

Minutes of **Tuesday, June 28, 2016, Special Public Board Meeting** of the Orange Board Of Education held at 7:00 p.m., at the Administrative Building 451 Lincoln Avenue, Orange, New Jersey.

Cristina Mateo is presiding over tonight's meeting.

Mr. Abdul-Shabazz Ashanti
Ms. Gloria Fisher (**absent**)
Ms. Kyleesha Hill (**absent**)
Mr. Jarreau Israel
Mr. Jeffrey Wingfield (**absent**)
Mr. E. Lydell Carter
Ms. Cristina Mateo

ROLL CALL: (4) PRESENT (3) ABSENT

ALSO PRESENT:

- Mr. Ronald C. Lee, Superintendent of Schools
- Mrs. Belinda Scott-Smiley, Administrative Assistant to the Superintendent for Operations/Human Resource Services
- Dr. Paula E. Howard, Deputy Superintendent of Schools
- Mr. Adekunle James, School Business Administrator/Board Secretary
- Mr. Akindele Ayodele, Assistant School Business Administrator/Board Secretary
- Mr. Ronald Hunt, School Board Attorney with the firm of Hunt, Hamlin & Ridley

In conformance with the **Board of Education Policy 1120-1 and Open Public Meeting Act, Chapter 231**, this is to announce that this Open Special Public Board Meeting of the Orange Board of Education is being convened with adequate notice. Notice of this meeting has been posted at the Administrative Office, filed with the City Clerk's Office of the City of Orange Township and delivered to the Orange Transcript and the Star Ledger.

The City of Orange Township Board of Education encourages the participation and input from members of the public at its board meetings. However, in accordance with Board Policy, verbal attacks against individual staff members or members of the Board are not permitted. Persons are encouraged to address the Board regarding comments relating to agenda items or issues concerning the educational process. The Board of Education thanks you for your cooperation.

FLAG SALUTE

All in attendance will participate in performing the flag salute

PRESENTATIONS

BOARD MINUTES

BOARD COMMENTS

- The meeting commenced with roll call at 7:50pm followed by the Flag Salute

PUBLIC COMMENTS

- Ms. Arthur reported on resolution F16-025 & F16-026 stating that the resolutions were tabled during the last meeting. She said she is concerned that Board Members are in violation and that it is illegal. She also stated that resolution F16-033 not to renew the contract of the Superintendent after June 30, 2017 that she is appalled. She said none of the Board Members know about the progress the School District has made over the years. She added that the Public will fight on this matter.
- Ms. Gloria Stewart said she is disappointed about the behavior of the Board Members; that the Superintendent has been very effective in handling the affairs of the District. She said that there is need for continuity and the idea of taking out people is not good. She asked whether Mr. Lee would want to be in the District after 2017. She also said the Superintendent should be aware of those hired to supervise.
- Mr. Lee asked the Board reasons for the resolution F16-033. Ms. Mateo gave Mr. Lee a copy of a letter and stated that the Board would meet with the Superintendent at a later date to discuss the matter.
- Mr. James reported a letter received from Seventh Day Adventist to use the District's facility. He said there is need to find out whether the facility will be available.
- He also reported on letter received from Mr. Lee to retire on December 2016. He reported that at inception he worked diligently to avert the State's take over. Increased students achievements, increased students attending colleges, introduced a lot of programs and foster partnerships with industries and colleges. His work led to the District receiving over \$21 million dollars and that the District has improved significantly from when he met it. He thanked the Board for the opportunity to serve.
- Ms. Mateo called for a resolution to accept Mr. Lee's retirement letter. The Board voted to accept Mr. Lee's letter.

BOARD RESOLUTIONS

**B16-008 RESOLUTION TO APPROVE 2016-2017 ORANGE BOARD
OF EDUCATION MENTOR PLAN**

WHEREAS, the Orange Public Schools are required to obtain approval from the Board of Education for the submission of the 2016-2017 MENTOR PLAN to the Essex County Office of the New Jersey Department of Education; and,

WHEREAS, the School Improvement Panel from each Orange Public School must fulfill its obligation to new teachers under AchieveNJ and TEACHNJ; and,

WHEREAS, the Orange Board of Education's District Evaluation Advisory Panel has also reviewed the NJDOE's requirements for a Mentor Plan,

NOW, THEREFORE BE IT RESOLVED, that the Orange Board of Education approves the submission of the ORANGE BOARD OF EDUCATION MENTOR PLAN for the 2016-2017 school year.

Moved by E. Lydell Carter. Seconded by Abdul Shabazz Ashanti

ROLL CALL: (4) YEA (0)NAY

E16-020 RESOLUTION TO APPROVE THE REQUEST OF ORANGE BENGALS POP WARNER FOOTBALL/CHEER ORGANIZATION TO UTILIZE BELL STADIUM TO HOST THEIR HOME FOOTBALL GAMES

WHEREAS, the Orange Bengals Pop Warner Football/Cheer Organization is requesting to utilize the following:

BELL STADIUM (Including the Concession Stand & Press Box)

HOME FOOTBALL GAMES

SUNDAY, July 24, 2016

10:00 A.M. – 4:00 P.M.

SUNDAYS, October 23, November 6 & 13, 2016

8:00 A.M. – 8:00 P.M.

NOW, THEREFORE, BE IT RESOLVED, that the Orange Board of Education, hereby approves the request of the Orange Bengals Pop Warner Football/Cheer Organization, as indicated above, pending the necessary signing of the Hold Harmless Agreement, proof of insurance coverage, completion of the Request for Use of District Facilities form and the payment of any fees negotiated or established by the Business Administrator.

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter

ROLL CALL: (4) YEA (0)NAY

E16-021 RESOLUTION TO APPROVE THE REQUEST OF THE CITY OF ORANGE TOWNSHIP, POLICE ATHLETIC LEAGUE (PAL) TO UTILIZE OPA GYM TO HOST THEIR SUMMER WRESTLING CAMP

WHEREAS, the City of Orange Township Police Athletic League is requesting to utilize the following:

OPA GYM

SUMMER WRESTLING CAMP

July 11, 2016 – July 29, 2016

1 p.m. – 4:00 p.m.

NOW, THEREFORE, BE IT RESOLVED, that the Orange Board of Education hereby approves the request of the City of Orange Township Police Athletic League as indicated above, pending the signing and completion of the Request to Use Facilities form.

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter
ROLL CALL: (4) YEA (0)NAY

E16-022 RESOLUTION TO APPROVE THE REQUEST OF THE YWCA OF ESSEX AND WEST HUDSON TO UTILIZE ORANGE PREPARATORY ACADEMY TO HOST THEIR APPI PROGRAM

WHEREAS, the YWCA of Essex and West Hudson is requesting to utilize the following:

ORANGE PREPARATORY ACADEMY (VARIOUS ROOMS FOR ALL SCHOOLS)
APPI PROGRAM
SEPTEMBER 1, 2016 – JUNE 23, 2017
8:30 A.M. – 3:00 P.M.

NOW, THEREFORE, BE IT RESOLVED, that the Orange Board of Education hereby approves the request of the YWCA of Essex and West Hudson, as indicated above, pending the receipt of the signed copy of the Hold Harmless Agreement, Request for Use of District Facilities Forms and proof of insurance.

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter
ROLL CALL: (4) YEA (0)NAY

E16-023 RESOLUTION TO APPROVE THE REQUEST OF KIMBERLY THURSTON-BROWN TO UTILIZE ROSA PARKS COMMUNITY SCHOOL GYM TO HOST THEIR BOOKS OR BOOTS FAIR

WHEREAS, the Kimberly Thurston-Brown is requesting to utilize the following:

ROSA PARKS COMMUNITY SCHOOL GYM
BOOTS OR BOOKS FAIR
October 8, 2016
8:00 A.M. – 4:00 P.M.

NOW, THEREFORE, BE IT RESOLVED, that the Orange Board of Education, hereby approves the request of Kimberly Thurston-Brown, as indicated above, pending the necessary signing of the Hold Harmless Agreement, proof of insurance coverage, completion of the Request for Use of District Facilities form and the payment of any fees negotiated or established by the Business Administrator.

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter
ROLL CALL: (4) YEA (0)NAY

E16-024 RESOLUTION TO APPROVE THE REQUEST OF ORANGE STAND INC. & ORANGE RECREATION TO UTILIZE PARK AVENUE SCHOOL GYM TO HOST THEIR SUMMER BASKETBALL TOURNAMENT

WHEREAS, Orange Stand Inc., and Orange Recreation is requesting to utilize the following:

PARK AVENUE SCHOOL GYM
SUMMER BASKETBALL TOURNAMENT
July 23, 2016
10:00 A.M. – 9:00 P.M.

NOW, THEREFORE, BE IT RESOLVED, that the Orange Board of Education, hereby approves the request of Orange Stand Inc. & Orange Recreation, as indicated above, pending the necessary signing of the Hold Harmless Agreement, proof of insurance coverage, completion of the Request for Use of District Facilities form and the payment of any fees negotiated or established by the Business Administrator.

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter
ROLL CALL: (4) YEA (0)NAY

F16-025 RESOLUTION TO APPROVE THE SY 2016-2017 EMPLOYMENT CONTRACT FOR ADEKUNLE JAMES, BUSINESS ADMINISTRATOR/BOARD SECRETARY

WHEREAS, New Jersey Department of Education requires the annual approval of employment contracts for Superintendents of Schools, Assistant Superintendent of Schools and School Business Administrators; and

WHEREAS, said employment contracts must be approved by the Essex County Executive Superintendent of Schools; and

WHEREAS, the Superintendent recommends the renewal of Adekunle James' employment contract for the 2016-2017 school year; and

WHEREAS, the employment contract for Adekunle James is herewith attached delineates the salary and benefits for said position for 2016-2017 school year; and

WHEREAS, the employment contract for Adekunle James, has been approved by the Essex County Executive Superintendent for the 2016-17 school year per the attached.

NOW, THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent, the Board of Education of the City of Orange Township; hereby approves the employment contract for Adekunle James, Business Administrator/Board Secretary for the 2016-17 school year.

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter
ROLL CALL: (4) YEA (0)NAY

**F16-026 RESOLUTION TO APPROVE THE SY 2016-2017
EMPLOYMENT CONTRACT FOR DR. PAULA HOWARD,
DEPUTY SUPERINTENDENT**

WHEREAS, New Jersey Department of Education requires the annual approval of employment contracts for Superintendents of Schools, Assistant Superintendent of Schools and School Business Administrators; and

WHEREAS, said employment contracts must be approved by the Essex County Executive Superintendent of Schools; and

WHEREAS, the Superintendent recommends the renewal of Dr. Paula Howard's employment contract for the 2016-2017 school year; and

WHEREAS, the employment contract for Dr. Paula Howard is herewith attached delineates the salary and benefits for said position for 2016-2017 school year; and

WHEREAS, the employment contract for Dr. Paula Howard, has been approved by the Essex County Executive Superintendent for the 2016-17 school year, per the attached.

NOW, THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent, the Board of Education of the City of Orange Township; hereby approves the employment contract for Dr. Paula Howard, Deputy Superintendent for the 2016-17 school year.

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter
ROLL CALL: (4) YEA (0)NAY

**F16-030 RESOLUTION TO APPROVE A VOLUNTARY SICK BANK
PROGRAM FOR DISTRICT EMPLOYEES FOR THE 2016-
2017 SCHOOL YEAR**

WHEREAS, the District desires to continue the implementation of a Voluntary Sick Bank Program for District employees to donate sick days to employees who have been identified with a catastrophic illness; and

WHEREAS, employees will voluntarily participate in the program by donating their personal sick days; and

WHEREAS, employees who are applying to the Voluntary Sick Bank Program will be required to exhaust their available sick days, personal business days and/or vacation days prior to applying to the Voluntary Sick Bank; and

WHEREAS, the recipient of the donated personal sick days will be required to submit an application and be approved by a Voluntary Sick Bank Committee who will review the detailed medical documentation to substantiate the employee's catastrophic illness/injury and approve the number of sick bank days; and

WHEREAS, guidelines will be reviewed and revised annually for the Voluntary Sick Bank Program, here attached.

NOW, THEREFORE BE IT RESOLVED, upon the recommendation of the Superintendent, the Board of Education of the City of Orange Township, hereby approves continuation of a Voluntary Sick Bank Program for the 2016-17 school year.

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter

ROLL CALL: (4) YEA (0)NAY

F16-031 RESOLUTION APPROVE TO UNREGOGNIZED TITLES FOR THE 2016-2017 SCHOOL YEAR

WHEREAS, the District desires to utilize unrecognized titles in administrative positions within the Orange Board of Education organization which require approval from the Essex County Executive Superintendent; and,

WHEREAS, these positions include the Deputy Superintendent and Assistant Business Administrator/Assistant Board Secretary; and

WHEREAS, a job description has been developed for each position hereby attached, delineating the responsibilities, as well as, the qualifications for each position; and,

WHEREAS, each job description describes minimally the terms of employment and reporting function; and

WHEREAS, each position requires an administrative certificate recognized by the New Jersey Department of Education

NOW, THEREFORE, BE IT RESOLVED, upon the recommendation of the Superintendent, the Board of Education of the City of Orange Township, hereby approves the unrecognized titles and job descriptions for the positions of Deputy Superintendent and Assistant Business Administrator/Assistant Board Secretary and submits same to the Essex County executive Superintendent for approval.

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter

ROLL CALL: (4) YEA (0)NAY

F16-032 RESOLUTION APPROVE THE SETTLEMENT AGREEMENT FOR EMPLOYEE #5025

WHEREAS, employee #5025 and the Orange Board of Education "Board" have entered into a Settlement Agreement dated June 27, 2016, hereby attached; and,

WHEREAS, employee #5025 accepted the Terms and Conditions stipulated in the Settlement Agreement.

NOW, THEREFORE, BE IT RESOLVED, the Board of Education of the City of Orange Township, hereby accepts the settlement agreement herewith attached for employee #5025

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter
ROLL CALL: (4) YEA (0)NAY

F16-033 RESOLUTION TO APPROVE THE NOTIFICATION LETTER TO THE SUPERINTENDENT OF SCHOOLS OF NON-RENEWAL OF EMPLOYMENT CONTRACT AFTER JUNE 30, 2017

WHEREAS, New Jersey Department of Education requires the annual approval of employment contracts for Superintendent of Schools, and

WHEREAS, said employment contracts must be approved by the Essex County Executive Superintendent of Schools; and

WHEREAS, the current five-year employment contract for Mr. Ronald C. Lee, Superintendent of School will expire on June 30, 2017 school year; and

NOW, THEREFORE, BE IT RESOLVED, that upon the recommendation of the Board of Education of the City of Orange Township; hereby approves to notify Mr. Ronald C. Lee, Superintendent of Schools that on today's date, the Board is providing a letter to Mr. Lee, (see attached) notifying him that his employment contract will not be renewed upon the expiration of his existing contract on June 30, 2017 school year.

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter
ROLL CALL: (4) YEA (0)NAY

F16-034 RESOLUTION TO ACCEPT THE RETIREMENT LETTER OF MR. RONALD C. LEE, SUPERINTENDENT OF SCHOOLS

WHEREAS, Mr. Ronald C. Lee submitted a Letter of Retirement to the Orange Board of Education on June 28, 2016 during their Special Public Meeting; and,

WHEREAS, the letter states that Mr. Lee will retire from his position as the Superintendent of Schools effective December 31, 2017.

NOW, THEREFORE BE IT RESOLVED, that the Orange Board of Education hereby accepts the Retirement Letter of Mr. Ronald C. Lee, Superintendent of Schools.

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter
ROLL CALL: (4) YEA (0)NAY

G16-023 RESOLUTION TO APPROVE THE DONATION OF TWO HUNDRED SEVENTY EIGHT (278) TEXTBOOKS FOR DISTRIBUTION TO ORANGE PUBLIC SCHOOL STUDENTS FOR PERSONAL LIBRARIES FROM THE ORANGE PUBLIC SCHOOLS

WHEREAS, the Orange Public Schools, has offered to donate two hundred seventy eight (278) copies of Creating America published by McDougal Littell to students of the Orange School District; and

WHEREAS, this donation will be distributed to Orange Public School students through the district within the schools.

NOW, THEREFORE, BE IT RESOLVED, that the Orange Board of Education hereby approves the Donation of Two Hundred Seventy Eight (278) Textbooks for Distribution to Orange Public School Students for Personal Libraries.

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter

ROLL CALL: (4) YEA (0) NAY

H. Case Numbers

Home Instruction Cases

Out-of-District Placement Cases

H.I.B Cases

HUMAN RESOURCE AGENDA

- Leaves Of Absences
- Separations: Resignations
- Appointments
- Stipends
- Reassignments
- Transfers
- Non-Affiliated Staff SY 2015-2016 Contract Renewals
- Withholding Of Increments
- Other Personnel Actions
- For The Records

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter

ROLL CALL: (4) YEA (0) NAY

DISTRICT MEETINGS

□ Next scheduled meetings are as follows:

Public

- Facilities Committee Meeting – Monday, July 11, 2016 at 2:30 p.m., 451 Lincoln Avenue.
- Next Public Board Meeting – Tuesday, July 12, 2016, at 7:30 p.m., 451 Lincoln Ave
- Curriculum Committee Meeting – Thursday, June 30, 2016 at 5:00 p.m., 451 Lincoln Avenue.

Closed

- Human Resource Committee Meeting – Monday, July 13, 2016, at 5:00 p.m.

CORRESPONDENCES

COMMITTEE REPORTS

BOARD COMMENTS

Pursuant to N.J.S.A. 10:4-12 and in conformance with the Board of Education Policy 1120-1 **and Open Public Meeting Act, Chapter 231**, this is to announce that the Orange Board Of Education will hold its next regularly scheduled **Meeting on July 12, 2016** Closed Session at 5:30 p.m. and Public Session at 7:30 p.m. It is expected that the discussion undertaken in the closed session board meeting can be made public at the time official action is taken or when its confidentiality is no longer required.


Motion to adjourn Public Session.

Moved by Abdul Shabazz Ashanti. Seconded by E. Lydell Carter

ROLL CALL: (4) YEA (0)NAY

APPROVAL DATE: July 12, 2016

ATTESTED TO BY:



**School Business Administrator/
Board Secretary**