

Minutes of **Wednesday February 15, 2023, Public Meeting** of the Orange Board of Education held at 6:00 pm.

**Shawneque Johnson is presiding over tonight's Meeting.**

Ms. Sueann Gravesande

Mr. Derrick Henry

Ms. Samantha Crockett

Ms. Fatimah Turner, Ph.D.

Mr. Siaka Sherif (absent)

Ms. Shawneque Johnson, President

Mr. Jeffrey Wingfield

Mr. David Armstrong

Mr. Tyrone Tarver

**ROLL CALL (8) PRESENT (0) ABSENT**

**ALSO PRESENT:**

- Dr. Gerald Fitzhugh II, Superintendent of Schools
- Mr. Lamont Zachary, Assistant Business Administrator/Board Secretary
- Ms. Christine Martinez, School Board Attorney Substitute with the firm of Machado Law Group

**FLAG SALUTE**

Ms. Johnson motions to close the Executive session and move into a public meeting.

**Moved by Mr. Armstrong Seconded by Mr. Henry**

**ROLL CALL (8) YEA (0) NAY (0) ABSTAIN**

Ms. Johnson communicates that the district's student representative Ms. Sukanya Salmon will not be joining the board meeting tonight.

**Superintendent's Report**

Dr. Fitzhugh communicates to the community March's STAR students.

Dr. Fitzhugh communicates to the community the district's scholarships update.

Dr. Fitzhugh communicates that the scholarship totals for the Orange High School and STEM Innovation Academy of the Oranges. As shared previously, I will report out on scholarships, so the community and Board of Education are very much aware of information in real time. OHS - \$6,438,681, and STEM - - \$4,658,500.

Dr. Fitzhugh communicates the district's strategic plan. Goal #1: Core Focus Area One: Strong Home-School Community Connection

Establish and communicate a shared vision for family-school engagement by a committee of stakeholders, led by the Superintendent of Schools. Revise the framework for parent, family, and community engagement to increase student and family connectivity to community resources, programs, services, and partnerships. Ensure that meaningful communication with families and community members is readily available and easily accessible. Integrate ongoing and meaningful input from parents and

stakeholders into planning and decision-making, increase capacity across the district through the implementation of research-based strategies to engage families and communities in education and develop successful parent-family-community partnerships.

Continue to establish community and business partnerships to strengthen student work-based and out of school learning experiences.

Dr. Fitzhugh communicates goal #2 Student Universal Supports

Develop a district wide universal learning supports system that addresses barriers to learning and teaching and eliminates the predictability of outcomes for all students based on race, gender, socio-economic status, learning modality, language, or sexual orientation Conduct a comprehensive assessment (program evaluation) to develop a district-wide universal learning supports plan and select relevant programs, interventions, and tiered supports match the unique needs of each school and student.

Build capacity to collaborate with existing providers and recruit new partners, strategically bringing additional resources into the school that builds capacity without duplicating efforts.

Develop a system for ongoing data tracking and evaluation to ensure high-quality implementation and continuous improvement of student learning supports.

Work together with parents, caregivers, and community partners to help schools meet the needs of the whole child.

Dr. Fitzhugh communicates goal #3 Capital and Job-Embedded Professional Development

Establish a model to recruit, support, and develop newly hired teachers and staff through coaching, peer collaboration, fellowships, and residencies, and mentorship.

Establish an effective leadership development framework that strengthens and aligns support for school leaders to serve as instructional leaders. Implement job-embedded professional development that provides differentiated support and learning opportunities for instructional staff, creates leadership opportunities for teachers and coaches, and affords incentives for continuous learning. Allocate the resources and staffing necessary to ensure that special learners and ELL students receive mandated services and programs to meet their learning needs. Adopt a Diversity, Equity, and Inclusion (DEI Framework) that supports the development and retention of a diverse workforce and addresses systemic inequities.

Dr. Fitzhugh communicates goal #4 Rigorous and Relevant Curricula and Instruction

Continue to identify, develop, and implement inclusive, evidence-based, and college and career.

ready standards-aligned pre-k through grade 12 instructional materials and curricula for all learners and subgroups, and across all disciplines. Advance the use and management of a multi-faceted district-wide assessment system that is aligned to curricula, integrates multiple measures, and allows accessibility and modifications, and that acts as a continuous thread of instructional practice.

Continue to identify, develop, and leverage digital design formats and capabilities that can support learning in in-person, remotely, or in hybrid formats, enabling improved continuous access to and engagement with instructional content.

Dr. Powell communicates that the staff will be provided professional development in the master class atmosphere.

Dr. Powell communicates the various programs each school is offering for this summer.

Dr. Fitzhugh communicates the apex of student development and how the community, district, school, and students all comes together.

Dr. Fitzhugh communicates Parent University. He explains that The Orange Public Schools seeks to educate and empower families as advocates and lifelong learners committed to improving the overall health and well-being of children and our community. Our free and reduced-price workshops offer parents a range of experiences across various topics. Courses will be accessible to parents via this online registration system. We invite parents, families, and the Orange Community interested in attending courses/workshops to apply here. All applications will be reviewed upon submission with quick feedback on acceptance status.

Dr. Powell communicates the educational platforms that are available such as

**Academic Support Academy:** This Academy offers courses and sessions designed to give parents' academic content/curriculum-based strategies aligned to the Orange Public Schools curriculum.

**Health & Wellness Academy:** This Academy offers sessions and courses designed to improve well-being through proper diet, exercise, stress management, meditation/mindfulness, and illness prevention.

**Certification Academy:** This Academy provides official certification opportunities to parents/persons interested in receiving official documentation (ex: GED) to show program completion or those with limited capabilities (ex: English as a Second Language) or those with limited educational skills (ex: Adult Basic Education).

**Workforce Development Academy:** This Academy offers sessions and courses designed to train participants in the skills and tools for success in particular trades.

**Parenting & Adult Learning Academy:** This Academy offers sessions and courses designed to provide participants with the skills needed to function more effectively in their personal and family lives, in the workplace, and in the community.

**Visual & Performing Arts Academy:** This Academy of Visual & Performing Arts allows aspiring artists to use their voices and various materials to convey a message of artistic expression.

**Udemy Academy February 2023 - May 2023:** Udemy is an online learning and teaching marketplace with over 200,000 courses. Learn programming, marketing, data science and more...Looking to add new skills? Is there a hobby you've wanted to try? The Orange Public Schools is offering these courses "free of charge" to the first 25 'qualifying' applicants.

Dr. Powell communicates how to access and register for Parent University

<https://sites.google.com/orange.k12.nj.us/parent-university/home>

Ms. Alcantara communicates the district's 7 Career Technical Education (CTE) Programs:

**Accounting:** Intro to Business Accounting, Accounting I, Accounting II.

**Audio Visual Technology & Film:** Intro to Digital Media, Digital Media, Filmmaking.

**Culinary:** Basic Foods, Diet & Nutrition, Food Service Prep

**Entrepreneurship:** Business Finance, Marketing, Entrepreneurship

**Graphic Arts:** Web Design, Graphic Arts Production

**Health Sciences:** Dynamics of Health Care in Society, Fundamentals of Health & Wellness, Emergency & Clinical Care

**ROTC:** Naval Science I/II, Naval Science III, Naval Science IV

Dr. Fitzhugh communicates the attendance report from January 2023 and communicates the importance of attending school.

Dr. Fitzhugh introduces Mr. Vasquez communicates that the district facility report.

Mr. Vasquez communicates that PCI Thorough Cleaning Daily and Disinfecting of all touch points in the building (examples include but not limited to: Door handles, bathrooms, entrances, and exits, bannisters) Walk-through of all school district facilities. PCI and District Meetings based on Updates related to COVID-19 mandates and expectations. Facility projects continued so we can ensure a safe and clean learning environment for our children and staff. Preparation for the winter months.

Mr. Vasquez communicates that at OPA Orange Preparatory Academy of Inquiry and Innovation it was reported in brightly that the classroom floor tiles were damaged, and it was becoming a major trip hazard.

Mr. Vasquez communicates the repairs at Forest Street School continued to battle with heating issue throughout the district as the team and I do our best to stay ahead of the issue and address them as they arise, we are running into supply issues. As soon as the supplies are available the issues are fixed.

Mr. Vasquez communicates that workorders are being entered into Brightly (work order reporting system) from classroom lights being out to steam pipes breaking. The team and I, under the guidance of Mr. Ballard will continue to address all issues as they are entered into the system. In doing so, we can Ensure that we have a safe and clean learning environment for our children and staff.

Dr. Fitzhugh communicates the district updates:

**Page Turners has RETURNED:** Help promote literacy throughout the City of Orange Township! Students, staff. Students, parents, employees, city residents, and local businesses join our quest to read 1.5 million pages from Thanksgiving to May Day (May 1st). The challenge is back. Are you ready to log those pages?

But first you must register. Use this link <https://www.orange.k12.nj.us/Page/28187> or go to the Orange Page Turners' Reading Challenge webpages. Sign-up and watch our video. I know that we can make it when everyone joins in to participate. Brought to you by the collaborative efforts of The Orange Township Public School District; City of Orange; Scholastic Inc., ValleyArts Inc., HANDS Inc., North Jersey Alumnae Chapter Delta Sigma Theta Sorority Inc., Omega Psi Phi Fraternity, Inc., Eta Pi Chapter

**Staff Summer School Announcement:** Orange Public Schools is pleased to announce the "early" launch of our application for our 2023 Summer Programming opportunities for STAFF. Our programs provide summer school teaching, professional development, curriculum and assessment writing employment opportunities for teachers, support staff, paraprofessionals, and interns districtwide.

Please visit the 2023 Summer Programming website at <https://sites.google.com/orange.k12.nj.us/summer2023/> to get more information about school and district summer programs.

**2023 Summer School Application:**

Orange Public Schools is pleased to announce the launch of our 2023 Summer School application. Our programs provide remediation, enrichment, credit recovery, and extended learning opportunities for students, ensuring a diverse and comprehensive array of offerings districtwide. Applications are due March 10! Send questions to [reopeningofschools@orange.k12.nj.us](mailto:reopeningofschools@orange.k12.nj.us)

Dr. Fitzhugh communicates the reminder of school closure days forthcoming.

This concludes the superintendent's report.

Ms. Johnson motions to approve January 2023, public meeting minutes.

Mr. Tarver communicates that he would like for the minutes that he was unable to comment on the board comments, and the extension.

Ms. Johnson makes Mr. Taver aware that she picked the board member to speak on behalf of the board members in the board comment section of the meeting and that should be reflected in the minutes.

Ms. Johnson communicates with the district attorney of the actions of the previous meeting and who she selected to speak on behalf of the members.

Mr. Tarver communicates that the president cannot have a point person to talk on behalf of the entire board, and he was unable to discussed what he wanted.

Ms. Martinez communicates to Mr. Taver that what's currently on the table is a motion to approve the minutes and that we can move on the motion to move on the minutes.

**Moved by Mr. Armstrong Seconded by Unable to detect.**

ROLL CALL (7) YEA (1) NAY  
(0)ABSTAIN

Ms. Johnson motions to approve January 2023, closed meeting minutes meeting.

Moved by Mr. Wingfield Seconded by unable to detect  
ROLL CALL (8) YEA (0) NAY  
(0)ABSTAIN

**Curriculum Meeting:** Ms. Crockett communicates that the committee was taken place at January 31<sup>st</sup> and it was a wonderful meeting. Minutes were reviewed and a few presentations. The first one was on wellness of grief and loss, Parent University, Transition Services.

**Facilities Meeting:** Mr. Armstrong communicates the ongoing work that is happening in the district. Mr. Armstrong clarifies a few questions that were inquired. Unable to detect the rest of Mr. Armstrong's report due to audio.

**Public Relations:** Dr. Turner communicates that the committee met on January 20 and the meeting began with Mr. Devone and the status of COVID-19. Families in the district will be given two at home testing kits. Dr. Turner also communicates different events that occurred in the district and incentives that were given. Honor Society, Debate, Suit-Up Competition, Book Club, Orange Page Turners, were other topics discussed at the meeting.

Ms. Gravesande makes the community aware that Mr. Sheriff is not in attendance today and the finance report will not be done.

**Policy Committee report:** Committee met on Thursday, besides the mandated policy the committee also review policy 0155. Ms. Gravesande communicates that the policy committee will be public when necessary. Ms. Gravesande assures the community that the reports will be more detailed.

**School Ethics Act:** Mr. Ballard shared updates regarding the School Ethics Act. Further, he shared that the disclosure statements are now active and ready for board members and administrators to complete by the beginning of April 2023. "We need time to process and verify accordingly."

**Public Comments:** Tisa Singleton, community member, and staff, inquired about the attendance program if it was coming back?

Unable to hear Ms. Alcantara's response to Ms. Singleton due to audio difficulties.

Unable to hear the next community members comment due to audio difficulties.

Ms. Sawyer is seeking support for collaboration from the Board Office and OEA. Ms. Sawyer communicates that the OEA is seeking the same support the ELA provided with the example of lesson plans that will score them an effective score. Ms. Sawyer would like to have a meeting established before the meeting is over. Ms. Sawyer's time has expired.

**This concludes public comments.**

## **BOARD RESOLUTIONS**

Ms. Johnson motions to approve a consent agenda removing J1-J10, N1

**Moved by Mr. Wingfield Seconded by unable to detect.**

**ROLL CALL (8) YEA (0) NAY (0) ABSTAIN (1) ABSENT**

Ms. Johnson motions to approve J-1

Mr. Taver communicates this is a resolution to approve a professional financial service, optimization for our schools. Mr. Taver communicates that he is concerned with the contract length based on the financial committee report and the amount of money that will be paid for this contract. The contract states that this company will be training current employees and if this company is training our staff and there is no permanent position for this next year that will be handling these task, Mr. Taver doesn't see the reason why we need to have a full time contract for this year especially paying the \$400.00 per day. Mr. Taver suggested that this money could be used for other items that the district will need.

Mr. Zachery communicates to Mr. Taver that the work that they are doing is semi-reimbursable. The amount of work is up to \$40,000 it does not mean that they will exhaust the entire amount of work. The contact is on a needed basis.

Mr. Taver communicates that the contract does not reflect that its up to 100 days or up to \$40,000.

Mr. Zachery communicates that the contact states not to exceed that amount, and because of the wording of the contract the district will still be able to get a tax deduction from this contract.

Mr. Taver wants to know how much it is per day.

Mr. Zachery communicates that the rate could be based on the hours they worked on that day at \$50 per hour.

**Moved by unable Seconded by unable**

**ROLL CALL (7) YEA (1) NAY (0) ABSTAIN (1) ABSENT**

Ms. Johnson motions to approve J-2.

Mr. Taver communicates that he sees the vendor however he does not see the frequency of when that service will be rendered.

Dr. Fitzhugh communicates that this resolution is for a professional development for our security guards because we are a district that wants to move forward and their staff. This resolution will allow the staff to be trained for occurrences that can happen in our district. Dr. Fitzhugh also communicates the amount of the contract. Dr. Fitzhugh communicates the lockdown that occurred in a neighboring town and for reasons like this is the reason the district is putting this professional development in play.

Mr. Taver communicates that his comment is for J-2 and J-3.

Dr. Turner agrees that the board is using the funds appropriately and also agrees that all the information should be obtained before voting and avoid these type of concerns to be discussed and prolong the meeting.

Ms. Johnson communicates to Dr. Turner that all the supporting documents to this resolution is on file and everyone on the board has access to.

**Moved by Mr. Wingfield Seconded by Ms. Cabido**  
**ROLL CALL (7) YEA (1) NAY (1) ABSTAIN (1) ABSENT**

Ms. Johnson motion to approve J-3

**Moved by Mr. Wingfield Seconded by Mr. Henry**  
**ROLL CALL (7) YEA (0) NAY (1) ABSTAIN (1) ABSENT**

Ms. Johnson motion to approve J-4

Mr. Taver communicates to Ms. Martinez (unable to hear Ms. Martinez's response)

Mr. Taver communicates that he understands that the district reimbursement for transportation for students attending schools outside of the district and he wants the community to be aware of that. Mr. Taver communicates that a policy should be brought up to the table where the district notifies those parents at least twice a year that they can get reimbursed for up to \$1,000.00 per student. Mr. Taver communicates that is very disturbing that many parents are not aware of this resource that is available.

Ms. Gravesande wants confirmation on the \$1,000.00 amount.

Mr. Zachery communicates that it is based on the different criteria and if they are approved.

**Moved by Mr. Wingfield Seconded by Ms. Gravesande**  
**ROLL CALL (7) YEA (0) NAY (1) ABSTAIN (1) ABSENT**

Ms. Johnson motion to approve J-5, J-10

Mr. Taver communicates that he has the same comment as the comment before.

**Moved by Mr. Wingfield Seconded by Ms. Gravesande**  
**ROLL CALL (8) YEA (0) NAY (0) ABSTAIN (1) ABSENT**

Ms. Johnson motion to approve N-1

Mr. Taver communicates that there's many policy's and he has several items to discussed. Mr. Taver communicates that the policy does not include (unable to hear the rest of Mr. Taver's comment). This policy is addressed to board members.

Ms. Johnson reminds Mr. Taver that he cannot discussed items from our last meeting and to please keep it current.

Unable to hear Ms. Gravesande's comment to Mr. Taver.

Mr. Taver communicates that the waiting period for documents to a board member should not be at 10 days and it should be moved to 3 days.

Ms. Gravesande communicates that the staff time is precious and this board takes president over and not take advantage to of their time because their priorities is to teach our children and not look for paperwork.

Mr. Taver communicates that the staff have 7 days and should not have to take 10 days to get that information at the same time the public does.

Ms. Johnson motions to amend N-1 to reflect as a first reading.

**Moved by Mr. Wingfield Seconded by Ms. Gravesande**  
**ROLL CALL (8) YEA (0) NAY (0) ABSTAIN (1) ABSENT**

Ms. Johnson motions to approve the amended resolution N-1

Mr. Taver communicates the policy committee met however he has not been provided with that is being brought forward and no recommendation are available from the committee regarding this policy.

Ms. Gravesande communicates that the back up documents were updated incorrectly and recommended this resolution be tabled until the correct documents have been uploaded.

Unable to hear Dr. Turner's comment regarding the above resolution.

Ms. Johnson wants the board to vote if they will table this resolution or to vote on it.

**Moved by Mr. Wingfield Seconded by Ms. Gravesande**  
**ROLL CALL (6) YEA (1) NAY (1) ABSTAIN (1) ABSENT**

Ms. Johnson motions to approve Human Resources agenda.

**Moved by Mr. Wingfield Seconded by Ms. Gravesande**  
**ROLL CALL (6) YEA (0) NAY (2) ABSTAIN (1) ABSENT**

Ms. Johnson motions to approve Mr. Henry's resolution.

Mr. Henry communicates the resolution he is introducing to the board (unable to hear the rest of Mr. Henry's explanation to this resolution).

Mr. Taver communicates that even though he supports this resolution but due to him receiving the back up documents to this resolution he will have to abstain from voting tonight.

**Moved by Mr. Wingfield Seconded by unable to detect.**  
**ROLL CALL (7) YEA (0) NAY (1) ABSTAIN (1) ABSENT**

Mrs. Crockett makes the district aware of the scheduled meetings.

The curriculum virtual meeting will be held on February 28 at 3:30pm  
The facility virtual meeting will be held on March 6 at 3:30pm  
Public Relations virtual meeting will be held on March 1 at 3:30pm  
The financing committee virtual meeting will be held on March 2 at 5:30pm  
Orange Board of Education public meeting will be held on March 8 at 7:30pm at OPA.  
Policy Committee virtual meeting will be held on March 2 at 4:00pm.

### **Board Comments**

Ms. Johnson communicates that she will do the board comments today. Ms. Johnson communicates that the board members took an oath to make sure the students and the staff get the necessary tools to make sure we set up our children for a better future. Ms. Johnson communicates that this board has become very combative and if any board member is not here for the better of the children and the security of the staff they are not at the right board. Ms. Johnson communicates that the board needs to reconnect.

Ms. Johnson moves to have meeting adjourned.

**Moved by Mr. Wingfield Seconded by Ms. Gravesande.**  
**ROLL CALL (8) YEA (0) NAY (1) ABSTAIN (0) ABSENT**