



August 18, 2025
Minutes

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting August 18, 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 and Mr. Stevenson.

Absent: Dr. Bryant and Ms. Vera.

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 July 21, 2025 (Att. #1)

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 3-0 (RC)

Absent
Bryant

Yes
Stevenson

Absent
Vera

Yes
Ivker

Yes
Rock



VII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. Student Orientations
- B. HIB Report

VIII. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

IX. 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
Jiwon Choe	WOHS	Science	Resignation	8/31/2025
Jaclyn Headlam	Edison	SAC	Resignation	9/16/2025
Michele Lloyd	Redwood	Special Education	Resignation	8/31/2025

- 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
Mary Byrne	Washington	Lunch Aide	Retirement 2 years*	6/18/2025
John David Philleo	Redwood	Paraprofessional	Resignation	8/06/2025

*amended

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
Jamani Thompson	Edison	Leave Replacement	9/1/2025-6/30/2026

3. Appointments

- a. 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
Paulina Andolino	Gregory	Grade 3	A Oakley-Nowak Reassigned	MA	5	\$70,363	9/22/2025** 6/30/2026
Samantha Aricaya	WO-ECLC	Supervisor of Preschool	NEW	Supervisor	1	\$105,925 Grant Funded (PEA)	9/1/2025 6/30/2026



Sabreen Assaf	Gregory	Grade 5	Montick Reassigned	BA	5	\$65,893	9/1/2025 6/30/2026
Leoneiry Diaz	Kelly	Kindergarten ICR	New	MA	5	\$70,363	9/1/2025 6/30/2026
Christina Doherty	Gregory	Academic Support	Moffett Lee	MA	13	\$75,407 Prorated	10/20/2025** 6/30/2026
Sarah Gathright	Gregory	School Psychologist Leave Replacement	Flannelly	BA	5	\$65,893 Prorated	9/1/2025 12/31/2025
Lisa Hannah	Gregory	Grade 3 Leave Replacement	Garvey	MA	5	\$70,363 Prorated	9/1/2025 1/16/2026
Tracy Jones	Washington	Grade 4 Leave Replacement	Falk	MA	5	\$70,363 Prorated	9/1/2025 1/31/2026
Lynette Pinckney	Gregory	Grade 5 Soc/Sci	Fitzgerald	BA	8	\$68,078 Prorated	10/20/2025* 6/30/2026
Alan Reeder	Roosevelt	Social Studies Leave Replacement	Woch	MA	N/A	\$384.50 Per Diem	9/3/2025 10/24/2025
Danielle Schepis	WOHS	ESL Leave Replacement	Lourenco	MA	5	\$70,363 Prorated	10/1/2025 6/30/2026
Ashlee Tancredi	Redwood	Special Education	New Position	BA	5	\$65,893 Prorated	10/20/2025** 6/30/2026
Jamani Thompson	WOHS	Science	Choe	BA	5	\$65,893	9/1/2025 6/30/2026

*amended

**Pending release from current district

b. 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
Nora Aquino	Transportation	Assistant Supervisor	New	N/A	N/A	\$75,000 Prorated	8/19/2025 06/30/2026
Julia Booker	WOHS	Paraprofessional	F. Douge	BA	4	\$35,363.00	9/1/2025 6/30/2026
Dianne Bowman	Gregory	Lunch Aide	N. Romero	N/A	1	\$10,000.90	9/1/2025 6/30/2026
Iva Cantave	Transportation	Bus Driver	New	N/A	1	\$24,392.00	9/1/2025 6/30/2026
Bruno Garcia	Transportation	Bus Driver	New	N/A	1	\$24,392.00	9/1/2025 6/30/2026
Nicole Jerez	Central Office	Clerical Aide	Anthony Estevez	N/A	1	\$36,816.08	9/1/2025 6/30/2026
Violetta Kasprzak	Mt. Pleasant	Lunch Aide	Vanessa Paul	N/A	1	\$10,000.90	9/1/2025 6/30/2026
Catherine Lee	Hazel	Lunch Aide	D.Habersham	N/A	1	\$10,000.90	9/1/2025 6/30/2026
Michael Schaaf	Transportation	Supervisor	New	N/A	N/A	\$85,000 Prorated	8/19/2025 6/30/2026
Amanda Smith	Redwood	Paraprofessional	A. Wigler	BA	6	\$35,864.00	9/1/2025



							6/30/2026
Sheryl Siegel	Liberty	Paraprofessional	New	BA	5	\$35,534.00	9/1/2025 6/30/2026
Robert Vena Jr.	St. Cloud	Paraprofessional	M. Rodriguez	N/A	8	\$33,968.00	9/1/2025 6/30/2026

- c. 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
Leanna Amorim	Roosevelt	World Language Enrollment-Vacancy	9/1/2025 - 6/30/2026
Katelyn Antico	WOHS	Mathematics Leave Replacement-Bryant	9/1/2025 - 11/24/2025
Leslie Bagen	WOHS	Mathematics Leave Replacement-Bryant	9/1/2025 - 11/24/2025
Jennifer Cataldo	Roosevelt	Mathematics Enrollment-Vacancy	9/1/2025 - 6/30/2026
Alyssa Cowan	Roosevelt	Special Education Enrollment-Vacancy	9/1/2025 - 6/30/2026
Nicole Eoon	Roosevelt	Mathematics Enrollment-Vacancy	9/1/2025 - 6/30/2026
Tracy Gordon	Roosevelt	Science Enrollment-Vacancy	9/1/2025 - 6/30/2026
Anna Maria Grammatica	Roosevelt	World Language Enrollment-Vacancy	9/1/2025 - 6/30/2026
Salma Hassan	Roosevelt	Mathematics Enrollment-Vacancy	9/1/2025 - 6/30/2026
Susan Hayward	Roosevelt	Science Enrollment-Vacancy	9/1/2025 - 6/30/2026
Kim Jennings	Roosevelt	Special Education Enrollment-Vacancy	9/1/2025 - 6/30/2026
William Keegan	Roosevelt	Mathematics Enrollment-Vacancy	9/1/2025 - 6/30/2026
Jennifer Marino	Roosevelt	Social Studies Enrollment-Vacancy	9/1/2025 - 6/30/2026
Nicole Massoud	WOHS	Mathematics Leave Replacement-Bryant	9/2/2025 - 11/24/2025
Tracy Nazar	Roosevelt	ELA Enrollment-Vacancy	9/1/2025 - 6/30/2026
Telmo Nunes	Roosevelt	Social Studies Enrollment-Vacancy	9/1/2025 - 6/30/2026
Kristen Paul	Roosevelt	Special Education Enrollment-Vacancy	9/1/2025 - 6/30/2026
Ahmed Sehwal	WOHS	Mathematics Leave Replacement-Bryant	9/1/2025 - 11/24/2025
Caniece Williams	WOHS	Mathematics Leave Replacement-Bryant	9/1/2025 - 11/24/2025



Name	Location	Position	Effective Dates
Roseanna Zamloot	WOHS	World Language Enrollment-Vacancy	9/1/2025 - 6/30/2026

- d. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following staff salary adjustments for the 2025-2026 school year:

Name	Location	Position	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Salary	Effective Dates	FTE
Ashley Fiory	BMELC	Paraprofessional	Paraprofessional	13	\$42,253	\$950.00	6/1/2025	\$43,203	2025-2026	100
Kim Greenwald	Hazel	Teacher	MA	18	\$111,038	\$5,612.00*	N/A	\$116,650	2025-2026	100

*amended

- e. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following negotiated Co-Curricular Assignments:

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Janelle Morales	WOHS	School Store Management Club	\$1,749.00*	2025 - 2026
Gina Piserchio	WOHS	Cheerleading: Assistant (2)	\$16,679*	2025 - 2026
Michele Spears	WOHS	Cheerleading: Assistant (2)	\$16,679*	2025 - 2026
Kim Szalkai	WOHS	School Store Management Club	\$1,749.00*	2025 - 2026

*amended

- f. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following additional summer assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Rebecca Beutel	St. Cloud	August New Staff Orientation Presenter	\$85.11 per hour Not to exceed 1.5 hours	8/26/2025
Shena Brown	St. Cloud	August New Staff Orientation Presenter	\$85.11 per hour Not to exceed 3 hours	8/26/25
Stephanie Bryson	Edison	Relocation of Office	\$339.29 per diem	7/21/25-8/29/25
Sarah McIntosh	Redwood	August New Staff Orientation Presenter	\$85.11 per hour Not to exceed 1.5 hours	8/26/25

- g. 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
Olivia Betances	Roosevelt	WOW Coordinator	\$5,000 per year	2025 -2026
Rebecca Beutel	St. Cloud	New Staff Orientation Year 1 Presenter	\$85.11 per hour Not to exceed 2 hours	2025-2026
Rebecca Beutel	St. Cloud	New Staff Orientation Year 2 Presenter	\$85.11 per hour Not to exceed 2 hours	2025-2026



Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Joel Castillo	Hazel	WOW Coordinator	\$5,000 per year	2025 -2026
Juliette Contreras	Kelly	Bilingual Parent Liaison	\$8,000**	2025-2026
Rana Elkadi	WOHS	New Staff Orientation Year 1 Presenter	\$85.11 per hour Not to exceed 2 hours	2025-2026
Rana Elkadi	WOHS	New Staff Orientation Year 2 Presenter	\$85.11 per hour Not to exceed 2 hours	2025-2026
Max Grossman	WOHS	Lobby Redesign	\$40.81 per hour Not to exceed 25 hours	8/1/2025-9/30/2025
Kimya Jackson	Redwood	WOW Coordinator	\$5,000 per year	2025 -2026
Sarah McIntosh	Redwood	New Staff Orientation Year 1 Presenter	\$85.11 per hour Not to exceed 2 hours	2025-2026
Sarah McIntosh	Redwood	New Staff Orientation Year 2 Presenter	\$85.11 per hour Not to exceed 2 hours	2025-2026
Monika Mocarski	Roosevelt	Best Buddies Advisor	\$1,500	2025-2026
Maria Navarette	WOHS	Best Buddies Advisor	\$1,500	2025-2026
Keri Orange-Jones	Edison	WOW Coordinator	\$5,000 per year	2025 -2026
Felix Plata	Central Office	WOW Coordinator	\$5,000 per year	2025 -2026
Leslie Taylor	Hazel	Bilingual Parent Liaison	\$8,000**	2025-2026
Jessica Tineo	Washington	Bilingual Parent Liaison	\$12,000**	2025-2026

*amended

**funded via ESEA Title IA to be paid in installments

- h.** 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 2025-2026:

Name	Certification Code	Administrator	Administrative Assistant	Lunch Aide	Nurse	Custodian
Guisel Atencio Benavides						x
Jodi Bianchi		x				
Rocio Diaz-Vilcachagua						x
George Ellenburg						x
Maria Guallpa				x		
Sochiry Rodriguez Saker						x
Marcela Silva de Gouveia			x			
Michelle States			x	x		
Thomas Tarullo						x
Thurston Thomas						x

- i.** Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following negotiated 2025-2026 Co-Curricular assignments(s) Roosevelt Middle School (Att. #2)



- j. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following 2025-2026 WOHS and MS Newcomer Multilingual Orientation Program assignments: (Att. #3)
- k. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following Buildings and Grounds stipend(s):

Name	Location	Type	Stipend / Rate of Pay	Effective Dates
Timothy Allen	Central Office	Grounds Lead/Snow Brigade Captain	\$5,000	2025-2026
Luis Grajales	WOHS	Athletic Events Maintenance Coordinator	\$10,000	2025-2026

- l. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following 2025 Child Study Team summer assignment(s) revisions. Rates may be adjusted upon ratification of Collective Bargaining Agreement:

Name	Position	Location	Assignment	Stipend / Rate of Pay	Effective Dates
Todd Cohen	LDTC	District	Case Management	\$75.80 an hour Not to exceed 200* hours	6/23/25 - 8/29/25
Amy Drost	School Psychologist	District	Case Management	\$75.80 an hour Not to exceed 140* hours	6/23/25 - 8/29/25
Katherine Hedlund	OT	Preschool	Case Management	\$75.80 an hour Not to exceed 50* hours	6/23/25 - 8/29/25

*amended

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 #	Type	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4787	Medical	St. Cloud	9/2/2025-10/3/2025 .5 day	10/3/2025 .5 day-11/26/2025	N/A	12/1/2025
4102	Medical	WOHS	9/1/2025-12/31/2025	N/A	N/A	1/3/2026
8413	FMLA	Gregory	N/A	12/1/2025-1/16/2026	N/A	1/20/2026
4867	Medical	Washington	9/2/2025-9/18/2025	9/19/2025-12/23/2025	N/A	1/5/2026
4197	Medical	WOHS	9/2/2025-9/25/2025	9/26/2025-10/10/2025	N/A	10/13/2025
8758	Maternity	St. Cloud	11/10/2025-1/14/2026	1/15/2026-4/3/2026 FMLA	N/A	4/6/2026
4264	Medical	WOHS	9/2/2025-10/31/2025	N/A	N/A	11/3/2025

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

Employee #	Type	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4702	Medical	Redwood	8/4/2025-8/29/2025	N/A	N/A	9/2/2025



4598	Medical	WOECLC	7/1/2025-8/20/2025	8/21/2025-8/25/2025 amended from Unpaid Leave w/o Benefits	N/A	8/26/2025
8884	Medical	Gregory	7/1/2025-8/6/2025	N/A	8/6/2025-8/29/2025 amended from 5/27/2025 - 6/30/2025	9/2/2025
9127	N/A	WOHS	N/A	6/23/2025-6/30/2025	N/A	N/A

5. Transfer(s):

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

Name	Transfer Type	From	Position	To	Position	Effective Date
Allison Bielinski	Voluntary	RMS .6 WOHS .4	Occupational Therapist	LMS.2 RMS.3 WOHS.3	Occupational Therapist	9/1/2025
Sandra Bochese	Involuntary	Edison	Library Media Specialist	Edison/ Roosevelt	Library Media Specialist	9/1/2025
Melissa Butler	Voluntary	Gregory .7 / Edison .3	Occupational Therapist	Gregory .8 /Hazel .2	Occupational Therapist	9/1/2025
Kellie Carsillo	Voluntary	Gregory .6/ Hazel .2 / Roosevelt .2	LDTC	Gregory .8/ Hazel .2	LDTC	9/1/2025
Nicole Dalle-Molle	Voluntary	Kelly	School Psychologist	Kelly .8/ St. Cloud .2	School Psychologist	9/1/2025
Danielle Dugan	Voluntary	Washington	Reading Specialist K-5	Washington / Redwood	Reading Specialist K-5	9/1/2025
Cecelia Ferrera	Voluntary	Mt. Pleasant .9 / Kelly .1	Art	Mt. Pleasant	Art	9/1/2025
Leonard Ford	Involuntary	Central Office	Technology Integration Specialist	Gregory	Grade 4 (Math/Science)*	9/1/2025
Valentina Gabriele	Voluntary	Kelly	Special Education	Hazel	Academic Support	9/1/2025
Katherine Hedlund	Voluntary	Washington	Occupational Therapist	Washington .8 / Edison.2	Occupational Therapist	9/1/2025
Austin Kurbansade	Voluntary	Mt. Pleasant .9 / Gregory .1	Music	Mt. Pleasant	Music	9/1/2025
Christine Lattimer	Voluntary	OOD .8 / Mt. Pleasant .2	LDTC	OOD .8 / Washington .1	LDTC	9/1/2025
Maria Lauricell	Voluntary	BMELC .6 / Kelly .4	LDTC	Redwood .8 / BMELC .2	LDTC	9/1/2025
Michelle Ledesma	Voluntary	Hazel .8 / BMELC .2	Art	Hazel .8 / Kelly .2	Art	9/1/2025
Angel Liu	Voluntary	Edison	Orchestra	Edison / Liberty	Orchestra	9/1/2025
Miriam Negasi	Voluntary	OOD	School Psychologist	OOD .8 BMELC.2	School Psychologist	9/1/2025
Nicole Payne-Venezia	Voluntary	Hazel	Music	Hazel .8 / Kelly .2	Music	9/1/2025
Dara Soberman	Voluntary	Washington	Speech Therapist	Washington .4 BMELC.6	Speech Therapist	9/1/2025
Catherine Solino	Voluntary	Roosevelt / Liberty	Orchestra	Roosevelt	Orchestra	9/1/2025
Adam Swart	Voluntary	St. Cloud .8 / Kelly .2	Art	St. Cloud	Art	9/1/2025
Madelaine Werner	Voluntary	Roosevelt .4 / WOHS .6	Speech Therapist	Liberty .3/ Roosevelt .3 / WOHS .4	Speech Therapist	9/1/2025



*amended

- b. 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
Ronen Trincer	Washington	Paraprofessional	Edison	Paraprofessional	9/1/2025

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following job description(s): (Att. #4)

Job Description	New	Revised
Director of Special Services		X
Supervisor of Early Childhood Education		X
Parent and Family Resource Coordinator	X	
Executive Assistant to the Assistant Business Administrator	X	
Fiscal Specialist		X

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 3-0 (RC)

Absent
Bryant

Yes
Stevenson

Absent
Vera

Yes
Ivker

Yes
Rock

B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval of the Agreement between Hudson County Community College (HCCC) and West Orange High School to provide instruction for select Culinary Arts Courses for high school students enrolled in HCCC to have the opportunity to earn dual credit for the 2025-2026 school year.
2. Upon recommendation of the Superintendent of Schools, approved by the Board of Education for the following 2025-2026 Student Teacher assignments:

Student Teacher/Intern Candidate	Affiliate University	Assigned School	Effective Dates
Carr, Aaron	Pillar College	Liberty/Mt. Pleasant	9/3/2025 - 6/18/2025
Davidoff, Jessica	Grand Canyon University	Hazel	9/3/2025 - 12/23/2025
Hernandez, Chasity	Rutgers University	Hazel	9/8/2025 - 12/17/2025
Lake, Miranda	Caldwell University	Hazel	9/8/2025 - 12/12/2025
LaPira, Marshall	Montclair State University	WOHS	9/3/2025 - 6/18//2026
Martel, Rubi	Caldwell University	WOHS	9/2/2025 - 12/12/2025
Mihalko, Mia	William Paterson University	Hazel	9/1/2025 - 6/12/2026
Moore, Lela	Rutgers University	Edison/Liberty/Roosevelt	9/2/2025 - 12/17/2025
Pitts, Doris	Caldwell University	WOHS	9/2/2025 - 12/2/2025



Regan, Sydney	Montclair State University	WOHS	9/30/2025 - 12/20/2025
Zeb, Ana	Montclair State University	WOHS	9/3/2025 - 6/18/2026
Zherka, Valdete	Kean University	Mt. Pleasant	9/3/2025 - 12/20/2025

3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the new PreK curriculum Teaching Strategies Gold for the 2025-2026 School Year in the amount of \$11,122.66.

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 3-0 (RC)

Absent
Bryant

Yes
Stevenson

Absent
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 2025-2026 school year. (Att. #5)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Brett DiNovi & Associates, L.L.C. to provide services for the 2025-2026 school year.

Services	Rate	Not to Exceed	Budgeted/Unbudgeted
Behavior/Education Consultation	Clinical Associates: \$60.00/hour Behavior Support: \$75.00/hour Behavior Consultant: \$140.00/hour	\$40,000.00	Budgeted

3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Mountain Lakes Board of Education to provide itinerant services for the 2025-2026 school year.

Services	Rate	Not to Exceed	Budgeted/Unbudgeted
Itinerant Special Instructional Services	\$190.00/session	\$760.00	Budgeted

4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following nursing services for the 2025-2026 school year:

Dates	Time	Nurse	Event
8/11/25-8/15/25	8/11/25-8/14/25 @ 8:30 A.M.-8:30 P.M. 8/15/25 @ 8:30 A.M.-6:30 P.M.	Benedicta Akpahu	Band Camp

5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Infinite Therapy Solutions to provide services for the 2025-2026 school year.



Services	Rate	Not to Exceed	Budgeted/Unbudgeted
ABA Treatment, Tech/Home	\$125.00/hour	\$51,000.00	Unbudgeted

b.) Business Office

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the August 18, 2025 Bills List in the amount of \$24,697,637.18.
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the June 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 June 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 June 2025, which report is in agreement with the Secretary's Report.
5. 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
Golda Och Lower School	Mystery Science Software	\$999.00

6. Upon recommendation of the Superintendent of Schools, approval of proposed Non Public Security Aid Program expenditures funded through the Office of State Aid Entitlements and Payments to Non Public Schools (not local funds).

School	Description	Amount
Playhouse Nursery	Rear exterior door replacement	\$3,400.00

7. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the following annual tuition rates for non-resident pupils for the 2025-2026 school year:

Grade	Annual Tuition
General Education	
Pre-K	\$21,715



Grade	Annual Tuition
Grades 1-5	\$23,979
Grades 6-8	\$25,253
Grades 9-12	\$24,817
Special Education	
Autism	\$58,783
MCI (Mild Cognitive)	\$32,251
MD (Multiply Disabled)	\$33,561
LLD (Learning Language Disabled)	\$29,309
ERI (Emotion Regulation Impairment)	\$42,400
PSH (Preschool Handicapped)	
Full Time	\$45,775

8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Settlement Agreement between the West Orange Board of Education and the parents of Student ID #2113065.
9. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Parental Contract for Student Transportation for Student #2007092, for the period September 2025 through August 2026, in the amount not to exceed \$20,800.
10. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education for the approval to contract with Pre-K Fiscal Consulting, LLC to provide Fiscal Specialist Services for the Preschool Expansion Aid (PEA) program for the 2025-2026 school year for an annual fee of \$43,500.
11. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Service Agreement between Buzz1441 and the West Orange Board of Education for the 2025-2026 school year for an amount not to exceed \$44,000.
12. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Joint Transportation Agreement between Hunterdon County Educational Services Commission (HCESC) and the West Orange Board of Education for the 2025 - 2026 school year.
13. Upon recommendation of the Superintendent of Schools, approval of submission of the ESEA (Elementary and Secondary Education Act) Consolidated Grant Application inclusive of Titles IA, IIA, III, III Immigrant, and IVA for Fiscal Year 2026 in the amount of \$1,604,079, and acceptance of the grant award of these funds upon subsequent approval of the FY2026 ESEA Application. Title I Schools for the 2025-2026 school year include: Hazel, Kelly (operating as a Target Assist Model) and Washington (operating on a School Wide Model) Elementary Schools.



	Public	Non Public	Total
Title IA	\$1,227,162		\$1,227,162
Title IIA	\$156,341	\$32,979	\$189,320
Title III	\$74,041		\$74,041
Title III Immigrant	\$28,364		\$28,364
Title IV A	\$70,351	\$14,841	\$85,192
Total	\$1,556,259	\$47,820	\$1,604,079

14. Upon recommendation of the Superintendent of Schools, approval of the following ESEA Grant funded salaries for the 2025-2026 school year:

Name	Location	Grant	Salary including longevity	Portion grant funded
Lexi Scalici	Title 1 schools	Title I-A	\$112,925	\$112,925
Valentina Gabriele*	Hazel Ave School	Title I-A	\$110,653	\$110,653
Barbara Popple*	Hazel Ave School	Title I-A	\$119,749	\$119,749
Jillian Costantino*	Washington	Title I-A	\$131,174	\$131,174
Laura Kraft*	Washington	Title I-A	\$80,054	\$80,054
Brittany Dietz*	Central Office	Title II-A	\$87,883	\$87,883
Antonia Matos-Kruck*	Washington	Title I-A	\$32,945	\$32,945

*Salaries are inclusive of longevity where appropriate and may be adjusted in an amendment should contract negotiations finalize with the WOE and the West Orange Board of Education during the FY2026.

15. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the:

RESOLUTION AWARDING A CONCESSION FOR ATHLETIC APPAREL AND EQUIPMENT FOR THE BOYS AND GIRLS MIDDLE SCHOOL BASKETBALL TEAMS

WHEREAS, the West Orange Board of Education (the “Board”), desires to procure a vendor to provide apparel and equipment for the boys’ and girls’ middle school basketball teams; and

WHEREAS, the Board sought informal quotations for a concession contract in accordance with N.J.A.C. 5:34-9.4(g)(1) as the total value of the contract is estimated to be below the bid threshold; and

WHEREAS, the Board received a proposal from ANTA USA, Inc.; and



WHEREAS, ANTA USA, Inc. has agreed to provide ANTA Kyrie Brand apparel and equipment for use by the boys' and girls' middle school basketball teams; and

WHEREAS, the Board has determined that it is in the best interests of the District to award this concession because ANTA USA, Inc. is providing an extensive collection of new apparel and equipment free of any charge to the Districts or the students which will enable both the District and the students participating in boys' and girls' middle school basketball to utilize high quality apparel and equipment without incurring any expense related thereto; and

WHEREAS, the Board will not incur any costs related to this concession; and

WHEREAS, the Board's legal counsel has issued a legal opinion that the procuring of this concession is permitted under applicable law and has reviewed and approved a written agreement negotiated between ANTA USA, Inc. and the Board regarding the provision of apparel and equipment by ANTA USA, Inc.; and

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby approves a concession with ANTA USA, Inc. to provide apparel and equipment to the boys' and girls' middle school basketball teams for the period commencing September 1, 2025 and ending August 31, 2027.

BE IT FURTHER RESOLVED, that the concession may be renewed in accordance with the provisions of the Public School Contracts Law.

16. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the FY2026 Teach STEM Classes in Nonpublic Schools Grant Award from the New Jersey Department of Education in the amount of \$27,708.16, for the Joseph Kushner Hebrew Academy partnership with Katherine Garcia Bryant.
17. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the FY2026 Teach STEM Classes in Nonpublic Schools Grant Award from the New Jersey Department of Education in the amount of \$50,094.16, for the Joseph Kushner Hebrew Academy partnership with Tantanya Hodges.
18. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the FY2026 Teach STEM Classes in Nonpublic Schools Grant Award from the New Jersey Department of Education in the amount of \$40,639.21, for the Joseph Kushner Hebrew Academy partnership with Caniece Williams.
19. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the FY2026 Teach STEM Classes in Nonpublic Schools Grant Award from the New Jersey Department of Education in the amount of \$29,410.48, for the Joseph Kushner Hebrew Academy partnership with John Tomaszewski.
20. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the FY2026 Teach STEM Classes in Nonpublic Schools Grant Award from the New Jersey Department of Education in the amount of \$33,386.98, for the Joseph Kushner Hebrew Academy partnership with Shannon Core.
21. **Amended Resolution:** Upon the recommendation of the Superintendent of Schools,



approval by the Board of Education of the submission of the amended Individuals with Disabilities Education Act (IDEA) Consolidated Grant for fiscal year 2026:

Basic	
Public	\$1,604,667.
Non Public	\$302,042.
Total	\$1,906,709.

Preschool	
Public	\$75,452.
Non Public	\$0.00
Total	\$75,452.

**amended from the July 21, 2025 Board Meeting, Finance Item B19*

22. **Amended Resolution:** Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Lease Agreement between Life Christian Church and the West Orange Board of Education for the rental of property located at 747 Northfield Avenue, West Orange, for the period July 1, 2025 through December 31, 2025 to include a one-time payment of \$4,000 to cover the cost of removing the PODS and storing the items in the shed through December 2025.

**amended from the July 21, 2025 Board Meeting, Finance Item B5*

23. Upon recommendation of the Superintendent of Schools, approval by the Board of Education the submission of the Water Infrastructure Improvement Grant Application and the District has availability of local funds if the estimated costs of the proposed work exceed the grant allowance and the sustainability plan for filtration or flushing solutions, if applicable.
24. **WHEREAS**, The Board of Education of West Orange School District in the County of Essex, New Jersey (the “Board”), desires to proceed with a school facilities project consisting generally of:

**PARTIAL ROOF REPLACEMENT
AT
WEST ORANGE HIGH SCHOOL**

WHEREAS, the Board now seeks to take the initial steps in order to proceed with the Project:

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF WEST ORANGE SCHOOL DISTRICT IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New



Jersey Administrative Code, the Board hereby approves the Schematic Plans prepared in connection with the Project and the Board further authorizes the submission of same to the Essex County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect the proposed Project(s).

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney, bond counsel and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution.

Section 4. This project is being funded as an “other capital project” and will not require state funding and the District is not seeking a Grant.

Section 5. This resolution shall take effect immediately.

25. **WHEREAS**, The Board of Education of West Orange School District in the County of Essex, New Jersey (the “Board”), desires to proceed with a school facilities project consisting generally of:

**PARTIAL ROOF REPLACEMENT
AT
HAZEL ELEMENTARY SCHOOL**

WHEREAS, the Board now seeks to take the initial steps in order to proceed with the Project:

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF WEST ORANGE IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby approves the Schematic Plans prepared in connection with the Project and the Board further authorizes the submission of same to the Essex County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect the proposed Project(s).

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney, bond counsel and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to



implement the determinations of the Board set forth in this resolution.

Section 4. This project is being funded as an “other capital project” and will not require state funding and the District is not seeking a Grant.

Section 5. This resolution shall take effect immediately.

26. **WHEREAS**, The Board of Education of West Orange School District in the County of Essex, New Jersey (the “Board”), desires to proceed with a school facilities project consisting generally of:

**PARTIAL ROOF REPLACEMENT
AT
REDWOOD ELEMENTARY SCHOOL**

WHEREAS, the Board now seeks to take the initial steps in order to proceed with the Project:

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF WEST ORANGE SCHOOL DISTRICT IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby approves the Schematic Plans prepared in connection with the Project and the Board further authorizes the submission of same to the Essex County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect the proposed Project(s).

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney, bond counsel and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution.

Section 4. This project is being funded as an “other capital project” and will not require state funding and the District is not seeking a Grant.

Section 5. This resolution shall take effect immediately.

27. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the FY24 Preschool Facilities Expansion Grant Number 24E00861 in the amount of \$1,456,000 to be allocated towards the Mount Pleasant Elementary School, Construction Modular building containing 6 Pre-Kindergarten classrooms.



MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 3-0 (RC)

Absent
Bryant

Yes
Stevenson

Absent
Vera

Yes
Ivker

Yes
Rock

D. REPORTS

1. Upon recommendation of the Superintendent of Schools, acceptance by the Board of Education of the 2024-2025 Student Safety Data System (SSDS) Report dated July 23, 2025. (Att. #8)
2. Upon recommendation of the Superintendent of Schools, acceptance by the Board of Education for the submission of the 2024-2025 School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act Report.
3. Upon recommendation of the Superintendent of Schools, acceptance by the Board of Education of the HIB Report ending August 18, 2025.

4. 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 July 21, 2025, the Superintendent reported HIB Incident Number(s) 073, 074, 075, 076 to the Board; and

Whereas, on July 28, 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) 073, 074, 075, 076 for the 2024-2025 school year for the reasons conveyed to the Board.”

5. Upon recommendation of the Superintendent of Schools, approval by the West Orange Board of Education of the 2025-2026 Local Education Agency Guidance for Virtual or Remote Instruction Plan for submission to the New Jersey Department of Education. (Att. #9)

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 3-0 (RC)

Absent
Bryant

Yes
Stevenson

Absent
Vera

Yes
Ivker

Yes
Rock

X. PETITIONS AND HEARINGS OF CITIZENS

XI. NEXT BOARD MEETING to be held at 6:30 p.m. on September 15, 2025 at West Orange High School.

XII. 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 6:49 p.m.

MOTION: Vice President Ivker

SECOND: Mr. Stevenson

VOTE: 3-0 (VV)

Absent
Bryant

Yes
Stevenson

Absent
Vera

Yes
Ivker

Yes
Rock

Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary