

Minutes of **Tuesday, November 15, 2022, Public Meeting** of the Orange Board of Education held at 6:00 pm.

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

Ms. Guadalupe Cabido

Ms. Sueann Gravesande

Mr. Derrick Henry

Ms. Samantha Crockett

Ms. Fatimah Turner, Ph.D.

Mr. Siaka Sherif

Ms. Shawneque Johnson, President

Mr. Jeffrey Wingfield

Mr. David Armstrong

**ROLL CALL (7) PRESENT (2) ABSENT**

**ALSO PRESENT:**

- Dr. Gerald Fitzhugh II, Superintendent of Schools
- Mr. Jason Ballard, School Business Administrator/Board Secretary
- 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. Jeffrey Wingfield Seconded by Ms. Gravesande**

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

Unable to transcribe the beginning of the meeting due to technical difficulties.

Ms. Johnson re-open the public meeting and introduces Dr. Fitzhugh to begin his Superintendent's Report.

**Superintendent's Report**

Dr. Fitzhugh thanks Dr. Joseph-Charles for the warm welcome to Rosa Parks Community College.

Dr. Fitzhugh also thanks Jason Cordes, IT Manager for all his assistance every month in making sure the broadcast on our travel meetings is a success.

Dr. Fitzhugh gives shoutout to every school that came out to show support the board meeting.

Dr. Fitzhugh gives a huge shoutout to the Orange Public Schools STARS for the month of October.

Dr. Powell communicates data from START Strong assessment that helped the district to make some decisions.

Dr. Powell communicates that the test was administered in September 2022 and used released items from the NJSLA.

Dr. Powell communicates that the test was administered to 4<sup>th</sup> – 12<sup>th</sup> grade in ELA, 4<sup>th</sup> -8<sup>th</sup> grade for Math and 6-12 for science.

Dr. Powell communicates the difference assessments the students went through and subject areas.

Dr. Powell communicates the language of the START Strong assessment.

Dr. Powell communicates that the district met their participation of 95%.

Dr. Powell communicates that the state is urging the district not to use this data for planning purposes and discuss how the district used the data to inform our practice.

Dr. Fitzhugh communicates the Start Strong English Language Arts Grade 6 support levels (due to audio difficulties I was not able

Dr. Powell communicates various support level percentages and grade level subgroups in the English Language Arts Grade 8.

Dr. Powell communicates to the community the grade level subgroups and support level percentages for Mathematics Grade 5.

Dr. Powell communicates to the community the district's Intervention Strategies. The district will implement multi-tiered systems of support are occurring through multiple formats with a need to expand these opportunities in the 2022-2023 school year.

Dr. Powell communicates to the community that the district continues to advance the consistent implantation of developmentally appropriate, evidence-based instructional materials and strategies to support each special education and bilingual/ESL service.

Dr. Powell communicates to the community that the district supports students using personalized and blended learning tools occurring during the instructional blocks in ELA and Mathematics.

Dr. Powell communicates to the community the district has instituted formal pull-out academic intervention programs in two pilot sites.

Dr. Powell communicates to the community the district has instituted formal and individualized tutoring support for 1+ students to receive live, synchronous virtual tutoring in preparation for State and college-readiness assessments.

Dr. Powell communicates to the community the district's NJSLA science data comparison from 2019 to 2022.

Dr. Powell communicates to the community the NJSLA science data for grade 5 and explains the average and grade needed to pass the NJSLA assessment.

Dr. Powell communicates to the community the ACCESS data for ELLs.

Dr. Powell communicates that the Orange Public School's current enrollment is 5,869 students. The total number of students receiving English Language Learner support is 1,060 students, and The District operates Bilingual programs (instruction in dual languages) in 4 schools.

Dr. Powell communicates the districts have done so far this year:

- Updated all our Genesis records to ensure that students are properly assigned and in the correct programs
- Processed 198 new ELL students and started this year
- Ensured that all Bilingual Classrooms will have core requisite materials in English & Spanish (where available) inclusive of classroom libraries
- Ensured that all Bilingual Classrooms will have access to core requisite materials via Snap & Read where dual language materials are not available
- Extending our Supervision and Coaching Models to engage all bilingual teachers in content coaching throughout the year

Dr. Powell communicates the proficiency levels for ACCESS.

