



April 15, 2024
Public Session

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting April 15, 2024
5:30 P.M. Executive Session
6:30 P.M. Public Session
West Orange High School
51 Conforti Avenue

Revised Agenda

I. ROLL CALL OF THE MEMBERS

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 February 27, 2024.
- 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 18, 2024, 2024 (Att. #1)

VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. WOHS Youth Advisory Board
- B. 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
Cathy Del Tufo	Washington	Academic Support	Retirement 27 years	7/1/24
Ana Flores	Central Office	Assistant Business Administrator	Retirement 8 years	7/1/24
Lucia Forgione	Washington	Kindergarten	Resignation	3/18/24
Alyssa Gbur	St. Cloud	Grade 2	Resignation	6/30/24
Kaitlin Higgins	WOHS	Culinary Arts	Resignation	3/15/24 amended from 3/28/24
Matthew Salzman	WOHS	Special Education	Retirement 25 years	7/1/24
Annette Towson	Central Office	Acting Director of Human Resources / Assistant Principal	Retirement 26 years	9/1/24

- 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
Ashley Langry	Gregory	Lunch Aide	Resignation	3/14/24
Lina Murillo	Mt. Pleasant	Lunch Aide	Resignation	3/14/24

- c. Superintendent recommends approval to the Board of Education for the following staff termination(s):

Employee #	Effective Date
8795	4/23/24

2. 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
Emad AbuHakmeh	WOHS	Acting Assistant Principal / Supervisor of Mathematics 6-12	Mancarella	N/A	N/A	\$1,500 per month* for additional responsibilities	1/3/24 - 4/8/24 amended from 1/3/24 - 3/27/24



Dean Feldman EduStaff	WOHS	Culinary Arts Extended Assignment Substitute	Higgins	M/A	M/A	\$200 per diem	4/9/24 - 6/19/24
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*after having worked 20 days in the additional position

- 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
Jason Davidson	Kelly	Paraprofessional	Torres	BA	7	\$35,058 prorated	4/16/24 - 6/30/24
Sintya Falero	Central Office	Information Systems Manager	Ruder	ISM	2	\$124,611 prorated includes longevity of \$6,530	4/16/24 - 6/30/24
Kunithier Hudson	Transportation	Bus Driver Part-time	New	N/A	N/A	\$26.37 per hour	4/16/24 - 6/19/24
Renee Lowrie	BMELC	Paraprofessional	Somervil	Non Degree	3	\$31,678 prorated	4/16/24 - 6/30/24
Patricia Walker-Knight	Transportation	Bus Monitor Part-time	New	N/A	N/A	\$23.97 per hour	3/19/24 - 6/19/24

- c. 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
Kristin D'Arienzo	WOHS	<i>Jets</i> Unified Flag Football Coach	\$1,500	4/1/24 - 6/19/24
Gina Piserchio	WOHS	<i>Jets</i> Unified Flag Football Coach	\$1,500	4/1/24 - 6/19/24

- d. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Summer Enrichment Program assignment(s): (Att. #2)
- e. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Extended School Year Program assignment(s): (Att. #3)
- f. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Summer School Counseling assignment(s): (Att. #4)
- g. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Summer SEL/Mental Health Program assignment(s): (Att. #5)
- h. 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
Maria Ganduglia-Pirovano	Washington	Newcomer Parent Program Advisor	\$4,000 amended from \$3,000	11/1/23 - 6/1/24
Chauncey Riley	Kelly	Security Officer (10-month) to provide services for 2024 ESY	\$272.75 per diem	6/24/24 - 7/26/24



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

Name	Location	DOH	Position	Stipend	Effective Dates
Michael Calderara	WOHS	3/19/24	Head Custodian	Black Seal Boilers \$1,150	3/19/24 - 6/30/24

- j. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following 2023-2024 Student Teacher assignment(s):

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Monica Belous	Fordham University	WOHS	9/5/24 - 6/20/25
Brielle Castaldi	Rutgers University	WOHS	9/5/24 - 6/20/25
Elisa Fabrazzo	University of Phoenix	Kelly	9/5/24 - 6/20/25

