

Minutes of **Tuesday, July 13, 2021, Virtual Public Meeting** of the Orange Board of Education held at 6:00 pm.

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

Ms. Guadalupe Cabido

Ms. Sueann Gravesande

Mr. Derrick Henry

Ms. Samantha Crockett

Ms. Fatimah Turner

Mr. Siaka Sherif

Ms. Shawneque Johnson, President

Mr. Jeffrey Wingfield

Mr. David Armstrong

**ROLL CALL (9) PRESENT (0) ABSENT**

**ALSO PRESENT:**

- Dr. Gerald Fitzhugh II, Superintendent of Schools
- Mr. Jason Ballard, Business Administrator/Board Secretary
- Ms. Jessika Kleen, School Board Attorney with the firm of Machado Law Group
- Ms. Shebra Dismuke, Executive Director of Human Resources

**FLAG SALUTE**

**New Board Member appointed:**

Mr. Ballard communicated that the Board of Education recommends Mr. David Armstrong to take place for the open Board Member seat. Mr. Ballard sets rollcall voting in place. Mr. Ballard swears in Mr. Armstrong.

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

Ms. Johnson motioned to have the meeting adjourn into executive session to discuss personnel and legal matters.

**Moved by Shawneque Johnson Seconded by Jeffrey Wingfield**

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

Mr. Ballard re-open public meeting.

**Superintendent's Report**

Dr. Gerald Fitzhugh II, Superintendent of Schools

**Superintendent Report:**

Dr. Fitzhugh discussed the district's Summer School Programs. Had the pleasure to visit Cleveland and Lincoln's programs unannounced and have the opportunity to see the academic greatness happening in our district.

The District offers virtual and the in-person programs.

Data was reviewed to determine the students that need that extra push before we come back in September.

Dr. Fitzhugh thanks the staff working the Summer Programs. He communicated to the Board Members that they are coming in five times a week, coming in full throttle to ensure that the students are getting what they need to succeed in September. Dr. Fitzhugh also thanks the parents for all their support through the year.

Dr. Fitzhugh communicates that the Curriculum Committee will be attending Summer School walks beginning next week, 9:00 am on Monday.

Dr. Fitzhugh communicates Heywood Avenue School is now housing Orange High School due to current construction.

Dr. Fitzhugh reviews Academic Summer Programs at the Secondary Level Credit Recovery, which started June 28 until July 29, 2021.

Dr. Fitzhugh communicates the Summer School Programing (Bridges, Pathways, Intensive support for pre-selected students or grades).

Dr. Fitzhugh communicates the Summer School Programs offered by each department.

#### **Facilities Presentation by Mr. Edwin Vasquez:**

Mr. Vasquez gave an overview of the Facility Maintenance and Custodial Services Update. He updated the community on thorough daily cleaning and disinfection of all touch points in the building. He communicated preparations done for summer cleaning and summer programs.

Mr. Vasquez communicated to the community his monthly meeting with PCI to discuss COVID-19 mandates and expectations. He communicated that during the month of June walk-throughs were conducted to ensure that we have a safe and welcoming learning environment.

Updated the community on the walk through

- Vents and filters have been cleaned to allow proper ventilation throughout the buildings.
- Replacing all OHS air-handling units, door in the existing building are being replaced.
- OHS cafeteria will be fully renovated.
- OHS existing media center to convert to a second cafeteria for our students.
- OHS Health Occupation room received an upgraded with a glass divider.
- Central Elementary girl's second floor bathroom ceiling and wall being repaired.
- Lincoln Avenue roof leak is being addressed this summer before September
- JRLECC several repairs to the exterior of the building on the Cleveland side.

#### **Reopening School Survey Results:**

Parent Results: Dr. Fitzhugh communicates 76% of our parents feel it is important for your students to have access to personal protective equipment (masks, desk shields, ETC).

Dr. Fitzhugh communicates reassurance that our district is diligent in the safety of our students and staff. Temperatures will continue to be checked, desk shield will remain in place, and our masks being worn. He communicates that the students do get a mask break.

Dr. Fitzhugh communicates that we are transitioning to conform to CDC guidelines of 3ft apart for September.

Dr. Fitzhugh communicates that 65% of parents are very confident or confident that their child made sufficient academic progress this spring. Six percent felt not that confident and 26% somewhat confident.

Dr. Fitzhugh communicates that 67% of the parents said their child was typically engaged in distance learning throughout spring.

Dr. Fitzhugh communicates that it is very important to him that our students receive the social-emotional support that they need. He also communicates the importance of supporting our district staff with their social-emotions due to the pandemic.

Dr. Fitzhugh communicates that 50% of our parents are very concerned about their child's peer relationship because of social distancing.

Dr. Fitzhugh communicates that Remote Learning will be available only if there is a declared health emergency. He also communicates that the District's plan to reopen schools is on the District's webpage. He communicates that the reopening school plan must be revisited as per NJDOE every six months.

#### **Staff Results:**

Dr. Fitzhugh communicates that 43.8% of the staff felt confident that their students made sufficient progress this spring.

Dr. Fitzhugh communicates that 45.2% of the staff were typically engaged with their students.

Dr. Fitzhugh communicates the importance of our students and staff having access to district issued chrome books. He communicates the kiosk experiment we had during our virtual learning and the great benefits the students, and staff gained for having access to the technology they needed to keep learning and teaching.

Dr. Fitzhugh communicates that 65% of our teaching staff feel confident in their ability to teach in-person.

Dr. Fitzhugh communicates to that our staff have spoken on the Professional Developments the staff wish to receive in support of this incoming year. He communicates the importance in delivery those resources to our staff.

#### **Safe Reopening of Schools Plan:**

Dr. Fitzhugh recommends introducing a Transition/Re-acclimation plan for the return to a safe reopening, teaching hygiene and safety practices.

Dr. Fitzhugh communicates that the current summer programs are already receiving those nuances.

Dr. Fitzhugh communicates the importance of teacher readiness.

Dr. Fitzhugh communicates that the majority of our staff recommend the continuation of PPE, Sanitizing Stations, and Cleaning/Disinfecting Protocols. Responsive protocol for sick students. Wellness Wednesday Abbreviated, Office Hours, Parent/ Staff Communications, Online Remote instructions as an option during school closings, and Supplements to instructions that support independent learning.

Dr. Fitzhugh communicates that the parents and staff recommend that the District's COVID testing programs continue into SY2021-2022. He confirms that the program will continue to assure the safe return of our students and staff.

Dr. Fitzhugh communicates his final thoughts on the survey process. He thanks our parents and staff for participating in the reopening of our schools. He communicates that another survey will be going out before the beginning of the school year.

**Moving into Greatness Strategic Plan SY 2021-2026:**

Dr. Fitzhugh communicates that the children in our 15 schools and programs deserve as outstanding an education as any other child in New Jersey or the nation.

Dr. Fitzhugh communicates that the strategic plan helped develop the district goals. It will help develop the nuances in terms of scheduling for our districts.

Dr. Fitzhugh communicates the district had three round table meetings throughout school year 2019-2020.

Dr. Fitzhugh communicates the importance of college readiness for our students.

Dr. Fitzhugh communicates the CORE Values of this Strategic Planning. Quality of learning and Superior performance for all. The mission to prepare and inspire all learners to lead and succeed. He communicates the importance of our students being able to engage in Strategic Goals Area, Performance Objectives, Performance Measures and Initiative and Action Steps.

Dr. Fitzhugh communicates the importance of working together. He communicates that our staff and children are able to return to a safe environment because of our district working together.

**School Performance Report:**

Dr. Fitzhugh communicates the NJDOE information is in our District's webpage.

Dr. Fitzhugh communicates that the School Performance Report reflects the New Jersey Department of Education commitment to providing parents, students, and school communities with a large variety of information about each school and district.

Dr. Fitzhugh communicates that the School Performance Report allows stakeholders to learn more about our schools and districts. Engage with school communities to identify what schools are doing well and whether they can improve.

Dr. Fitzhugh communicates the message from the NJDOE, which recognizes that our existing data cannot begin to measure the hard work and perseverance of the students, families, educators, and community members during this difficult year.

Dr. Fitzhugh communicates that there will be an enhancement to the report. Such as New Report Design, Additional data, New Resources, and New Narrative field "Learning during COVID-19"

Dr. Fitzhugh communicates 4-year graduation goal. 95-100% met goal, 91-94.9% met state. He communicates that Orange Public Schools met their goal with 91.1%.

Dr. Fitzhugh communicates we were able to meet state goal, what an amazing accomplishment.

**Dual Enrollment:**

Dr. Fitzhugh we have currently 33.5% enrolled in Dual Enrollment to receive college credits before graduation for our 11<sup>th</sup> grade and 12<sup>th</sup> grade students. Although we have exceeded the state by 20.2%, Dr. Fitzhugh communicates that he wants this number at 50%.

**Advance Placement courses:**

Dr. Fitzhugh communicates he wants to maintain transparency. He communicates that we have 14.5 % of our students enrolled in one or more AP/IB courses oppose to the states 35.7%. He communicates there is work to be done.

**College Enrollment:**

Dr. Fitzhugh communicates the percentage of 2019 graduates enrolled in a college or university by 2020. The state was at 76.3% and Orange Public Schools were at 54.3%. Although we are over 50%, we did not exceed the states.

**Lisa Spotswood Brown: Reported the Parent Portal Registration Numbers as of July 13, 2021 is 3,429 which is an increase of 1,094.**

Genesis Parent Portal Reminder. Parents are able to see grades and assignments posted in real time. Any questions or concerns regarding the portal to be directed to [reopeningofschools@orange.k12.nj.us](mailto:reopeningofschools@orange.k12.nj.us)

**Dr. Fitzhugh Updated:**

The American Rescue Act funding has provided the district with a total of over 17 million dollars.

Dr. Fitzhugh communicated to expend 11 million as soon as possible (the latest November 2021).

Dr. Fitzhugh communicates that the district has given out over 320,000 meals since March 17.

Dr. Fitzhugh communicates Summer School continues to move in the right directions. Focused and intentional instructional practices are employed on a daily basis.

Dr. Fitzhugh reviews the Breakfast/ Lunch Grab and Go schedules, and location.

Dr. Fitzhugh encourages the community to express any questions or concerns with reopening of schools. [reopeningofschools@orange.k12.nj.us](mailto:reopeningofschools@orange.k12.nj.us)

Superintendent continued with the Update:

Please sign up the student portals

Breakfast Grab and Go

[reopeningofschools@orange.k12.nj.us](mailto:reopeningofschools@orange.k12.nj.us)

**This concludes the Superintendents report.**

Approval of the April 20, 2021 public minutes-

**Moved by Jeff Wingfield    Seconded by Sueann Gravesande**  
**ROLL CALL (8) YEA    (0) NAY    (0) ABSTAIN    (1) ABSENT**

Approval of June 8, 2021 public minutes-

**Motioned by Shawneque Johnson    Seconded by Jeff Wingfield**  
**ROLL CALL (8) YEA    (0) NAY    (0) ABSTAIN    (1) ABSENT**

Approval of June 22, 2021 public minutes-

**Moved by Jeff Wingfield    Seconded by Sueann Gravesande**  
**ROLL CALL (8) YEA    (0) NAY    (0) ABSTAIN    (1) ABSENT**

**Presentation Facilities – Mr. Derrick Henry**

Mr. Henry has not report in regard to the facility update.

**Presentation Finance- Mr. Siaka Sherif-**

Mr. Sherif communicates to the Board that theirs a Bill's list that was left behind on last meeting and recommends approving so that the bill is paid.

### **Presentation Public Relation – Fatimah Turner**

Good evening, to all- We also had a very short meeting. Mr. Devone went over the continuation of COVID-19 testing. We want to continue to test and be diligent. We discussed about the school app, of course.

### **Presentation on Policy - Ms. Sueanne Gravesande**

Policy Committee met on July 9, 2021. It was brought to the committee that the district would like to review a particular policy, Health Workplace Environment Policy. Resolution #621026 this policy stipulates that the Board of Education recognizes a healthy workplace environment produce productivity, reduce staff turnover while having a direct impact of school district programs provided to the pupils. Ms. Gravesande communicates that the community has an opportunity to comment on this before it goes for second reading. Policy #0164 was reviewed and updated to reflect the laws and protocols. Ms. Gravesande communicated that Dr. Fitzhugh has given a report on the gender-neutral bathroom policy.

### **PUBLIC COMMENTS:**

Tyrone Tarver: Parent, resident of Orange. Makes claims that at the time of him being Board President Claims were made against him. After 8 months of caring for an ill family member, he started to make proof of the lies told on him. His attorney request specific he was made aware that only partial of documents requested was sent to him. He later was made aware that the district illegally destroyed emails and public records without permission from the state.

Ms. Jessika Kleen urges Mr. Tarver to stick to facts, because he does not have proof of those accusations.

### **BOARD RESOLUTIONS**

#### **CONSENT AGENDA:**

For the resolutions, expect:

C21-035

F21-018

**Moved by Jeff Wingfield      Seconded by   Mr. Derrick Henry**

**ROLL CALL (9) YEA (0) NAY   (0) ABSTAIN (0) ABSENT**

### **RESOLUTIONS**

#### **C21-035      RESOLUTION TO APPROVE PAYMENT ON BILLS FOR JULY 2021**

**Moved by Mr. Siaka Sherif      Seconded by   Mr. Derrick Henry**

**ROLL CALL (9) YEA (0) NAY   (0) ABSTAIN (0) ABSENT**

#### **F21-018**

Ms. Shawneque Johnson inquires to Dr. Fitzhugh regarding position of Assistant Superintendent of Schools.

Dr. Fitzhugh replies to Ms. Johnson that with the district reorganizations the Assistant Superintendent was put back online because at this time we are looking for innovation in systems. There many programs in the district that are going to expand. Not only our academic but also making use of our buildings. With the appointment of Dr. Powell's new position that dream can now become reality.

**Motion by Jeffrey Wingfield      Seconded by Mr. Siaka Sherif**  
**ROLL CALL (9) YEA    (0) NAY    (0) ABSTAIN    (0) ABSENT**

**Human Resource Agenda**

**Motion by Jeffrey Wingfield      Seconded by Mr. Siaka Sherif**  
**ROLL CALL (8) YEA    (0) NAY    (1) ABSTAIN    (0) ABSENT**

Ms. Crockett communicates that one public Virtual Curriculum Meeting will be held on Tuesday, July 27, 2021, at 3:30pm.

Ms. Crockett communicates that the Facilities Virtual meeting will be held on Monday, August 2, 2021 at 2:30pm.

Ms. Crockett communicates that the Public Relations Committee Virtual meeting will be held on Tuesday, August 3, 2021 at 3:30pm

Ms. Crockett communicates Finance Virtual Committee meeting will be held on Thursday, August 5, 2021 at 5:30pm.

Ms. Crockett communicates the Orange Board of Education Public meeting will be held on Tuesday, August 10, 2021 at 7:30pm at OPA Auditorium. Ms. Crockett communicates the Board will recess until 6:45pm no later than 7:30pm.

Ms. Crockett communicates several closed meetings dates.

**BOARD COMMENTS**

Mr. Henry recognizes one of our long-standing members finally returning to her public space, Ms. Gloria Stewart. Public gives Ms. Stewart a round of applause.

Ms. Gravesande gives a warm huge birthday shout out to Dr. Fitzhugh. Reminds the audience and colleague and reads the code and conduct of School Board Members.

Ms. Cabido communicates she read the strategic plan and she will hand her notes to Dr. Fitzhugh. She congratulates Dr. Powell in her new appointed role.

Ms. Crockett communicates her appreciation for the reports. She is also very excited regarding to the Kindergarten play. She welcomes Mr. Armstrong to the team. Congratulates Dr. Powell.

Ms. Turner welcomes Mr. Armstrong to the Board. She also congratulates Dr. Powell.

Mr. Armstrong wants to thank his new colleague. He is looking forward to bringing this district from Good to Great.

Mr. Sherif thanks to Ms. Alcantara and Dr. Powell for all their work. Wishes Dr. Fitzhugh a blessed birthday.

Mr. Wingfield communications that he denied all alleged allegations made by Mr. Tarver.

Ms. Johnson thanks the Board members for coming together and working as a team. Thanks Dr. Fitzhugh for being a great leader. Ms. Johnson congratulates Dr. Powell on her new appointed role. Ms. Johnson welcomes Mr. Ballard.

Dr. Fitzhugh thanks Ms. Dismuke-Jones on her vision of this administration.

Ms. Dismuke Jones introduces all new appointed personnel to the community and allows the new appointed personnel to introduce themselves to the community and Board.

Move to close board meeting

**Moved by Mr. Derrick Henry      Seconded by Sueann Gravesande**

**ROLL CALL (8) YEA   (0) NAY   (0) ABSTAIN   (1) ABSENT Mr. Sherif left meeting before voting.**