- Level 1-Entering: knows and uses minimal social language and minimal academic language with visual and graphic support
- Level 2-Emerging: knows and uses some social English and general academic language with visual and graphic support
- Level 3-Developing: knows and uses social English and some specific academic language with visual and graphic support
- Level 4-Expanding: knows and uses social English and some technical academic language
- Level 5-Bridging: knows and uses social and academic language working with grade-level material
- Level 6-Reaching: knows and uses social and academic language at the highest level measured by this test.

Dr. Powell communicates how is ACCESS data used throughout the district for placements, and exiting of Bilingual programs.

Dr. Powell communicates to the community the WIDA scores by grade and proficiency in each school.

Dr. Powell communicates the districtwide efforts to improve access such as developing a 1 year ESL/Bilingual strategic plan that aligns with the NJDOE English Language Arts learner' 3 year plan. Ensure access to the curriculum in all Bilingual classrooms, 5. Facilitate common planning time for all Bilingual/General Education teachers in school-based CPTs or districtwide Professional Development sessions.

Dr. Powell communicates to the community the district's walkthroughs at Central Elementary and Rosa Parks Community College.

Dr. Powell communicates Differentiated Sheltered English Instruction Training.

Dr. Powell communicates the SEAL of Biliteracy: The New Jersey State Seal of Biliteracy is an award given by the New Jersey Department of Education (NJDOE) in recognition of students who have studied and attained proficiency in at least one language in addition to English by high school graduation.

This designation on a student's high school diploma emphasizes the importance of both bilingualism and cultural understanding. To attain the Seal of Biliteracy, the student must demonstrate proficiency in English by meeting the NJ State Graduation requirements for ELA and by scoring a 5 or higher on the STAMP Assessment. For ELLs, the student must demonstrate proficiency in English by scoring a 4 or higher on the ACCESS for ELLs and by scoring a 5 or higher on the STAMP Assessment.

Dr. Powell communicates to the community that 27 of our seniors scored a 5 or better on the STAMP assessment and met all graduation requirements for ELA thereby qualifying them for the NJ Seal of Biliteracy (13 were ELLs).

Dr. Fitzhugh communicates the importance of attendance and communicates the district's attendance for the previous month for each school, grade, and neighboring schools.

Dr. Fitzhugh introduces Mr. Ballard to give the community status on the district's facilities and repairs.

Mr. Ballard communicates to the community of the thorough daily cleaning and disinfection of all touch points in the building (examples include but are not limited to: Door handles, bathrooms, entrances, and exits, banisters) 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 insure a safe and clean learning environment for our children and staff.

Mr. Ballard communicates to the community Orange Preparatory Academy's front steps are being replaced. Rosa Parks Community had several doors in the district in need of replacement.

Mr. Ballard communicates to the community that water coolers are being installed throughout the district.

Mr. Ballard communicates to the community the repairs that are happening at STEM. STEM will be getting a new basketball hoop installed and a tennis court.

Mr. Ballard communicates to the community what is in the works for November 2022 and reminds the community that the district will continue to prioritize the well-being of the students and staff.

Ms. Alcantara communicates to the community that the high school students were able to collaborate with the film booth at Junior University. The students received a tour and they had to film, edit, and finalize their production by 5pm the next day.

Dr. Fitzhugh communicates the different events happening throughout the district providing time, date, and location.

Dr. Fitzhugh communicates forthcoming school closure days.

That concludes the Superintendent's report.

Ms. Johnson motions to approve October 11, 2022, public meeting minutes

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

Ms. Johnson motions to table October 11, 2022, closed meeting minutes to the next board meeting

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

**Community Reports:** Ms. Johnson communicates to the community that the board will not be over community reports today as Dr. Fitzhugh already went through them during his presentation. Ms. Johnson encourages the community to go see the community videos on the district's Facebook page.

