



WEST ORANGE BOARD OF EDUCATION
Public Board Meeting April 28, 2025
5:30 P.M. Executive Session
6:30 P.M. Public Session
West Orange High School
51 Conforti Avenue

Minutes

I. ROLL CALL OF THE MEMBERS

Present: President Rock, Vice President Ivker, Dr. Bryant, Mr. Stevenson and Ms. Vera.
Absent: None.

II. NOTICE OF MEETING:

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice and to attend the meetings of public bodies at which any business affecting their interests are discussed or acted upon. In accordance with the provisions of the Act:

- A written notice was sent from the Office of the Secretary of the Board on January 6, 2025.
- That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and by email to the Star-Ledger.
- That said notice was posted in the lobby of the Administration Building of the Board of Education and posted on the district website at www.woboe.org
- Please be advised that this meeting is being recorded and may be broadcasted on local TV and the district's website at a future date.

III. EXECUTIVE SESSION

WHEREAS: The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED: The Board of Education adjourns to closed session to discuss personnel, legal and miscellaneous confidential matters. Be it further

RESOLVED: The minutes of this closed session will be made public when the need for confidentiality no longer exists.

IV. PUBLIC SESSION AT 6:30 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF March 17, 2025 and April 2, 2025 (Att. #1)

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock



VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. Multilingual Advocacy Month - Student Recognition
- B. Presentation 6,7,8 Middle School Model
- C. HIB Report

IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

X. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS

A. PERSONNEL

1. Resignations / Retirements / Terminations

- a. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Theresa Bonagura	Gregory	Grade 5	Retirement 24 years	7/1/25
Ozzie Diaz	WOHS	Health & Physical Ed / Drivers Ed	Retirement 30 years	7/1/25
Lindsey Fitzgerald	Gregory	Grade 4	Resignation	5/23/25
Volodymyr Hunko	Roosevelt	STEM	Resignation	6/30/25
Charles Mahoney	WOHS	Technology Education	Resignation	6/30/25
Gary Margerum	Redwood	Music	Resignation	6/30/25
Alyssa Mauro	Gregory	Special Education	Resignation	6/9/25
Joyce Melvin	Kelly	Special Education	Retirement 25 years	7/1/25
Diane Sinisi	Washington	Special Education	Retirement 26 years	7/1/25

- b. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following non-certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Clercante Clerjuste	Transportation	Bus Driver Part-Time	Resignation	3/28/25
Alyssa Kuglin	Liberty	Paraprofessional	Resignation	5/30/25
Jennifer Rodriguez	Transportation	Bus Monitor Part-time	Resignation	4/11/25
Marleny Rodriguez	St. Cloud	Paraprofessional	Resignation	6/30/25
Nancy Romero	Gregory	Lunch Aide	Resignation	4/1/25

2. Rescissions

- a. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following rescission(s):



Name	Location	Position	Effective Date
Charles Mahoney	WOHS	Technology Student Association Co-Advisor	9/1/24
Jessica Nuzzi	WOHS	Curriculum Writing: Data Science Foundation	3/27/25
Jonathan Tick	WOHS	Curriculum Writing: Data Science Foundation	3/27/25

3. Appointments

a. 2025-2026 School Year

- 1) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following non-certificated staff appointment(s).

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Astrid Pluviose	Roosevelt	School Nurse	Ackerman reassigned	BA	17	\$87,416	9/1/25 - 6/30/26

b. 2024-2025 School Year

- 1) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following certificated staff appointment(s).

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Allyson Colon	BMELC	Special Education PreK Extended Assignment Sub	Cicerone reassigned	N/A	N/A	\$200 per diem	3/31/25 - 6/30/25
Stephanie Mundy	BMELC	Special Education PreK Extended Assignment Sub	Porter	N/A	N/A	\$200 per diem	3/31/25 - 6/30/25
Alan Reeder	Roosevelt	Social Studies Leave Replacement	Woch	MA	N/A	\$384.50 per diem	4/28/25 - 6/18/25

- 2) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following non-certificated staff appointment(s).

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Katherine Jimenez	Transportation	Bus Driver Part-time	Clerjuste	N/A	N/A	\$24,392.25 annualized	4/16/25 - 6/18/25

- 3) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional teaching assignment(s):

Name	Location	Position	Effective Dates
Spyridon Mantzas	Edison	Special Education Coverage-Ahmad	3/25/25 - 6/18/25
Elicia Baker	WOHS	English Leave Replacement-Rivera	5/6/25 - 6/18/25
Kathryn Emolo	WOHS	English Leave Replacement-Rivera	5/6/25 - 6/18/25
Teresa Harris	WOHS	English	5/6/25 - 6/18/25



Name	Location	Position	Effective Dates
		Leave Replacement-Rivera	
Megan Kiczek	WOHS	English Leave Replacement-Rivera	5/6/25 - 6/18/25
Charlene Muldrow	WOHS	English Leave Replacement-Rivera	5/6/25 - 6/18/25
Jiwon Choe	WOHS	Science Leave Replacement-Sternberg	4/22/25 - 5/26/25
Michael DeAngelis	WOHS	Science Leave Replacement-Sternberg	4/22/25 - 5/26/25
Robert Gronau	WOHS	Science Leave Replacement-Sternberg	4/22/25 - 5/26/25

- 4) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated Co-Curricular assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Michelle Ledesma	Hazel	Painting Club Advisor	\$600 amended from \$500	2024-2025
Kristin Della Ventura	WOHS	Volleyball: Boys' Assistant Coach	\$9,889	2024-2025
Sean Devore	WOHS	Lacrosse: Girls' Assistant Coach	\$9,889	2024-2025
Max Grossman	WOHS	Technology Students Association	\$1,673 amended from \$836.50	2024-2025
Miriam Kargbo-Jackson	WOHS	Track: Assistant Coach	\$9,889	2024-2025

- 5) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Darlene Berg	Central Office	NSO Year 1 & 2 Instructor K-5 Teachers	\$125 per hour not to exceed 3.5 hours	4/2/25
Timothy Blumkin	ECLC	CPR / AED / Heimlich Certification Training	\$85.11 per hour not to exceed 6 hours	5/6/25, 5/8/25
Jeffrey Mazurek	ECLC	CPR / AED / Heimlich Certification Training	\$85.11 per hour not to exceed 6 hours	5/6/25, 5/8/25
Colleen Horan	District	AAC Evaluation Report Writing	\$85.11 per hour not to exceed 15 hours	2024-2025
Rebecca Beutel	Redwood	Nurtured Heart Approach Training	\$85.11 per hour not to exceed 3 hours	1/29/25, 3/3/25
Doral Vickers	Redwood	Para to provide student support for Fitness and Martial Arts	\$26.82 per hour not to exceed 4 hours	4/8/25, 4/10/25
Sarah McIntosh	St. Cloud	Nurtured Heart Approach Training	\$85.11 per hour not to exceed 4 hours	1/29/25, 3/3/25, 3/13/25
Amanda Best	WOHS	Para to provide student support for 2025 Inclusive Camp and Resource Fair	\$26.82 per hour not to exceed 5 hours	3/15/25
Amanda Best	WOHS	Para to provide support for Prom and Six Flags Choir Trip	\$26.82 per hour not to exceed 15 hours	5/22/25, 5/30/25
Jazmine Bridges	WOHS	Para to provide support for	\$26.82 per hour	2024-2025



Name	Location	Position	Stipend / Rate of Pay	Effective Dates
		Jets United Flag Football	not to exceed 30 hours	
Ferdinand Christian	WOHS	Para to provide support during Commencement practice and ceremony	\$26.82 per hour not to exceed 10 hours	6/19/25
Jose Estrada	WOHS	Security Coordinator	\$4,927.33	2024-2025
Maria Gonzales	WOHS	Para to provide support for Play Unified Flag Football	\$26.82 per hour not to exceed 30 hours	2024-2025
Erica Guerino	WOHS	Para to provide support during Commencement practice and ceremony	\$26.82 per hour not to exceed 10 hours	6/19/25
Tyler Mandel	WOHS	Para to provide support during Spring Track	\$26.82 per hour not to exceed 75 hours	3/1/25 - 5/30/25
Tahira Hill	WOHS	School Nurse to provide student physicals	\$62.89 per hour not to exceed 6 hours	5/27/25, 5/29/25

- 6) Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following Buildings and Grounds stipend(s) to be paid in December 2024 and June 2025:

Name	DOH	Location	Type	Stipend / Rate of Pay	Effective Dates
George Hulme	6/24/24	Buildings & Grounds	Black Seal	\$1,150 prorated	3/31/25 - 6/30/25
Irvin Thomas	2/25/25	Buildings & Grounds	Black Seal	\$1,150 prorated	3/31/25 - 6/30/25

- 7) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following staff to serve as Mentors to Provisional Teachers for the 2024-2025 school year:

Mentor	Provisional Teacher	Location	Mentor Fee	Effective Dates
Cindy Celi	Andrew Mazurek	WOHS	\$330	4/10/25 - 6/30/25

- 8) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2025 Extended School Year Program assignment(s): (Att. #2)
- 9) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following substitute appointment(s) at the appropriate substitute rates for 2024-2025:

Name	Certification Code	Administrator	Administrative Assistant	Lunch Aide	Nurse	Custodian
Geralis Jaquez	N/A		X			
Gretel Perez	Standard	X				

4. Leaves of Absence:

- a. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following leaves of absence for certificated staff:



Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
9122 Medical	WOHS	3/3/25 - 3/18/25	3/19/25 - 4/11/25	N/A	4/21/25
5079 Family	Edison	3/24/25 - 6/9/25 amended from 3/24/25 - 5/23/25	6/10/25 - 6/30/25 (24-25) 9/1/25 - 11/7/25 (25-26) amended from 5/26/205 - 6/30/25 (24-25) 9/1/25 - 10/24/25 (25-26)	N/A	11/10/25 amended from 10/27/25
6740 Family	WOHS	N/A	5/13/25 - 6/13/25 amended from 5/12/25 - 6/13/25	N/A	6/16/25
7857 Family	Edison	9/1/25 - 10/30/25	10/31/25 - 1/30/26	N/A	2/2/26
8506 Family	.8 Gregory / .2 Edison	4/30/25 - 5/16/25 amended from 5/21/25 - 6/9/25	N/A	5/19/25 - 6/30/25 (LOA) amended from 6/10/25 - 6/30/25 (LOA) 9/1/25 - 11/21/25 (FMLA) 11/24/25 - 12/31/25 (LOA)	1/2/26
4739 Medical	Redwood	4/7/25 - 6/30/25	N/A	N/A	9/1/25
7375 Medical	St. Cloud	3/19/25 - 4/18/25	N/A	N/A	4/21/25
9404 Family	Gregory	N/A	3/24/25 - 5/30/25 amended from 4/10/25 - 5/30/25	N/A	6/2/25
5202 Family	BMELC	3/31/25 - 5/16/25 amended from 3/31/25 - 5/30/25	5/17/25 - 6/30/25 (24-25) 9/1/25 - 10/17/25 (25-26) amended from 6/2/25 - 6/30/25 (24-25) 9/1/25 - 10/31/25 (25-26)	N/A	10/20/25 amended from 11/3/25
4971 Medical	Liberty	4/30/25 - 6/16/25	N/A	N/A	6/17/25
8504 Medical	WOHS	5/6/25 - 6/12/25	6/13/25 - 6/30/25	N/A	9/1/25
5126 Medical	Liberty	3/17/25 - 4/18/25	N/A	N/A	4/21/25
8312 Medical	WOHS	4/22/25 - 5/23/25	N/A	N/A	5/27/25
8105 Family	Roosevelt	4/28/25 - 5/23/25 amended from 5/27/25 - 6/30/25	5/27/25 - 6/30/25 (24-25) 9/1/25 - 10/24/25 (25-26) amended from 9/1/25 - 10/31/25	N/A	10/27/25 amended from 11/3/25
5139 Medical	Washington	3/10/25 - 4/11/25	N/A	N/A	4/21/25
7240 Family	Roosevelt	9/2/25 - 9/15/25	9/16/25 - 12/5/25	N/A	12/8/25

- b. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following leaves of absence for non-certificated staff:



Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4452 Medical	Hazel	N/A	N/A	9/18/24 - 5/5/25 amended from 9/18/24 - 4/4/25	5/6/25 amended from 4/7/25
8724 Personal	Buildings & Grounds	N/A	4/25/25 - 5/6/25	N/A	5/7/25
8513 Family	Gregory	4/21/25 - 5/13/25 amended from 4/28/25 - 5/23/25	5/14/25 - 6/30/25 (24-25) 9/1/25 - 10/10/25 (25-26) amended from 5/26/25 - 6/30/25 (24-25) 9/1/25 - 10/24/25 (25-26)	N/A	10/13/25 amended from 10/27/25
4295 Medical	WOHS	3/19/25 - 4/18/25	N/A	N/A	4/21/25
6418 FMLA	WOHS	N/A	3/17/25 - 5/1/25 unpaid a.m. only	N/A	5/2/25
9326 Medical	Transportation	N/A	N/A	3/24/25 - 3/26/25 4/1/25 - 6/18/25	9/1/25
9020 Medical	Washington	N/A	N/A	2/24/25 - 5/13/25 amended from 2/24/25 - 3/14/25	5/14/25 amended from 3/17/25

- c. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following leave(s) of absence:

Employee #	Leave Dates	Type of Leave	Anticipated Return Date
9489	3/28/25 - 4/3/25	Paid Administrative	4/4/25
9103	4/1/25 - TBD	Paid Administrative	TBD
9195	3/25/25 - TBD	Paid Administrative	TBD

5. Transfer(s):

- a. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following transfer(s) of non-certificated staff:

Name	From	Position	To	Position	Effective Date
Noemi Gargiulo Involuntary	Edison	Paraprofessional	Liberty	Paraprofessional	4/2/25

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Applications for School Business requests. (Att. #3)
2. Upon the recommendation of the Superintendent of Schools, Approval For Field Trip Destinations



for the 2024-2025 school year. (Att. #4)

3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Overnight and Out-of-State Field Trips for the 2024/2025 school year. (Att. #5)
4. Recommend approval of dissertation proposal from Peter Tourian, Science Teacher at West Orange High School, for: *A Qualitative Case Study Exploring How Racially or Ethnically Diverse Recent Graduates of a New Jersey School District Experienced the Racial or Ethnic Disparity Between Students and Staff*.

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

C. FINANCE

a.) Special Services

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following out of district placements for the 2024 - 2025 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
2401075	Essex Valley School	Tuition: \$26,600.00 56 days @ \$475.00/day	Budgeted
1109082	Pillar Care Continuum - Pillar High School	Tuition: \$16,695.90 39 days @ \$428.10/day 1:1 Aide: \$9,945.00 39 days @ \$255.00/day	Budgeted
2201123	Essex Regional Educational Services Commission	Tuition: \$19,496.40 3 months @ \$6,498.80/month	Budgeted
2406106	Arc of Essex County's Stepping Stones School	Tuition: \$31,046.00 86 days @ \$361.00/day 1:1 Aide: \$11,000.00 44 days @ \$250.00/day	Budgeted

b.) Business Office

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the April 28, 2025 Bills List in the amount of \$19,947,161.39.
2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the February 2025 transfers within the 2024-2025 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #6)
3. Upon recommendation of the Superintendent of Schools acceptance by the Board of Education of the Board Secretary's financial report for the month of February 2025,



based upon the certification of the Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10(c) (3), that no major account or fund has been over-expended, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (Att. #7)

4. Upon recommendation of the Superintendent of Schools approval by the Board of Education acknowledgement and acceptance of the Report of the Treasurer of School Monies for the month of February 2025, which report is in agreement with the Secretary's Report.
5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Addendum to the August 2024 Settlement Agreement and Release between the parents of Student ID #2008063 and the West Orange Board of Education.
6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Settlement Agreement between the parents of Student ID #2406029 and the West Orange Board of Education.
7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the General Release between the parents of Student ID #1506076 and the West Orange Board of Education.
8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Tuition Contract Agreement for Student ID #3044177 between the Edison Board of Education and the West Orange Board of Education.
9. Upon recommendation of the Superintendent of Schools, approval of proposed Non Public Technology Aid Program expenditures funded through the Office of State Aid Entitlements and Payments to Non Public Schools (not local funds).

School	Description	Amount
Seton Hall Prep	<ul style="list-style-type: none"> Dell Laptops Apple MacBook Pros 	\$36,499.69 \$10,493.00

10. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the following donation(s):

Donor	Recipient	Donation
Hazel PTA	Hazel Elementary School	\$102.98 - Books for the Hazel Elementary School Library
Charities Aid Foundation America	WOHS	\$100.00 - WOHS Programs

MOTION: Dr. Bryant

SECOND: Ms. Vera

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock



D. REPORTS

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending April 28, 2025.

2. **Harassment, Intimidation and Bullying**

“Whereas, pursuant to Board Policy and the requirements of N.J.S.A. 18A:37-17(b)(6)(c), at its meeting on March 17, 2025, the Superintendent reported HIB Incident Number(s) 025, 026, 027, 028 to the Board; and

Whereas, on March 20, 2025 the parents and/or guardians of the students who are parties to the investigation received information about the investigation pursuant to N.J.S.A. 18A:37-17(b)(6)(d); and

Now, therefore, be it Resolved that the Board affirms the decision of the Superintendent concerning HIB Incident Number(s) 025, 026, 027, 028 for the 2024-2025 school year for the reasons conveyed to the Board.”

MOTION: Dr. Bryant

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

XI. PETITIONS AND HEARINGS OF CITIZENS

XII. NEXT BOARD MEETING to be held at 6:30 p.m. on May 5, 2025 at West Orange High School.

XIII. EXECUTIVE SESSION (as deemed necessary)

WHEREAS: The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED: The Board of Education adjourns to closed session to personnel, legal and miscellaneous confidential matters. Be it further

RESOLVED: The minutes of this closed session will be made public when the need for confidentiality no longer exists.

XIV. ADJOURNMENT at 10:40 p.m.

MOTION: Dr. Bryant

SECOND: Ms. Vera

VOTE: 5-0 (VV)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock



Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary