EAST ORANGE BOARD OF EDUCATION
199 4th AVENUE
EAST ORANGE, NEW JERSEY 07017

SPECIAL PUBLIC MEETING

East Orange Board of Education **Tuesday, September 29, 2026 – 7:00 P.M.**
199 4th Avenue, East Orange, NJ 07017

AGENDA

I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL

IV. COMMENTS AND PRESENTATIONS FROM THE PRESIDENT

V. REPORT OF THE SUPERINTENDENT OF SCHOOLS

VI. COMMENTS FROM THE PUBLIC

VII. RETIRE TO EXECUTIVE SESSION

VIII. RECOMMENCE PUBLIC MEETING

IX. ROLL CALL

X. CONSIDERATION OF RESOLUTIONS — SEPTEMBER 29, 2026

A. SUPERINTENDENT OF SCHOOLS

1. LABOR RELATIONS & EMPLOYMENT SERVICES

a. Resolution of the East Orange Board of Education Approving the Settlement Agreement Between The East Orange Board of Education and The East Orange Educational Support Professionals' Association Terminating and Resolving Subcontracting (Outsourcing) Negotiations.
b. Resolution of the East Orange Board of Education to implement subcontracting (outsourcing) of custodial services effective November 1, 2026**.**
c. Resolution of the East Orange Board of Education reaffirming the reduction in force (RIF) resolution of April 21, 2026, to abolish/eliminate custodial positions effective at the end of the day on October 31, 2026; including staff impact.

A. SUPERINTENDENT OF SCHOOLS

1. LABOR RELATIONS & EMPLOYMENT SERVICES

a. Resolution of the East Orange Board of Education Approving the Settlement Agreement Between The East Orange Board of Education and The East Orange Educational Support Professionals' Association Terminating and Resolving Subcontracting (Outsourcing) Negotiations.

WHEREAS, at its regularly scheduled meeting March 17, 2026, the East Orange Board of Education ("Board" or "District"), the Board approved a resolution to consider subcontracting (outsourcing) custodial services for 2026-2027 and beyond; and

WHEREAS, in accordance with N.J.S.A. 34:13A-46 and N.J.A.C. 19:12-8.1, *et seq.,* the District engaged in negotiations with the East Orange Education Support Professionals' Association (EOESPA) to determine if the District would proceed with the subcontracting (outsourcing) custodial services, or will reach an alternative agreement could be reached to keep the services in-house; and

WHEREAS, if the negotiations did not result in an agreement in which custodial services would remain in-house, and the District proceeded with subcontracting (outsourcing), it is necessary to approve the abolishment/ elimination of custodial positions as part of a reduction in force (RIF); and

WHEREAS, at its April 21, 2026, meeting, the Board approved a resolution, indicating that, in accord with *N.J.S.A.* 18A:17-3, *N.J.S.A.* 18A:17-4, and *N.J.S.A.* 18A:28-9, for reasons of a decline in student enrollment, economy and efficiency, budgetary reasons, a change in the administrative or supervisory organization, where applicable, and for other good cause, including, but not limited to, the need to rightsize staffing to District needs, and for purposes of subcontracting (outsourcing) custodial services, the Board would implement a *contingent* RIF to abolish / eliminate the custodial positions recommended by the Superintendent, and that the custodial RIF was *contingent* on whether the District and EOESPA reached a successor agreement to keep custodial services in-house, or if the District proceeds with subcontracting (outsourcing) of custodial services in accord with N.J.S.A. 34:13A-46 and N.J.A.C. 19:12-8.1, *et seq.*;

WHEREAS, custodial staff received individual letters explaining that the District was maintaining their employment past July 1, 2026, as the District continues to negotiate with the EOESPA for a successor agreement, but if there is no successor agreement and subcontracting (outsourcing) is implemented, their employment would cease consistent with the RIF;

WHEREAS, despite good faith negotiations, the parties were unable to reach an amicable successor collective bargaining agreement; therefore, in line with the Superintendent's recommendation, it became necessary to implement the subcontracting (outsourcing) of custodial services, effective November 1, 2026; and

WHEREAS, the parties met and negotiated terms, including but not limited to, the effective date of outsourcing, the impact of subcontracting on affected employees, as well as resolution of the New Jersey Supreme Court decision in EAST ORANGE EDUCATIONAL SUPPORT PROFESSIONALS' ASSOCIATION AND EAST ORANGE MAINTENANCE ASSOCIATION V. EAST ORANGE BOARD OF EDUCATION (A-79-24), Supreme Court docket #: 090489, as outlined in the proposed settlement agreement, a copy of which shall be on record with the secretary of the Board; and

WHEREAS, the Board has determined it to be in the best interest of the school district to proceed with subcontracting (outsourcing), provided the terms and conditions agreed to by the District and the Association's bargaining representatives; and

NOW, THEREFORE, BE IT RESOLVED, the East Orange Board of Education hereby approves the Settlement Agreement by and between the Board and the EOESPA addressing the impact of subcontracting, therefore ending ongoing negotiations related to the decision to subcontract, and the parties' ongoing COVID-19 Overtime litigation, and hereby authorizes the Superintendent to execute the Settlement Agreement.

A. SUPERINTENDENT OF SCHOOLS

1. LABOR RELATIONS & EMPLOYMENT SERVICES

b. Resolution of the East Orange Board of Education to implement subcontracting (outsourcing) of custodial services effective November 1, 2026**.**

WHEREAS, consistent with the Board's duty to deliver a thorough and efficient education, the Board must consider staffing and funding, and determine where the District can be more efficient and deliver improved quality of service in the best interests of the District;

WHEREAS, the Board is authorized to consider subcontracting (outsourcing) consistent with the procedures under N.J.S.A. 34:13A-46 and N.J.A.C. 19:12-8.1, *et seq.*;

WHEREAS, the contract with East Orange Education Support Professionals Association (EOESPA), who is the representative of the District's custodians, expired in June 2024, and the parties have been in good faith negotiations for a successor contract;

WHEREAS, consistent with N.J.S.A. 34:13A-46 and N.J.A.C. 19:12-8.1, *et seq.*, on March 17, 2026, the Board approved a resolution authorizing the Superintendent to complete and submit to EOESPA and PERC the Notice of Intent to Subcontract under N.J.A.C. 19:12-8.2;

WHEREAS, consistent with law and the Board's March 17, 2026, resolution, the District engaged in good faith negotiations with EOESPA to approve a successor contract in lieu of subcontracting (outsourcing) for over 90 days;

WHEREAS, the March 17, 2026, resolution indicated that if a successor agreement is not reached with the EOESPA, then the District is authorized to consider proposals to subcontract (outsource) custodial services once the 90-day period expires; and

WHEREAS, despite good faith negotiations, the parties have not been able to reach an amicable successor agreement, and consistent with the Superintendent's recommendation, it is necessary for the District to implement the subcontracting (outsourcing) of custodial services, effective November 1, 2026.

NOW, THEREFORE, BE IT RESOLVED, the District has not reached a successor agreement with the EOESPA, and the Board hereby approves the Superintendent's recommendation to implement the subcontracting (outsourcing) of custodial services in the District, effective November 1, 2026.

A. SUPERINTENDENT OF SCHOOLS

1. LABOR RELATIONS & EMPLOYMENT SERVICES

c. Resolution of the East Orange Board of Education reaffirming the reduction in force (RIF) resolution of April 21, 2026, to abolish/eliminate custodial positions effective at the end of the day on October 31, 2026; including staff impact.

WHEREAS, at its March 17, 2026 Board meeting, the Board approved a resolution to consider subcontracting (outsourcing) custodial services for 2026-2027 and beyond;

WHEREAS, in accord with N.J.S.A. 34:13A-46 and N.J.A.C. 19:12-8.1, *et seq.,* the District remained in active negotiations with the East Orange Education Support Professionals Association (EOESPA) to determine if the District will proceed with the subcontracting (outsourcing) custodial services, or will reach an alternative agreement to keep the services in-house;

WHEREAS, if the negotiations did not result in keeping custodial services in-house, and the District proceeded with subcontracting (outsourcing), it is necessary to approve the abolishment/ elimination of custodial positions as part of a reduction in force (RIF);

WHEREAS, at its April 21, 2026, meeting, the Board approved a resolution, indicating that, in accord with *N.J.S.A.* 18A:17-3, *N.J.S.A.* 18A:17-4, and *N.J.S.A.* 18A:28-9, for reasons of a decline in student enrollment, economy and efficiency, budgetary reasons, a change in the administrative or supervisory organization, where applicable, and for other good cause, including, but not limited to, the need to rightsize staffing to District needs, and for purposes of subcontracting (outsourcing) custodial services, the Board would implement a *contingent* RIF to abolish / eliminate the custodial positions recommended by the Superintendent, and that the custodial RIF was *contingent* on whether the District and EOESPA reached a successor agreement to keep custodial services in-house, or if the District proceeds with subcontracting (outsourcing) of custodial services in accord with N.J.S.A. 34:13A-46 and N.J.A.C. 19:12-8.1, *et seq.*;

WHEREAS, custodial staff received individual letters explaining that the District was maintaining their employment past July 1, 2026, as the District continues to negotiate with the EOESPA for a successor agreement, but if there is no successor agreement and subcontracting (outsourcing) is implemented, their employment would cease consistent with the RIF;

WHEREAS, despite good faith negotiations, the parties have not been able to reach an amicable successor agreement, and consistent with the Superintendent's recommendation, it is necessary for the District to implement the subcontracting (outsourcing) of custodial services, effective November 1, 2026; and

WHEREAS, as a result of the subcontracting (outsourcing) of custodial services effective November 1, 2026, it is necessary to reaffirm the District's RIF resolution of the custodians.

NOW, THEREFORE, BE IT RESOLVED, that that, in accord with *N.J.S.A.* 18A:17-3, *N.J.S.A.* 18A:17-4, and *N.J.S.A.* 18A:28-9, for reasons of a decline in student enrollment, economy and efficiency, budgetary reasons, a change in the administrative or supervisory organization, and for other good cause, including, but not limited to, the need to rightsize staffing to District needs, and for purposes of subcontracting (outsourcing) custodial services, the Board hereby reaffirms the RIF to abolish / eliminate the custodial positions recommended by the Superintendent, and that the last date of employment of custodial staff shall be at the end of the day on October 31, 2026.

A. SUPERINTENDENT OF SCHOOLS

1. LABOR RELATIONS & EMPLOYMENT SERVICES

c. Resolution of the East Orange Board of Education reaffirming the reduction in force (RIF) resolution of April 21, 2026, to abolish/eliminate custodial positions effective at the end of the day on October 31, 2026; including staff impact. – (Cont'd)

RIF OF CUSTODIAL POSITIONS; STAFF IMPACT		
	Position/Title	**Current 2026-2027 Staff in Position**
1	Custodian (Acting Head)	**4**
2	Custodian (Day)	**21**
3	Custodian (Head)	**12**
4	Custodian (Hourly)	**3**
5	Custodian (Night)	**43**
	Total	**83**

CUSTODIAL STAFF IMPACTED BY RIF; LAST DAY OF EMPLOYMENT – OCTOBER 31, 2026

1.	008272	Custodian (Night)
2.	008023	Custodian (Night)
3.	009600	Custodian (Night)
4.	001442	Custodian (Head)
5.	009224	Custodian (Night)
6.	006966	Custodian (Night)
7.	008928	Custodian (Night)
8.	009149	Custodian (Night)
9.	001334	Custodian (Head)
10.	007481	Custodian (Night)
11.	009786	Custodian (Night)
12.	008684	Custodian (Day)
13.	009517	Custodian (Night)
14.	008381	Custodian (Night)

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15.	003008	Custodian (Day)
16.	009541	Custodian (Acting Head)
17.	009785	Custodian (Day)
18.	009571	Custodian (Day)
19.	006508	Custodian (Night)
20.	009212	Custodian (Night)
21.	009636	Custodian (Day)
22.	008317	Custodian (Head)
23.	009062	Custodian (Day)
24.	009771	Custodian (Night)
25.	007712	Custodian (Night)
26.	006982	Custodian (Night)
27.	003112	Custodian (Night)
28.	008729	Custodian (Head)
29.	008710	Custodian (Head)
30.	004085	Custodian (Night)
31.	009652	Custodian (Head)
32.	009185	Custodian (Night)
33.	009542	Custodian (Night)
34.	009195	Custodian (Day)
35.	008918	Custodian (Day)
36.	009731	Custodian (Night)
37.	007511	Custodian (Day)
38.	002774	Custodian (Head)
39.	007832	Custodian (Night)

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40.	007559	Custodian (Night)
41.	009534	Custodian (Day)
42.	008946	Custodian (Night)
43.	008292	Custodian (Day)
44.	002934	Custodian (Night)
45.	009234	Custodian (Hourly)
46.	009739	Custodian (Night)
47.	008338	Custodian (Acting Head)
48.	007905	Custodian (Night)
49.	008956	Custodian (Night)
50.	009625	Custodian (Head)
51.	008384	Custodian (Day)
52.	009485	Custodian (Hourly)
53.	009089	Custodian (Night)
54.	009231	Custodian (Head)
55.	008492	Custodian (Day)
56.	009697	Custodian (Night)
57.	008785	Custodian (Night)
58.	008786	Custodian (Day)
59.	008665	Custodian (Day)
60.	001879	Custodian (Night)
61.	009588	Custodian (Day)
62.	002926	Custodian (Night)
63.	002919	Custodian (+Night)
64.	005434	Custodian (Head)

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65.	008698	Custodian (Night)
66.	009244	Custodian (Night)
67.	007155	Custodian (Acting Head)
68.	002750	Custodian (Head)
69.	008084	Custodian (Night)
70.	009540	Custodian (Day)
71.	002159	Custodian (Day)
72.	008787	Custodian (Acting Head)
73.	009063	Custodian (Night)
74.	009082	Custodian (Night)
75.	009193	Custodian (Night)
76.	009318	Custodian (Night)
77.	008950	Custodian (Day)
78.	008781	Custodian (Night)
79.	008983	Custodian (Hourly)
80.	004055	Custodian (Head)
81.	009543	Custodian (Day)
82.	009500	Custodian (Day)
83.	009064	Custodian (Night)

XI. CLOSING STATEMENT/ADJOURNMENT