- k. 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 2023-2024:

Name	Certification Code	Administrator	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Albert Baez	N/A							X
Momdou Waggeh	N/A							X

3. 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
9268 Family	Mt. Pleasant	N/A	N/A	9/3/24 - 6/30/25	9/1/25
6045 Medical	Redwood	3/28/24 - 5/10/24	N/A	N/A	5/13/24
5149 Medical	Liberty	4/24/24 - 5/24/24	N/A	N/A	5/28/24
8518 Family	Hazel	9/4/24 - 10/11/24	10/14/24 - 1/10/25	1/13/25 - 1/31/25	2/3/25
8502 Medical	WOHS	1/11/24 - 5/6/24 amended from 1/11/24 - 5/3/24 a.m. only	5/7/24 - 6/30/24 amended from 5/3/24 p.m. only - 6/30/24	N/A	9/1/24
4859 Medical	Washington	2/21/24 - 6/30/24 amended from 2/21/24 - 4/5/24	N/A	N/A	9/1/24 amended from 4/8/24
8647 Family	Roosevelt	5/28/24 - 6/30/24	N/A	N/A 9/4/24 - 6/30/25	9/3/24 9/1/25



Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
8354 Family	WOHS	12/1/23 - 1/8/24 4/1/24 - 4/12/24 amended from 12/1/23 - 1/8/24	1/9/24 - 3/31/24 4/15/24 - 4/30/24 amended from 1/9/24 - 4/30/24	N/A	5/1/24
4730 Medical	Redwood	5/6/24 - 7/8/24	7/9/24 - 8/9/24	N/A	8/12/24
4276 Medical	WOHS	2/8/24 - 6/30/24 amended from 2/8/24 - 5/31/24	N/A	N/A	6/30/24 amended from 6/3/24
4396 Medical	Gregory	4/22/24 - 6/30/24	N/A	N/A	9/1/24
8754 Medical	WOHS	5/30/24 - 6/30/24	N/A	N/A	9/1/24
9049 Personal	ECLC	4/8/24 - 4/11/24	N/A	4/12/24 - 5/10/24	5/13/24
4429 Medical	Gregory	2/9/24 - 4/5/24 amended from 2/9/24 - 3/21/24	N/A	N/A	4/8/24 amended from 3/22/24
7012 Family	St. Cloud	N/A	N/A	12/18/23 - 6/30/25 amended from 12/18/23 - 6/30/24	9/1/25 amended from 9/1/24

- 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
8222 Medical	WOHS	2/16/24 - 3/11/24 amended from 2/16/24 - 3/15/24	3/13/24 - 3/19/24 amended from 3/18/24 - 4/12/24	N/A	3/20/24 amended from 4/12/24
7436 Medical	Gregory	3/18/24 - 3/28/24	4/1/24 - 4/15/24	N/A	4/16/24
7655 Medical	WOHS	3/18/24 - 6/6/24	6/7/24 - 6/19/24	N/A	9/1/24
5177 Medical	Roosevelt	N/A	N/A	9/22/24 - 5/3/24 amended from 9/22/24 - 3/8/24	5/6/24 amended from 3/8/24
4175 Medical	WOHS	3/4/24 - 4/30/24 amended from 3/4/24 - 4/8/24	N/A	N/A	5/1/24 amended from 4/9/24
4756 Medical	Redwood	3/14/24 - 5/10/24	N/A	N/A	5/13/24
6629 Medical	Edison	1/2/24 - 4/8/24 amended from 1/2/24 - 3/21/24	N/A	N/A	4/9/24 amended from 3/22/24
7989 Medical	Transportation	9/8/23 - 9/21/23	N/A	9/22/24 - 3/22/24 amended from 9/22/23 - 6/30/24	3/25/24 amended from 9/1/24
4313 Medical	WOHS	N/A	4/11/24 - 5/10/24	N/A	5/13/24



4. 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
Samantha Preziosi Voluntary	Kelly	Paraprofessional	BMELC	Paraprofessional	3/19/24
Laura Urato Involuntary	BMELC	Paraprofessional	Kelly	Paraprofessional	3/19/24

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

Job Description	New	
Director of Human Resources and Personnel Management		

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Sidebar Agreement between the West Orange Board of Education and the West Orange Educators' Association for an amended position title and salary structure per the attached, effective for the period of April 16, 2024 through June 30, 2025. (Att. #7)

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. #8)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following field trip destination for the 2023-2024 school year.

Destination	City	State
Van Saun County Park	Paramus	New Jersey

3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Career Education Summer Camp taking place at West Orange High School from July 8-July 11, 2024 in the amount of \$7,800.00 funded by ARP ESSER funds.

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 2023-2024 school year.

Student #	Placement	Tuition	Budgeted/Unbudgeted
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2111004	NJ Commission for the Blind	Tuition: \$2,200.00 Sept. 1, 2023 - June 30, 2024	Budgeted
2908102	Shepard Preparatory High School	Tuition: \$17,206.38 51 days @ \$337.38/day	Budgeted
2908103	Shepard Preparatory High School	Tuition: \$17,206.38 51 days @ \$337.38/day	Budgeted

b.) Business Office

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the April 15, 2024 Bills List in the amount of 24,563,639.48.
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to the Stipulation of Agreement between the parents of Student #2301134 and the West Orange Board of Education.
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to the Stipulation of Agreement between the parents of Student #1706084 and the West Orange Board of Education.
4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Transportation Resolution/Agreement between Union County Educational Services Commission (UCESC) and the West Orange Board of Education for the 2024-2025 school year.
5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Joint Transportation Agreement between Sussex County Regional Transportation Cooperative and the West Orange Board of Education for the 2024-2025 school year.
6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following resolution:

**WEST ORANGE BOARD OF EDUCATION
A RESOLUTION CONCERNING**

GROUP MEDICAL AND PRESCRIPTION DRUG BENEFITS

The West Orange Board of Education hereby resolves effective July 1, 2024 to make the following changes relative to its group medical and rx drug benefits programs, as follows:

1. Terminate its group medical and prescription drug fully-insured programs with Aetna Life Insurance Company (medical) and Heartland Fidelity (Benecard/Rx).
2. Award its group medical & prescription drug benefits programs to Schools



Health Insurance Fund (SHIF), (Aetna for medical and Express Scripts for prescription drug), per the SHIF proposal dated February 2024, which is incorporated herein as part of this resolution. Sufficient notice has been provided to the relevant collective bargaining units via written correspondence from the Board's Business Administrator, dated April 11, 2024.

3. Designate Brown & Brown Metro, LLC. as broker of record for these programs, with the following authority:
 1. To ensure with SHIF that benefits delivered are "equal to or better than" the Board's current group medical and rx drug insurance plans.
 2. To periodically market the Board's group benefit plans.
 3. To assist employees and dependents in the resolution of elevated service issues that cannot be resolved by employees first contacting SHIF/Aetna, SHIF/Express Scripts directly.
 4. To ensure all reporting provided to the Board or its administrators is compliant with HIPAA relative to protected health information (PHI).
 5. To advise the Board of Education relative to compliance with Federal and State regulations regarding self-insured group benefit plans.
 6. To accept commission payments from SHIF, per the enclosed proposals.

All appropriate Board of Education staff members are authorized to take such action and affect such documentation as necessary to implement these changes.

7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following resolution:

RESOLUTION TO JOIN SCHOOLS HEALTH INSURANCE FUND

WHEREAS, a number of school boards in the State of New Jersey have joined together to form the SCHOOLS HEALTH INSURANCE FUND hereafter referred to as "SHIF", as permitted N.J.S.A. 18A:18B-1 et seq., and;

WHEREAS, the SHIF has received approval by the Commissioner of the Department of Banking and Insurance on August 10, 2015;

WHEREAS, the statutes and regulations governing the creation and operation of a joint insurance fund, contain certain elaborate restrictions and safeguards concerning the safe and efficient administration of the public interest entrusted to such a school board joint insurance fund;

WHEREAS, the governing body of West Orange Board of Education, hereinafter referred to as "SCHOOL BOARD" has determined that membership in the SHIF is in the best interest of said SCHOOL BOARD.

NOW, THEREFORE, BE IT RESOLVED that the governing body of the SCHOOL BOARD hereby agrees as follows:



- i. SCHOOL BOARD shall become a member of the SHIF for the period outlined in the SCHOOL BOARD's Indemnity and Trust Agreement.
- ii. SCHOOL BOARD will participate in the following type (s) of coverage(s):
 - a.) Health Insurance as defined pursuant to N.J.S.A. 17B:17-4, the SHIF's Bylaws, and the SHIF's Plan of Risk Management.
- iii. SCHOOL BOARD accepts and approves the SHIF's by-laws and agrees to be bound by the terms thereof.
- iv. SCHOOL BOARD shall execute an application for membership and any accompanying certifications.
- v. SCHOOL BOARD agrees to commit to the four principles of the SHIF which are:
 - a.) A long term philosophy on rates.
 - b.) A willingness to work with bargaining units to achieve plan design changes.
 - c.) Professional management with stability and commitment.
 - d.) Rating structure based on actuarial numbers.

BE IT FURTHER RESOLVED that the governing body of the SCHOOL BOARD is authorized and directed to execute the Indemnity and Trust Agreement and such other documents signifying membership in the SHIF as required by the SHIF's Bylaws, and to deliver these documents to the SHIF's Executive Director with the express reservation that these documents shall become effective only upon:

- i. Approval of the SCHOOL BOARD by the SHIF.
 - ii. Receipt by the SHIF of a Resolution from the SCHOOL BOARD accepting SCHOOL BOARD's SHIF assessment.
 - iii. Approval by the Commissioner of the New Jersey Department of Banking and Insurance of SCHOOL BOARD as a member of the SHIF.
8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following resolution:

SCHOOLS HEALTH INSURANCE FUND

BE IT RESOLVED by the West Orange Board of Education that Tonya M. Flowers is hereby appointed as Fund Commissioner to the Schools Health Insurance Fund, effective July 1, 2024, to represent the West Orange Board of Education

and

BE IT FURTHER RESOLVED that DeShawn Johnson be and is appointed as Alternate Fund Commissioner to the Schools Health Insurance Fund effective July 1, 2024.



9. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following resolution:

**WEST ORANGE BOARD OF EDUCATION
A RESOLUTION CONCERNING
BENEFIT RISK MANAGER**

The Board of Education hereby resolves effective July 1, 2024, to designate James T. Finn, CLU, of Brown & Brown Metro, LLC. as its Benefit Risk Manager for our Schools Health Insurance Fund (SHIF) medical plan. Brown & Brown, Inc. is authorized as follows:

1. To assist employees and dependents in the resolution of elevated service issues that cannot be resolved by Aetna, Express Scripts, or SHIF.
2. To advise the Board of Education relative to compliance with Federal and State regulations regarding group benefit plans.
3. To review periodic SHIF financial reports and advise the Board of Education on the financial status of the SHIF and how that relates to the forecasting of future SHIF assessment rates.
4. To advise the Board of Education on the impact of current, proposed, and future changes to by-laws, procedures, or vendors associated with SHIF.

All appropriate Board of Education staff members are authorized to take such action and affect such documentation as necessary to implement these changes.

10. Upon recommendation of the Superintendent of Schools, approval by the Board of Education 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	• AC Adapter Chargers/HDMI Cables	\$123.67
Golda Och Lower School	• Screenbeam Presentation Platform(4)	\$2,040.76
Golda Och Upper School	• Screenbeam Presentation Platform(20)	\$10,353.80

11. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to rescind the approval of the Parental Contract for Student Transportation for Student #1913043, for the ESY 2023, in the amount of \$1,305.00, that was approved with the February 26, 2024 Board Meeting Minutes (found in the Finance Section, under Business Office, Item #5).
12. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to approve the New Jersey Department of Education Waiver Application for the preschool classrooms that are slightly below the total space requirement of 950 square feet. (Att. #9)



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 15, 2024.
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the revised 2023-2024 District Calendar to accommodate one unused snow day. (Att. #10)

XI. PETITIONS AND HEARINGS OF CITIZENS

XII. NEXT BOARD MEETING to be held at 6:30 p.m. on May 6, 2024 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

2024 Summer Enrichment Program Assignments

Name	Position	Course	Rate of Pay	Not to Exceed	Effective Dates
Alison Willemssen	Coordinator Extended Day 2-5	Extended Day Grades 2-5	\$55.00 per hour	5 hours per day	6/24/24-7/19/24
Lisa Belott	Coordinator Extended Day 2-5	Extended Day Grades 2-5	\$55.00 per hour	5 hours per day	6/24/24-7/19/24
Sebastian DePinho	Coordinator Extended Day 6-8	Extended Day Grades 6-8	\$55.00 per hour	4 hours per day	6/24/24-7/19/24
Scott Tomlin	Coordinator Summer Enrichment	Site Management	\$55.00 per hour	8 hours per day	6/24/24-7/19/24
Denise Makri-Werzen	Nurse		\$57.00 per hour	8 hours per day	6/24/24-7/19/24
Ben Ruben-Schnirman OOD	Paraprofessional	Extended Day Program	\$27.00 per hour	4 hours per day	6/24/24-7/19/24
Jennifer Moran	Paraprofessional	Para/ESL 4-6 Math & LA	\$27.00 per hour	4 hours per day	6/24/24-7/19/24
Kenson Felix	Paraprofessional	Para/ESL Kindergarden	\$27.00 per hour	4 hours per day	6/24/24-7/19/24
Luz Pensado	Paraprofessional	Para/ESL Kindergarden	\$27.00 per hour	4 hours per day	6/24/24-7/19/24
Marjhani Simpson	Paraprofessional-Art	Prep-Division	\$27.00 per hour	5 hours per day	6/24/24-7/19/24
Tuli Roy-Kirwan	Paraprofessional-Dance	Prep-Division	\$27.00 per hour	5 hours per day	6/24/24-7/19/24
Melissa Bueno	Paraprofessional-Music	Prep-Division	\$27.00 per hour	5 hours per day	6/24/24-7/19/24
Christina Russo OOD	Paraprofessional-PE	Prep-Division	\$27.00 per hour	4 hours per day	6/24/24-7/19/24
Ahmad Sehwait	Teacher	Math Quest	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Alec Hamilton	Teacher	Rep & Symphonic Orchestra, Violin, Viola, Cello Int/Adv.	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Andrew Chan OOD	Teacher	Chess BEG / INT	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Ashley Morris	Teacher	Extended Day-Digital Art-Graphic Design	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Bonnie Pomeroy	Teacher	Drama/Musical Theater	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Cecilia Ferrera	Teacher	Art Design	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Christina Russo OOD	Teacher	Extended Day- Music Technology	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Colleen Martin	Teacher	Piano Lab-Summer Enrichment	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Dave Watson OOD	Teacher	Cadet Band, Flute, Saxophone, Flute Lessons	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Francesco Composto	Teacher	Cadet Orchestra, Violin, Viola, Cello B	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Gary Margerum	Teacher	Guitar-Summer Enrichment Piano Lab-Extended Day	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Joshua Zimmer	Teacher	Symphonic Band, Clarinet, Saxophones lessons	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Joyce Soto	Teacher	Science & Tech	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Karen Ciaglia	Teacher	Book Club	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Kathy Jackson	Teacher	Adv. Digital Imaging w/ Photoshop I & II	\$50.00 per hour	4 hours per day	6/24/24-7/19/24

Board approved April 15, 2024

2024 Summer Enrichment Program Assignments

Name	Position	Course	Rate of Pay	Not to Exceed	Effective Dates
Kelly Cawley OOD	Teacher	Dance	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Leslie Taylor	Teacher	ESL-Kindergarten	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Lisette Villalobos	Teacher	Ceramics-Summer Enrichment Arts and Crafts-Extended Day	\$50.00 per hour	8 hours per day	6/24/24-7/19/24
Marcella Vitale	Teacher	Gym Jambouree	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Mark Lagatic	Teacher	Preparatory Band, Percussion, Trombone, French Horn Lessons	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Melanie Racanelli	Teacher	Painting Plus	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Michael Falzarano	Teacher	Extenbded Day- PE Sports	\$50.00 per hour	8 hours per day	6/24/24-7/19/24
Michele Ledesma	Teacher	Adventures in Mixed Media	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Paul Stefanelli	Teacher	Science & Tech 1 & 2-Summer Enrichment Organized Play Activities-Extended Day	\$50.00 per hour	8 hours per day	6/24/24-7/19/24
Rosemary Martos	Teacher	Intro to Coding	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Ryan Krewer	Teacher	Cadet Band, Jazz Band, Sibelius, Trumpet, French Horn	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Ryan Patcher	Teacher	Physical Fitness	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Ted McGurrin	Teacher	Fun with Chinese	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Wendy Born	Teacher	Ceramics -Summer Enrichment Extended Day-Print Making	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Joy Burnett	Teacher/Prep Division	Grade 2-3 Language Arts	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Kimani Franklin OOD	Teacher/Prep Division	Grade 2-3 Dance	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Lisa DeMichele	Teacher/Prep Division	Grade 2-3 Math	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Marissa Gerin	Teacher/Prep Division	Grade 2-3 Music	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Nicole Siebert	Teacher/Prep Division	Grade 2-3 Art	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Sebastian DePinho	Teacher/Prep Division	Grade 2-3 Physical Education	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Diana Bolivar	Title III Teacher	Grade 2-3 ESL Language Arts	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Gina Ethe	Title III Teacher	ESL-4-9 Math	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Giselle Heredia	Title III Teacher	Grade 2-3 ESL Math	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Kristina Moyet	Title III Teacher	ESL Kindergarten	\$50.00 per hour	4 hours per day	6/24/24-7/19/24
Yanira Escabar	Title III Teacher	ESL Beginner/Int-Adv-4-9	\$50.00 per hour	4 hours per day	6/24/24-7/19/24

2024-2025 Extended School Year Assignments
Effective Dates 6/24/2024-7/26/2024

Name	Location	Position	Assignment	Stipend/Rate of Pay
Lee Cohen	Kelly	Coordinator	Pre-K-Grade 5	\$7,800.00
Christina Ferinde	Kelly	Asst. Coordinator	Pre-K-Grade 5	\$57.13 Per hour Not to exceed 25 hours per week
Sarita Olachea	Kelly	Clerical Aide	Elementary	\$21.27 Per hour Not to exceed 22.5 hours per week
Nicole McArdle	Kelly	Clerical Aide	Preschool	\$21.27 Per hour Not to exceed 22.5 hours per week
Krista Johnson	Kelly	Teacher	PA (K-1)	\$57.13 Per hour Not to exceed 20 hours per week
Kim Tawil	Kelly	Teacher	PA 2 (K-1)	\$57.13 Per hour Not to exceed 20 hours per week
Ayesha Aly Ahmed	Kelly	Teacher	PA 3 (K-1)	\$57.13 Per hour Not to exceed 20 hours per week
Lauren McBrinn	Kelly	Teacher	PA 8 (4-5)	\$57.13 Per hour Not to exceed 20 hours per week
Joseph Postiglione	Kelly	Teacher	PA 9 (4-5)	\$57.13 Per hour Not to exceed 20 hours per week
Bridget Garvey	Kelly	Teacher	ID K-2	\$57.13 Per hour Not to exceed 20 hours per week
Eileen McQuillan	Kelly	Teacher	ID 3-5	\$57.13 Per hour Not to exceed 20 hours per week
Lauren Kenny	Kelly	Teacher	LLD 1 K	\$57.13 Per hour Not to exceed 20 hours per week
Kristen Landosca	Kelly	Teacher	LLD 2 K	\$57.13 Per hour Not to exceed 20 hours per week
Tracey McCall	Kelly	Teacher	LLD Grade 1-1	\$57.13 Per hour Not to exceed 20 hours per week
Keli Eason	Kelly	Teacher	LLD Grade 1-2	\$57.13 Per hour Not to exceed 20 hours per week)
Patricia Rudy	Kelly	Teacher	LLD 1 Grade 2	\$57.13 Per hour Not to exceed 20 hours per week
Danielle Massot	Kelly	Teacher	LLD 1 Grade 3	\$57.13 Per hour Not to exceed 20 hours per week

Board approved April 15, 2024

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2024-2025 Extended School Year Assignments
Effective Dates 6/24/2024-7/26/2024

Name	Location	Position	Assignment	Stipend/Rate of Pay
Kelly Clancy	Kelly	Teacher	LLD 2 Grade 3	\$57.13 Per hour Not to exceed 20 hours per week
Theresa Jones	Kelly	Teacher	LLD 1 Grade 4	\$57.13 Per hour Not to exceed 20 hours per week
Kim MacDonald	Kelly	Teacher	LLD 2 Grade 4	\$57.13 Per hour Not to exceed 20 hours per week
Nicole Kuser	Kelly	Teacher	LLD 1 Grade 5	\$57.13 Per hour Not to exceed 20 hours per week
Kelly Gambuti	Kelly	Teacher	LLD 2 Grade 5	\$57.13 Per hour Not to exceed 20 hours per week
Jessica Cicerone	Kelly	Teacher	PSD 1	\$57.13 Per hour Not to exceed 20 hours per week
Nicole Suriano-Postiglione	Kelly	Teacher	PSD 2	\$57.13 Per hour Not to exceed 20 hours per week
Susan Vecchio	Kelly	Teacher	PSD 3	\$57.13 Per hour Not to exceed 20 hours per week
Janet Pereira-Spain	Kelly	Teacher	PSD 4	\$57.13 Per hour Not to exceed 20 hours per week
Lauren Porter	Kelly	Teacher	PSD ABA 1	\$57.13 Per hour Not to exceed 20 hours per week
Elizabeth Rubin	Kelly	Teacher	PSD ABA 2	\$57.13 Per hour Not to exceed 20 hours per week
Giulia Catanzariti	Kelly	Teacher	PSD ABA 3	\$57.13 Per hour Not to exceed 20 hours per week
Heather Shaw	Kelly	Teacher	PSD ABA 4	\$57.13 Per hour Not to exceed 20 hours per week
Alyson Abdallah	Kelly	Teacher	PSD ABA 5	\$57.13 Per hour Not to exceed 20 hours per week
Silvana Siguenas	Kelly	Paraprofessional	PA 1 (K-1)	\$26.82 Per hour Not to exceed 20 hours per week
Lorelie Velasquez	Kelly	Paraprofessional	PA 1 (K-1)	\$26.82 Per hour Not to exceed 20 hours per week
Sanya Jeffrey Mehta OOD	Kelly	Paraprofessional	PA 1 (K-1)	\$26.82 Per hour Not to exceed 20 hours per week

Board approved April 15, 2024

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2024-2025 Extended School Year Assignments
Effective Dates 6/24/2024-7/26/2024

