

Minutes of **Wednesday, September 11, 2024, Public Board Meeting** of the Orange Board of Education held at 6:00 pm.

President 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
Ms. Shawneque Johnson
Mr. Jeffrey Wingfield – **Absent**
Mr. David Armstrong
Mr. Tyrone Tarver – **Absent**

ROLL CALL (7) PRESENT (0) LATE (2) ABSENT

ALSO PRESENT:

- Mr. Jason Ballard, School Business Administrator/Board Secretary
- Mr. Lamont Zachary, Assistant Business Administrator/Board Secretary
- Jessica Kleen, School Board Attorney Substitute with the firm of Machado

FLAG SALUTE

Ms. Johnson motions to move into Executive Session.

Moved by Mr. David Armstrong Seconded by Ms. Samantha Crockett
ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT

Ms. Johnson motions to close the Executive Session and move into a Public Meeting.

Moved by Mr. David Armstrong Seconded by Ms. Sueann Gravesande
ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT

Ms. Johnson presents our new Student Representative, Ms. Damie Lopez, and informs her that this is an opportunity to speak to all staff members and her fellow students.

Ms. Lopez, a senior in high school, introduces herself as Damien Ramo Lopez, expressing both excitement and nervousness about entering the real world. She is of Hispanic descent, born in Guatemala to immigrant parents, and sees this as a chance to embrace new opportunities..

She is currently the commanding officer of her unit at Orange High School and believes this, along with her role as Student Representative, will help her gain new leadership skills. She plans to attend a county college for two years before transferring to Montclair State University, where she is considering a major in Education or Nursing. As a Student Representative, she aims to create a welcoming environment where every student feels heard and supported at both the Board level and within the school community.

Ms. Johnson has conveyed to Ms. Lopez the significance of her perspective. Following this, Ms. Johnson facilitated the introduction of Dr. Fitzhugh with the Superintendent's report.

Dr. Fitzhugh expresses gratitude for everyone attending the start of the 24-25 school year at 451 Lincoln Avenue, both in person and at home. He requests a moment of silence to honor the victims of the 9/11 attacks. Recognizing the hard work of the staff in school growth, he is pleased to offer exciting opportunities in Orange Township. A virtual job fair on September 18th at 4:00 PM will showcase available positions, with event flyers out soon. Interested applicants are urged to spread the word and join the dedicated team of educators and administrators at 451 Lincoln Avenue, committed to providing an exceptional learning environment.

Thanks to all involved in the successful superintendent's convocation, especially Ms. Alcantara. At the superintendent's convocation, I highlighted the importance of a welcoming and inclusive school environment. He goes on to announce that Cleveland Street Elementary School has reopened after years in temporary accommodations and invites all to follow our social media for updates. The reopening after 7.5 years brought joy to all and is grateful for the team who made it possible.

Before I proceed with the facilities report, I would like to announce that Mr. Lamont Zachery, our assistant School Business Administrator in the city of Orange, has successfully obtained the Certified Administrative School Finance and Operations (SFO) certification from the Association of School Business Officials International (ASBO). This certification demonstrates Mr. Zachery's expertise, knowledge, and fiscal credibility in effectively managing the finances of our school district. Congratulations to Mr. Zachery for this outstanding achievement!

Now, moving on to the facilities component of our work, I will be sharing more details next month.

Dr. Fitzhugh states that there are many topics to discuss regarding instruction. Dr. Blanton introduced a creative curriculum in her department. He mentions how our staff is amazing, and invites Dr. Blanton to share more about it, as it is her story to tell.

Ms. Johnson extends her congratulations to Dr. Blanton for her book.

Dr. Blanton is grateful for the successful launch of the creative curriculum, with professional development sessions initiated in June involving 11 staff members. These sessions brought together teachers, parents, and coaches to create teacher leaders within each school building. Teachers have enthusiastically embraced the curriculum, leading to a positive impact on both students and staff. Live sessions and webinars offer numerous professional development opportunities outside of regular working hours, with a high participation rate among staff members, with approximately 75% already engaging in multiple sessions. Dr. Blanton praises the dedication of preschool staff and anticipates a productive year ahead.

Dr. Fitzhugh expresses gratitude towards Dr. Blanton and acknowledges her as an author who recently published her first book, available on Amazon. He commends Dr. Blanton for her achievement and recalls her humble beginnings in the field. He announces that Dr. Blanton recently held a reading at the Orange Library and has more upcoming events planned. Dr. Fitzhugh encourages the audience to attend these events to hear directly from the author about the importance of early learning.

Dr. Blanton recently revealed the title of her upcoming book, "It Takes a Village to Raise a Reader." She mentioned her presence in West Orange last week and her upcoming visit to Orange on Thursday, September 19th at the Orange Public Library.

Dr. Fitzhugh promptly shares key points from the superintendent's report, expressing pride in the graduation rates achieved. He highlights the significant progress made, emphasizing the dedication of everyone involved in the school district. Despite the challenges posed by Covid-19, the district's graduation rate increased from 79.8% in 2022 to 90% in 2023 and further to 94.1% in 2024. Dr. Reed, Mr. Belton, Dr. Stewart, and their respective teams, including guidance counselors, instructional staff, security, and food service personnel, worked collaboratively to achieve this success. Acknowledging the leadership of the principals and executive team, Dr. Fitzhugh extends gratitude to all those who contributed to the positive outcome. A round of applause is offered to the class of 2024 students and staff members for their hard work and commitment.

Dr. Fitzhugh has asked Mr. Vasquez to guide us through the facilities aspect of the project, with the board president concluding the superintendent's report for tonight.

Mr. Vazquez warmly welcomes everyone and provides a brief overview of the summer projects completed. He addresses concerns raised at the August board meeting about ongoing project progress and school readiness. He mentions the continuous efforts to keep schools clean throughout the academic year. He confirms that he met with the team today to ensure standards are met daily. The main focus is on school safety, especially with flu season approaching and other potential challenges.

Mr. Vazquez proceeded to give a brief overview of the status of our summer initiatives.

Heywood Avenue School: The replacement of the boilers were completed and passed inspection.

Rosa Parks Community School: The chiller replacement was completed.

Park Avenue School: The chiller replacement and roof repairs were completed.

Oakwood Avenue School: The uninvent replacement was completed.

Orange High School: The rooftop units and univents have been installed at the high school.

A state-of-the-art culinary and cosmetology room has been unveiled. Room 113, previously known as the cosmetology room, has undergone renovations to become state-of-the-art. Additionally, room 104, the culinary room, has been upgraded from electric to gas-powered.

Orange Early Childhood Center: We replaced the roof and now we are waiting for the flashing and new gutters to be installed.

John Robert Lewis: The roof replacement is currently 90% finished, with only the installation of flashing and new gutters remaining to be completed.

Orange Preparatory Academy of Inquiring and Innovation: New lockers have been installed on both the first and second floors.

Orange Public Schools: The painting of the school building, including stairwells, restrooms, hallways, and classrooms, completed as scheduled this year.

Cleveland Street School: With the guidance of Dr. Fitzhugh, Mr. Ballard, and Mr. Zachary, we have successfully relocated to Cleveland Street School. The school is now officially open for operation. After putting in many hours of hard work on nights and weekends, the school building has been transformed into a beautiful space. We invite you to visit and witness the stunning new facility.

During the presentation, Mr. Vasquez showcased completed projects including a modern cosmetology room at Orange High School, a culinary room, and new lockers at OPA. These projects required significant time and effort, yet all were finished within a 60-day timeframe, thanks to support from Dr. Fitzhugh, Mr. Ballard, and Mr. Zachary. More projects are underway, such as the upgraded culinary room with top-of-the-line equipment for safety and monitoring. Ensuring high-quality facilities for students is a top priority.

Despite not having a picture available now, Mr. Vasquez will have one for the next board meeting. He further adds that regular meetings with the SDA are ongoing to address punch list items at the high school and the Cleveland Elementary Project. Inspections are conducted to guarantee safe facilities for children. The focus remains on continuously improving facilities while prioritizing health and safety. Future summer projects are anticipated to be even more productive. Maintaining transparency with the community, staff, and Board of Education is a key focus for ongoing construction projects at Orange High School and Cleveland Street School.

Mr. Ballard thanks Mr. Vasquez and Ms. Nagel for their leadership and dedication to their projects. They worked tirelessly, including weekends and night shifts, to complete the renovations of the culinary and cosmetology rooms. The work required significant construction and demolition, preparing students for their education. The school has received a temporary certificate of occupancy from the city, allowing them to move into new spaces and begin their educational programs. However, inspectors need to address minor issues in the culinary program. Despite these minor issues, the students are ready to begin their instruction in the new CTE programs.

Dr. Fitzhugh expresses gratitude to Superintendent Hassan and his team for their invaluable contributions. He reflects on a cosmetology room observation in East Orange two years ago, sparking an idea to launch a similar initiative. The team, including Mr. Vasquez, Ms. Nagel, Ms. Alcantara, Mr. Drakeford, Ms. Badrudin, and staff members, contributed their knowledge and skills to turn the vision into reality. The superintendent's report for School Year 2024-2025 provides a detailed overview of the district's goals, strategic plan, core focus areas, and achievements from the previous school year. The report is available for perusal and offers insights into the significant accomplishments to be highlighted during the board meeting. Dr. Fitzhugh also thanks Board President Johnson, Board Vice President Gravesande, and all board members for their time and attention to the report.

Ms. Johnson expresses her gratitude and proceeds with the meeting.

Ms. Johnson motions to approve the August 14th, 2024, Public Board Meeting Minutes.

**Moved by Mr. Armstrong Seconded by Ms. Gravesande
ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**

Ms. Johnson motions to approve the August 14th, 2024, Closed Session Public Board Meeting Minutes.

**Moved by Ms. Gravesande Seconded by Mr. Henry
ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**

Ms. Johnson motions to open Public Comments.

Moved by Ms. Gravevsande Seconded by Mr. Henry
ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT

Public Comments

Ms. Sawyer addressed board members, commending their patience and discussing key topics such as the superintendent's convocation, the District Book Club, and initiatives to assist professionals transitioning to teaching roles. During the convocation, Dr. Fitzhugh fosters a positive environment for instructional leaders by acknowledging individual school achievements. Ms. Sawyer values the Book Club for fostering community engagement and relationships among district personnel and parents. She also acknowledges efforts to support educational personnel in becoming teachers, reflecting a commitment to students. Additionally, she thanked Mayor Warren and council member Tency Eason for their visit to the ESY program, highlighting the importance of their engagement.

Dr. Fitzhugh thanked Ms. Sawyer for her valuable feedback, which led to reflections on the organization's practices and the importance of a welcoming atmosphere for staff, comparing the first day back to a family celebration. The successful event was marked by positive attendee engagement, including dancing. Looking forward, he acknowledged the need for ongoing planning and improvement for future events, with preparations for next year already in progress. He agreed with Ms. Sawyer's suggestion to spread certain activities throughout the year to ensure community members feel valued and appreciated, a sentiment he aimed to convey during the recent gathering on September 2nd.

Ms. Johnson thanks Ms. Sawyer for her positive attitude and ability to recognize the strengths in their district, which is rare and commendable. This appreciation highlights the importance of positivity and recognition in creating a supportive environment.

Ms. Sawyer expresses deep appreciation for her team's dedication, emphasizing that their value extends beyond financial metrics. She highlights their compassion and passion, particularly praising Dr. Turner's commitment to enhancing schools. Overall, her message reflects admiration for the team's efforts and their positive impact on the educational environment.

Ms. Tessa Singleton raised important questions about the qualifications for schools to become 21st Century Community Learning Centers, expressing interest in her child's participation. She sought clarification on whether the reference to district students in grades six through twelve includes all students or specific schools. Additionally, she requested an explanation of the term "span" from the agenda and inquired about the factors influencing budget allocations for schools, emphasizing the need for transparency. Lastly, she advocated for a broader evaluation of student performance beyond test scores, urging consideration of factors like test anxiety, nutrition, and rest for a more holistic understanding of student and teacher effectiveness.

Ms. Johnson has informed Ms. Singleton that her inquiries will be addressed by the relevant individual or department. Dr. Cooke expresses enthusiasm for the 2024-2025 school year, highlighting a positive start and the collaborative spirit among board members and Superintendent Dr. Gerald Fitzhugh. She thanks the board's negotiations team for their efforts and emphasizes the importance of teamwork, communication, and support for administrators. Dr. Cooke acknowledges the board's dedication to recognizing administrators and prioritizing children's needs, conveying optimism for the school year and future improvements through collaboration among all educational stakeholders.

Ms. Johnson expressed her gratitude to Dr. Cooke for her contributions.

Ms. Johnson motions to close Public Comments.

**Moved by Dr. Turner Seconded by Mr. Henry
ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**

Ms. Johnson motions to have a Consent Agenda with the exception of item L-2 under facility use request.

**Moved by Mr. Wingfield Seconded by Mr. Armstrong
ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT**

Public Comments

The speaker is unable to be identified and discusses the 8-6 topic, requesting information about the Spain program, specifically the Parent Advocate Network.

Mr. Ballard allows Ms. Kleen to respond.

Ms. Kleen describes SPAN, a New Jersey organization focused on supporting students with special education needs.

Dr. Fitzhugh emphasizes the importance of partnering with the SPAN Network to better understand the needs of students and families. He expresses gratitude to Mr. Armstrong for facilitating this connection, highlighting that it emerged from discussions within the special education committee, and believes it will lead to a fruitful collaboration.

Ms. Gravesande expresses gratitude to Mr. Armstrong and highlights three key after-school programs being approved: yoga at five schools, gymnastics, and target archery. She emphasizes the importance of these programs in enhancing children's education and expresses her happiness at the growth seen since joining the board.

Mr. Ballard acknowledges Ms. Alcantara for her leadership in developing after school programs funded by the 21st century grant money, expressing gratitude for her efforts. He then inquires if there is any additional discussion needed.

Ms. Crockett inquires about the 21st century question, specifically asking if there is a limit to the number of schools that can be included and what the process is for including all schools.

Dr. Fitzhugh explains that the program is grant-funded and requires annual applications. Ms. Alcantara notes that initially, five schools participated, but only Rosa Parks Community School and Oakwood consistently met the attendance requirements, allowing them to continue receiving benefits from the 21st Century grant. Project director Mr. Brandon Wright and Mr. Barry Devone, who has been involved since the program's inception, play key roles in supporting these schools.

Ms. Crockett inquires whether the possibility of applying for a program exists, given that other schools have successfully met the attendance requirement.

Ms. Alcantara discusses the limitations of available funding for two schools, indicating that the current budget barely meets their needs. She warns that adding another school would negatively affect programming across all schools.

Dr. Turner emphasizes the importance of highlighting the academic programs and collaborations with universities like Drew University and Montclair State, especially since the curriculum committee is not publicly accessible. She notes that there are misconceptions about the district's offerings, and suggests that someone should discuss the various academic opportunities, college credits, and experiences available to students through these partnerships.

Ms. Alcantara highlights the numerous partnerships with local universities, including Montclair State and Fairley Dickinson University, which provide student interns in various fields such as teaching, social work, and guidance counseling. The Urban Teacher Residency Program allows Master's students to gain experience in the district, with the potential for hiring upon graduation. Additionally, Drew University supports the district's CTE and digital media programs through documentary filming, while Montclair State contributes to the entrepreneurship program by hosting events for students. Dr. Fitzhugh plays a key role in fostering these collaborations, welcoming new ideas and opportunities for partnership.

Mr. Ballard requests a roll call vote to approve resolution L-2.

Moved by Mr. Henry Seconded by Mr. Armstrong
ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT

Ms. Gravesande clarified that a facility use request has always been set at \$5,000 and has never changed. She emphasized the importance of accurate communication regarding this matter, stating that there has been no increase in the fee for facility use requests.

Mr. Sharif discusses the high charges for the afterschool program, which many parents find exorbitant. They acknowledge the importance of the program for both parents and students and expressed a desire to understand the reasons behind the high fees. While they plan to approve the request for facility use, they intend to negotiate the charges further. Mr. Sharif shared his personal experience of the challenges faced by parents in picking up their children after school, emphasizing the need for a viable program. He reassured parents that their concerns about the fees will not be ignored and that they are working towards modifying the payment structure.

Ms. Crockett, a parent and school board member from Haywood, expressed concerns about a significant increase in the cost of an afterschool program, which rose from \$200 to \$720 a month. After discussions, it was agreed that the cost would be lowered to \$250, but it instead increased to \$500. She emphasized the unfairness of this situation for families, especially with school starting soon. Ms. Crockett mentioned that families struggling to pay the \$500 fee should contact Ms. Moore, the program leader, to have their fees adjusted to \$62.50 a week, totaling \$250 a month. She apologized for the stress this has caused families and reiterated the need for a fair solution.

Mr. Henry expresses concern as an aftercare curriculum writer and site supervisor about the rising demand for in-house staff over remote options. He highlights discrepancies in communication between the board and parents regarding funding and aftercare arrangements, which puts both parents and employees in difficult situations. He criticizes the rapid changes in communication that leave many parties uncertain, emphasizing the need for clarity in aftercare services for children in the Orange School District.

Mr. Ballard clarified that the Board of Education does not set the fees charged by a provider, despite having prior discussions about the expected costs. He emphasized that the Board is not responsible for the pricing and has decided to shorten the contract term from June 2025 to December 2024, as they have control over the building.

Dr. Turner emphasizes the importance of community and camaraderie among board members and parents, stating their moral and ethical commitment to prioritize the students of the Orange Public School District. While they are open to listening to concerns, their ultimate goal is to act in the best interest of the students and families.

Ms. Johnson motions to close Public Comments.

Moved by Dr. Turner Seconded by Mr. Henry
ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT

Ms. Gravesande announces the upcoming district's public meetings.

Public Relations Committee Virtual Meeting – Wednesday, October 2, 2024, at 4:00 pm
Orange Board of Education Public Board Meeting – October 9, 2024, at 7:30 pm in the BOE
Facilities Committee Virtual Meeting – Monday, September 30, 2024, at 4:00 pm
Curriculum Committee Virtual Meeting – Wednesday, September 24, 2024, at 3:30 pm
Special Education Committee Virtual Meeting – Tuesday, October 3, 2024, at 3:30 pm
Policy Committee Virtual Meeting – Thursday, October 3, 2024, at 4:00 pm
Finance Committee Virtual Meeting – Thursday, October 3, 2024, at 5:30 pm
Human Resource Committee Virtual Meeting – Monday, October 7, 2024, at 4:00 pm

Board Comments

Mr. Henry welcomes Ms. Amy Lopez as the voice for orange students for the academic year, emphasizing the importance of open communication to address concerns. He stresses the need for her advocacy to promptly resolve issues and mentions his departure date while promising continued support. Mr. Henry highlights the importance of managing the budget carefully and avoiding disruptions. He believes in a system where individuals can serve two terms, take a break, and return. Additionally, he encourages calm discussion of financial matters and respecting differing opinions. Mr. Henry reveals his upcoming relocation for work by October 5 along the Malay coast, bidding farewell for a month to family. Mr. Henry concludes by telling all that he will miss them and he expresses gratitude for serving Orange students and parents, promising to stay involved behind the scenes.

Dr. Turner expresses gratitude to Ms. Sawyer for her honesty and positive approach. She also explains the contributions of the negotiations team, recognized by Dr. Cooke, are appreciated. Our commitment to the matter at hand is genuine, reflecting our deep care as educators and administrators. Dr. Turner thanks the board president for the opportunity to serve and hopes for continued trust. She also tells Ms. Singleton's that her insights are valued, emphasizing that students are more than just test scores. As a licensed clinical social worker with a PhD in mental health, the focus is on the holistic well-being of each child. Collaboration with various organizations ensures students have the resources they need. Dr. Turner congratulates Mr. Ballard and his team for their work with the cosmetology school, she acknowledges Mr. Zachary and Ms. Massoud for their contributions, wishes the Board President a happy birthday and tells Mr. Henry that he will be missed.

Dr. Turner also recognized the speech delivered by Ms. Johnson at the Superintendent's Convocation. She expresses how much she appreciated the message, particularly the notion of reinventing oneself. Finally, she extends her best wishes to Ms. Crockett on her birthday and congratulates her on her engagement.

During the board meeting, Ms. Gravesande tells Damie about the family-oriented atmosphere and emphasizes the importance of sharing stories and achievements. Like Tito, she advises Damie to gather student feedback before meetings to enhance their experiences. Ms. Gravesande looks forward to Damie's input and urges her to represent students' voices. She also expresses sadness over Mr. Henry's departure, praising his contributions, skills, and dedication. Reflecting on Dr. Cooke's commitment concept, she advises Dr. Fitzhugh to focus on clarity as Superintendent. Despite challenges, Dr. Fitzhugh's leadership has led to achievements exceeding expectations. Ms. Gravesande wishes Ms. Johnson a happy birthday, praising her dedication to attending board meetings despite professional obligations, showcasing unwavering commitment.

Dr. Fitzhugh recognizes Ms. Johnson as an exceptional leader and extends his congratulations to Sam on her special occasion.

Ms. Crockett expressed her excitement for the convocation, grateful for the positive atmosphere and the opportunity to be part of the event. She welcomed feedback from families and individuals to improve the district, assuring that every concern matters. She thanked the community and recognized the district and Board of Education for their responsiveness. She communicated regularly with Dr. Fitzhugh and appreciated the team's dedication to finding solutions. She also wished President Johnson a happy birthday and highlighted their joint efforts to excel. Lastly, she conveyed to Mr. Henry her appreciation for his contributions, hoping for his return in the future and wishing him a great year ahead.

Mr. Sherif informs Dr. Fitzhugh that they now share the same viewpoint despite challenges faced. He praises Dr. Fitzhugh's work and values their direct communication. Mr. Sherif ensures transparency in their actions to avoid potential repercussions from the president. He further explains how he collaborates with Mr. Zachary to review accounts, aiming for the best outcomes for students and parents. He tells all present how he appreciates Ms. Massoud's efforts in boosting teacher enrollment and acknowledges the administrators for guiding students to success through effective teaching, emphasizing the importance of educator autonomy. Mr. Sherif notes the value of teachers sticking to lesson plans and praises their work in helping students understand challenging concepts.

Mr. Sherif acknowledges the value of consistent presence and effective operations, with minimal complaints and decreased student violence incidents. He expresses his gratitude to staff and birthday wishes to Ms. Johnson.

Mr. Armstrong expresses his gratitude to Mr. Henry for his invaluable support in enhancing his leadership skills and tell him that his presence will certainly be missed. He wishes a happy birthday to President Johnson and to Ms. Crockett and congratulates her on her engagement. Mr. Armstrong concludes with the words, "This may seem cliché, but it is true that teamwork makes the dream work."

Ms. Johnson initially found her role on the board challenging due to unfamiliar responsibilities, but as she and her colleagues developed, they learned to navigate their roles, recognizing many are new to the position. The board comprises individuals with varying personalities, from assertive to friendly. Ms. Johnson values her serious approach in avoiding misunderstandings and emphasizes her strong work ethic. Despite work commitments limiting her event attendance, she feels deeply responsible for the 5,600 district children, adopting a motherly role. The board, like

teachers, volunteers their time for student and staff well-being. Ms. Johnson asserts their care for all and denies wrongdoing towards any staff member. She appreciates the opportunity in a district improving under Dr. Fitzhugh and emphasizes collaboration, focusing on children's needs and supporting staff. She praises Mr. Ballard for financial and project oversight, leading to positive developments, and highlights Mr. Zachary's contributions. She encourages both to remain resilient. Ms. Johnson bids farewell to Mr. Henry, recognizing his valuable contributions, and stresses the importance of Ms. Lopez's upcoming survey on school food programs.

Dr. Turner assures new board member Ms. Damie Lopez that accountability is expected and will be enforced. She encourages Lopez to seek guidance or support from any board member if needed, urging her to communicate intentions and seek advice when unsure.

Ms. Johnson reassures Ms. Lopez of their support, promising to be there every step of the way. She acknowledges Ms. Kleen's positive attitude and thanks Dr. Fitzhugh for his hard work.

Dr. Fitzhugh summarized his collaboration with Mr. Henry, which began on July 1, 2019. He expresses appreciation for Mr. Henry's willingness to hold both him and his team accountable. Dr. Fitzhugh will miss Mr. Henry but emphasized that he is still welcome to reach out via calls or texts, even though he will not be present on a daily basis. He further tells him that the Orange School District team thanks him for his leadership. We appreciate your valuable contributions and dedication and want to express our gratitude for the impact you have made.

Ms. Johnson motions to have the Meeting Adjourned.

Moved by Dr. Turner Seconded by Mr. Henry
ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (2) ABSENT