**Public Comments:** Ms. Tisa Singleton communicates that Lincoln Avenue is still having parking lot issues. Ms. Singleton thanked Ms. Gravesande for wearing purple tonight as November is National Epilepsy awareness month. Ms. Singleton gives a huge warm recognition to the Lincoln Avenue school nurse for going beyond and above with Lincoln students with her awareness of symptoms.

Mr. Ballard communicates to Ms. Singleton and the community that the district did put in an order for the light bulb needed to repair the parking lot light issues at Lincoln Avenue.

Mr. Bill Nuston has been a teacher in the district for almost 20 years and he is also the chairperson for the OEA Health and Safety Committee. Mr. Nuston communicates that the district infrastructure is over 100 years old, and the district has some repairs and infrastructure issues that need immediate attention. Mr. Nuston share a brief story of a previous health concern that led to an urgent matter, and he mentioned that to say that people move when urgent matters occur. Mr. Nuston wants to avoid any emergency from the forthcoming and asks the district to address the issues aggressively. Mr. Nuston asks the board member to go out to the school and ask the teachers and find out for themselves about the repairs needed at each school.

Dr. Fitzhugh communicates that when the tours are happening throughout the schools, the executive directors are always in the building when walkthroughs like this are happening. Dr. Fitzhugh communicates the process of how we repair gets done as soon as the executive team is made aware.

Mr. Ballard communicates that there has been a multitude of repairs that have been going on in the past year and a half. Mr. Ballard also communicates the monetary part of the repairs, and grants the district applies to assist with the cost of the repairs. Mr. Ballard encourages all staff members to put in their repair requests on School dude so that the district can monitor and stay on top of the repairs needed and makes the community aware that the district does not have a facilities team where we can dispatch workers as the requests come in.

Mr. Nuston communicates that he has entered many requests in the system, and nothing has been done. Mr. Nuston makes the board aware of the request he put in 5 years ago regarding shades that have not been installed yet.

Ms. Johnson communicates her disappointment with Mr. Nuston's school dude request from 5 years ago.

Ms. Cabido communicates to the community how school dudes work since her work district uses it too and these issues do not happen.

Mr. Ballard asks Mr. Vasquez to stand up to show the district who is in our district facilities department. A department of one person. Everything is deployed to that one person for the entire district. Mr. Ballard communicates that he has been in the district for one year, and the district has done wonderful things in that one year, however, he reminds the district that there is only one person handling school dude's requests for repairs are prioritized by the urgency of the matter daily that by law need to be taken care of asap.

Dr. Fitzhugh communicates to Ms. Johnson that the district makes it happen.

Ms. Johnson asks Mr. Ballard if there is a time frame for a request for shades.

Mr. Vasquez communicates to the board and community that once the request is put in and the materials are at hand the issue can get resolved quicker however with the new administration, we're working with a company to assess the entire district so that every school has what is needed for their rooms.

Mr. Vasquez communicates that the teacher does not put in the request on the school dude. The administrator and secretary put in the request.

(Unable to hear the audience words)

Ms. Johnson communicates that the district needs to do better with communicating the process of the request and not sit and wait without hearing anything back regarding requests.

Mr. Vasquez communicates that the district will start to communicate the updates with each perspective school.

Ms. Cabido communicates that this sounds like we do a better job at communicating and investigating platforms that will allow us to maintain updates within the requester.

Ms. Johnson communicates that this discussion is not to bash the hard work Mr. Vasquez provides and all the work Mr. Ballard has invested in getting the district where they are now compared to how it was when he first came into the district and brought in great ideas and platforms.

Ms. Gravesande communicates her concerns about this one request and suggests to the facilities committee that they must do their investigation and their part in the maintenance of the schools.

Mr. Ballard communicates to Mr. Sherif that the request cannot be completed by Friday because the states have laws that the district must follow when it comes to purchasing materials for the district. Mr. Ballard wants to maintain transparency and make the community aware that he will not overpromise and underdeliver.

Mr. Henry communicates that he would like a tour of the school dude so that he can get more familiar with the platform.

Mr. Dwight Holmes wants confirmation on that the district has a health and safety team.

Dr. Fitzhugh communicates the time and place where this committee will be taking place.

Mr. Holmes communicates that he agrees with Ms. Johnson's statement. Mr. Holmes asks the board if there is a brief, they can do for Lincoln Avenue parking light issues as the school will be hosting their parent-teacher conference soon. Mr. Holmes also asks the board to please look at their pest reports. Mr. Holmes wants to know if there is any process or notification of the process for repairs.

Mr. Ballard communicates that he wants to represent change and does not want to talk about what happened in the past and wants to focus on the present and future. Mr. Ballard communicates to the community how he found the district and how far we've come and how much further will continue to go.

Mr. Ballard communicates the importance of inputting any facility request on the school dude.

Mr. Holmes asks Mr. Ballard for clarification on how the process of school dude works.

Mr. Ballard communicates the process of repairs.

Ms. Johnson asks Mr. Ballard if the district has materials at hand.

Mr. Ballard communicates that the district does have materials at hand however due to COVID and supply-demand the district does not have all the material it needs to satisfy each inquiry.

Mr. Holmes communicates that the lighting issue was brought up at our last meeting and it would've been nice to know that the issues were being taken care of and materials were ordered.

Mr. Ballard communicates that the school principal was made aware of the status of the repair.

Ms. Marpesa Bell communicates that she is a high school educator and is a part of the OEA. Ms. Bell thanked the district and she expresses her love for our Tornados and our marching band and how much it makes a difference out on that field. Ms. Bell communicates that she has been contacted regarding the high school water fountains needing to have maintenance and have a red indicator stating it.

Ms. Bell communicates that the high school students know that they can get good drinking water from the nurse's office.

Ms. Bell communicates that she has complaints about doors not locking and stated that these inquiries have been inputted to school dudes.

Ms. Bell communicates her security concerns as parents can enter schools and walk right past the security guard without stopping by first to gain access to the department or person they came to see.

Mr. Ballard communicates that the district is working through all the safety concerns. Mr. Ballard reminds the community of the facility report that the doors are locked at every school, and no one will be allowed to enter without authorization.

Mr. Ballard communicates the cost of repairs and the repairs that need to take priority over the other requests.

Dr. Fitzhugh thanked all the staff and community members for coming out and speaking out on their concerns and questions.

Ms. Crockett communicates how school dude is used and communicates suggestions on how Orange can make our process better.

Ms. Johnson asks Mr. Ballard if there is another platform that we can get that will work best for our district.

Mr. Ballard communicates that school dude is the generic platform that is used throughout districts and school dude is not the problem. Mr. Ballard wants the community to understand that the district only has one person for 16 buildings and the district is doing its best to revamp that process to communicate better. Mr. Ballard communicates that he is aware of all the concerns that were brought up at tonight's meeting however the district needs to prioritize and do the best they can with their funding.

Ms. Johnson asks if there are limitations on school dudes

Mr. Vasquez communicates that there is no limitation on the platform for about a year now since Mr. Ballard has been with the district. Mr. Vasquez communicates that the district has a new procedure and all requests are now sent directly to his phone and he starts working on them right away.

Mr. Vasquez communicates that to date out of 16 buildings we only have about 200 requests and to some, we cannot close because they cannot be completed either due to materials on backorder, or supply chain demands.

Mr. Ballard communicates that the school dude is no longer the company name and that the company was bought by Brightly.

Mr. Vasquez communicates that with the new system any past requests are no longer in the system since the merge.

Mr. Vasquez communicates that with this new platform the school administrators and secretaries are the only ones with access and all requests must be sent to them to input on platforms.

Mr. Vasquez communicates that if an urgent matter is brought up to his attention, he prints it out and gets on it right away.

Mr. Ballard communicates that even emergency requests need to be put in Brightly to stay on top of the repairs to stay updated with repairs. For Mr. Vasquez to communicate with the teachers or staff on each repair will take Mr. Vasquez away from working on getting those requests resolved.

Ms. Johnsons communicates that this is not a conversation to bash on his team it's just that the district has to come up with a resolution on communication with repairs and buildings.

**This concludes public comments.**

## **BOARD RESOLUTIONS**

Ms. Johnson motions to approve the HIB cases

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

Ms. Johnson motions to do a consent agenda removing K1, K8, K12, N4, N5

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

Ms. Johnson motions to approve K1

Mr. Ballard communicates that this resolution is to approve the payment of bills for this month.

All board members approve of this bill and read consent.

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



Dr. Fitzhugh communicates the resolution up for approval and advises the community that this resolution will allow a vendor that will be using our facilities at Lincoln will donate \$7,000.00 to the district and that money will go directly back to the kids.

Mr. Ballard communicates that the vendor also paid for the facilities aside from their generous donation.

Ms. Johnson motions to approve K8

**Moved by unable to detect Seconded by Ms. Gravesande**  
**ROLL CALL (7) YEA (0) NAY (0) ABSTAIN (0) ABSENT**

Ms. Johnson motions to approve K12

Dr. Fitzhugh communicates that Ms. White, principal at Central Elementary has a staff member whose relative wants to donate a brand-new refrigerator to the building teachers' lounge.

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

Ms. Johnson motions to approve N4

Ms. Jones communicates that this is the resolution to approve the arraignment of the memorandum of agreements between the OEA and the Board of Education. The district has placed an order to print the contract by the district was informed that the contracts will be ready for pick up on Friday. Ms. Jones communicates that a link to the district website will be available for a digital copy of it.

**Moved by Mr. Wingfield Seconded be unable to detect**  
**ROLL CALL (6) YEA (0) NAY (1) ABSTAIN (0) ABSENT**

Ms. Johnson motions to approve N5

Ms. Jones communicates that this resolution is to approve the purpose of the comprehensive equity plan which is to ensure that practices are equitable. Every few years the district needs to renew and the committee consists of the different departments throughout the district. Ms. Jones communicates a little further into the process and outcomes of this committee.

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

Ms. Johnson's motion to approve Human Resources Agenda

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

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

The curriculum virtual meeting will be held on December 8 at 3:30 pm

The facility virtual meeting will be held on December 5 at 3:30 pm  
Public Relations virtual meeting will be held on December 6 at 3:30 pm  
The financing committee virtual meeting will be held on December 8 at 5:30 pm  
Orange Board of Education public meeting will be held on December 12 at 7:30 pm at Park Ave  
Policy Committee virtual meeting will be held on December 12 at 4:00 pm.

## **Board Comments**

Mr. Henry communicates to the community and board that during this past election a parent was approached by a concerned parent regarding by our academic performances and ranking which he hopes he responded to appropriately. Mr. Henry communicates the struggle that COVID-19 left behind for the staff and students and hopes that the district is taking all of that into consideration for their expectations.

Ms. Crockett thank everyone who came out to voice their concerns and hopes to have more updates on facilities. Ms. Crockett congratulates Ms. Johnson and Ms. Gravesande on their re-election.

Ms. Gravesande becomes very emotional as she thanks Ms. Cabido for her services to the board and the students. Ms. Gravesande reminisces about their first task and wants the community to be aware of all the great things they have brought to the district since this board has been in service to the community. Ms. Gravesande asks the community to let's stay on focus on what matters which the students. Ms. Gravesande wants the community to know that Ms. Cabido has done great things for this district.

Mr. Sherif communicates that the board members have very hard to get to this point and it is hard to know that one of the board members is leaving. Mr. Sherif wants the community to know that you don't have to be on board to make changes in Orange Public Schools.

Mr. Wingfield wants to let what his fellow board members before him stand and not say anything about it.

Ms. Johnson expresses her love and respect for Ms. Cabido and all her hard work and dedication to this board. Ms. Johnson communicates the strives the district takes to be great, and she ensures Ms. Cabido that the district will continue to become GREAT!

Ms. Johnson moves to have the meeting adjourned

**Moved by Mr. Wingfield    Seconded by Ms. Cabido**

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