.230.592.021.580

Grand Total: 4



**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**3. BUSINESS SERVICES**

On the motion of Ms. Darlene Clovis, duly seconded by Mrs. Tashia Owens Muhammad. 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. - Absent
  - Ms. Tashia Owens Muhammad - Yes
  - Ms. Andrea McPhatter - Yes
  - Mr. Wayne R. Stackhouse, Jr. - Yes (Abstain Ck# 201- Marion P. Thomas Charter \$36,245.00)
  - 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 Alio \$37,006.50, and the attached list for Systems 3000 \$6,273,269.87 totaling \$6,310,276.37 (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, September 15, 2020 board meeting in the amount of \$3,203,837.81 (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)

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**3. BUSINESS SERVICES**

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 \$1,936,728.59 for the month of September 2020;

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 August 1, 2020.

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. A-148 Secretary’s Report

WHEREAS, pursuant to N.J.S.A. 18A-17-9, the Secretary of the Board of Education shall report to the Board at each regular meeting but no more than once each month, the amount of total appropriations and the cash receipts of each account, and the amount for which warrants have been drawn against each account and the amount of orders and contractual obligations incurred and chargeable against each account since the date of the last report; and

WHEREAS, the Commissioner has prescribed that such reporting take place on Form A-148;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, accept and adopt the A-148 and for it to become part of the official minutes of this meeting: (Attachment 3-f)

<b>Period Ending</b>	<b>Cash Balance</b>
June 30, 2020	\$40,694,805.13

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**3. BUSINESS SERVICES**

g. A-149 Treasurer’s Report

WHEREAS, pursuant to N.J.S.A. 18-A:17-31 et seq. boards of education are required to have the appointed position of Treasurer of School Monies; and

WHEREAS, the Treasurer shall serve in trust to receive and hold all school monies belonging to the district; and

WHEREAS, the Treasurer shall report to the Board of Education on a monthly basis on the Form A-149, which is prescribed by the Commissioner of Education;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, for the period ending June 30, 2020 upon the recommendation of the Superintendent of Schools, adopt the A-149 and cause it to become a part of the official minutes of this meeting: (Attachment 3-g)

<b>Period Ending</b>	<b>Cash Balance</b>
June 30, 2020	\$40,694,805.13

h. Budgetary Major Account/Fund Status Certificate

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, and pursuant to N.J.A.C. 6A:23-2.12(c)4, certify that, after a review of the Secretary’s Reports, and the A-149 Treasurer’s Reports, and upon consultation with appropriate district officials, to the best of the Board of Education’s knowledge, no major account or fund has been over expended in violation of N.J.A.C.6A:23-2.12(b) and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year. (NO ATTACHMENT REQUIRED)

i. Two Donations of \$1250.00 to CTES Vocal Music Program

BE IT RESOLVED: the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the acceptance of two \$1250.00 donations to the Cicely Tyson School Elementary Choir: The New Jersey Lender’s Corporation and Rachel Disalvo of Keller Williams each offer a donation of \$1250.00 for a total of \$2500.00 to match the donation by Vinnie Brown and Uncle Vinnie Productions in August 2020.

j. Sodexo / Covid 19 Amendment

WHEREAS, due to the Covid 19 pandemic closure as of March 17, 2020, Sodexo was restricted to operate within normal contractual agreement parameters; and

WHEREAS, the loss of the normal revenue stream impacted Sodexo’s ability to reach the guarantee of \$400,468.00; and

**XII. CONSIDERATION OF RESOLUTIONS****A. SUPERINTENDENT OF SCHOOLS****3. BUSINESS SERVICES**j. Sodexo / Covid 19 Amendment (cont'd)

NOW, THEREFORE, BE IT RESOLVED, the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves that Sodexo shall return the sum of \$290,903.94 as the guarantee relieving Sodexo of the participating difference amount of \$109,564.06.

k. Change of Authorized Signer for Custody Account

BE IT RESOLVED: the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the change of the authorized signer's name on the East Orange Board of Education Custody Account from Mr. Victor Demming to Beth Brooks, School Business Administrator.

l. Memorandum of Agreement Between the East Orange Public Safety, Police Division and the East Orange Board of Education

BE IT RESOLVED: that the Board of Education, upon the recommendation of the Superintendent of Schools, approves a Memorandum of Agreement between the East Orange Public Safety, Police Division and the East Orange Board of Education for the Grab-N-Go Student Breakfast and Lunch Feeding Program. (Attachment 3-1)

m. Resolution of the Board of Education of the City of East Orange in the County of Essex, New Jersey Supplementing the Board Resolution Authorizing Change Orders No. 1 and No. 2 to an Agreement with Honeywell for the Implementation of an Energy Savings Improvement Program in Accordance with the School District's Energy Savings Plan, Dated December 12, 2017

WHEREAS, the Board of Education of the City of East Orange in the County of Essex, New Jersey (the "Board" when referring to the governing body and the "School District" when referring to the territorial boundaries governed thereby) has, pursuant to N.J.S.A. 18A:18A-4.6, (the "ESP Law"), determined to undertake an energy savings plan; and

WHEREAS, following a competitive contracting process, the Board selected Honeywell International ("Honeywell") to develop an Energy Savings Plan (the ESP") pursuant to the ESP Law; and

WHEREAS, Honeywell has developed an ESP based upon a scope of projects including individual energy conservation measures ("ECM's") and including annual energy and operational savings and a proposed cash flow pro forma (the "ESP"); and

WHEREAS, the Board, via Resolution dated December 12, 2017:

- concluded that the energy savings generated from ESP will be sufficient to cover the cost of the program's ECM's set forth in the ESP,

**XII. CONSIDERATION OF RESOLUTIONS**

**A. SUPERINTENDENT OF SCHOOLS**

**3. BUSINESS SERVICES**

m. Resolution of the Board of Education of the City of East Orange in the County of Essex, New Jersey Supplementing the Board Resolution Authorizing Change Orders No. 1 and No. 2 to an Agreement with Honeywell for the Implementation of an Energy Savings Improvement Program in Accordance with the School District's Energy Savings Plan, Dated December 12, 2017 (cont'd)

- authorized the implementation of the ESIP pursuant to N.J.S.A. 18A:18A-4.6 et seq. and to finance the ESP through the issuance, by the City of East Orange, of energy savings obligations pursuant to N.J.S.A. 18A:18A-4.6(c),
- authorized the execution of a contract to Honeywell, and
- authorized the execution of an energy savings guaranty with Honeywell; and

WHEREAS, while undertaking the ESIP projects Honeywell identified asbestos at certain locations within with the District that required remediation at a cost of \$311,760, which remediation work was not included in the contract with Honeywell; and

WHEREAS, the District would like to undertake certain lighting improvements associated Robeson Stadium at a cost of \$58,971, which work was not included in the contract with Honeywell; and

WHEREAS, the Honeywell contract includes \$650,128 of Project Design Allowances and Subcontractor Budgets, that the parties can utilize to address changes in the scope of work being implemented by Honeywell without impacting the total contract price; and

WHEREAS, the Honeywell contract requires the parties to reduce all change orders to the scope of work to a writing executed by both parties; and

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE CITY OF EAST ORANGE, IN THE COUNTY OF ESSEX, NEW JERSEY AS FOLLOWS:

SECTION 1. The Board of Education hereby authorizes and directs the Business Administrator to execute Change Order No.1 addressing asbestos remediation at several locations with the District in an amount not to exceed \$311,760 in a form substantially similar to the form attached hereto as Exhibit A.

SECTION 2. The Board of Education hereby authorizes and directs the Business Administrator to execute Change Order No.2 addressing lighting improvements associated with Robeson Stadium in an amount not to exceed \$58,971 in a form substantially similar to the form attached hereto as Exhibit B.

SECTION 3. This resolution shall take effect immediately.

**XIII. ADJOURNMENT**

Ms. Wilkerson read the following notice:

The East Orange Board of Education will hold its next REGULARLY SCHEDULED PUBLIC MEETING Tuesday, October 13, 2020, 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 Mrs. Tashia Owens Muhammad, duly seconded by Mr. Wayne R. Stackhouse, Jr., the members of the Board voted to approve to adjourn the meeting:

- 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 - Yes

The meeting adjourned at or about 7:28 p.m.

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

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