Name	Location	Position	Assignment	Stipend/Rate of Pay
Cheryl Young-James	Kelly	Paraprofessional	PA 2 (K-1)	\$26.82 Per hour Not to exceed 20 hours per week
Valdette Zherka	Kelly	Paraprofessional	PA 2 (K-1)	\$26.82 Per hour Not to exceed 20 hours per week
Joseph Anderson	Kelly	Paraprofessional	PA 3 (K-1)	\$26.82 Per hour Not to exceed 20 hours per week
Rachel Serino	Kelly	Paraprofessional	PA 3 (K-1)	\$26.82 Per hour Not to exceed 20 hours per week
Suzanne Sayers	Kelly	Paraprofessional	PA 3 (K-1)	\$26.82 Per hour Not to exceed 20 hours per week
Maria Kaiser	Kelly	Paraprofessional	PA 3 (K-1)	\$26.82 Per hour Not to exceed 20 hours per week
Judith Cofie	Kelly	Paraprofessional	PA 3 (K-1)	\$26.82 Per hour Not to exceed 20 hours per week
Steven Elizaire	Kelly	Paraprofessional	PA 4 (K-2)	\$26.82 Per hour Not to exceed 20 hours per week
Lucy Maccarrone	Kelly	Paraprofessional	PA 4 (K-2)	\$26.82 Per hour Not to exceed 20 hours per week
Alex Griscti	Kelly	Paraprofessional	PA 5 (K-2)	\$26.82 Per hour Not to exceed 20 hours per week
Kiara Munoz	Kelly	Paraprofessional	PA 5 (K-2)	\$26.82 Per hour Not to exceed 20 hours per week
Leonida Fuentes	Kelly	Paraprofessional	PA 6 (K-2)	\$26.82 Per hour Not to exceed 20 hours per week
Honesty Gilliam	Kelly	Paraprofessional	PA 6 (K-2)	\$26.82 Per hour Not to exceed 20 hours per week
Rosario Lopez	Kelly	Paraprofessional	PA 6 (K-2)	\$26.82 Per hour Not to exceed 20 hours per week
Floyd Gray	Kelly	Paraprofessional	PA 7 (3-4)	\$26.82 Per hour Not to exceed 20 hours per week
Danene Belton	Kelly	Paraprofessional	PA 8 (4-5)	\$26.82 Per hour Not to exceed 20 hours per week
Diana Frazao	Kelly	Paraprofessional	PA 8 (4-5)	\$26.82 Per hour Not to exceed 20 hours per week

Board approved April 15, 2024

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2024-2025 Extended School Year Assignments
Effective Dates 6/24/2024-7/26/2024

Name	Location	Position	Assignment	Stipend/Rate of Pay
Yadelin Segarra	Kelly	Paraprofessional	PA 8 (4-5)	\$26.82 Per hour Not to exceed 20 hours per week
Marilyn Paccha	Kelly	Paraprofessional	PA 8 (4-5)	\$26.82 Per hour Not to exceed 20 hours per week
Joann Rossi	Kelly	Paraprofessional	PA 8 (4-5)	\$26.82 Per hour Not to exceed 20 hours per week
Paula Correia	Kelly	Paraprofessional	PA 9 (4-5)	\$26.82 Per hour Not to exceed 20 hours per week
Michelle Pereira	Kelly	Paraprofessional	PA 9 (4-5)	\$26.82 Per hour Not to exceed 20 hours per week
Samuel Ralosky	Kelly	Paraprofessional	PA 9 (4-5)	\$26.82 Per hour Not to exceed 20 hours per week
Keshea Brown	Kelly	Paraprofessional	PA 9 (4-5)	\$26.82 Per hour Not to exceed 20 hours per week
Amanda Best	Kelly	Paraprofessional	ID K-2	\$26.82 Per hour Not to exceed 20 hours per week
Ronan Trinchier	Kelly	Paraprofessional	ID K-2	\$26.82 Per hour Not to exceed 20 hours per week
Lianna Torrice OOD	Kelly	Paraprofessional	ID K-2	\$26.82 Per hour Not to exceed 20 hours per week
Maureen Lilli	Kelly	Paraprofessional	ID 3-5	\$26.82 Per hour Not to exceed 20 hours per week
Towanna Rimpson	Kelly	Paraprofessional	LLD 1 K	\$26.82 Per hour Not to exceed 20 hours per week
Eric Garbrah	Kelly	Paraprofessional	LLD 1 K	\$26.82 Per hour Not to exceed 20 hours per week
Elizabeth Cohen OOD	Kelly	Paraprofessional	LLD 2 K	\$26.82 Per hour Not to exceed 20 hours per week
Lisa Alston	Kelly	Paraprofessional	LLD Grade 1-1	\$26.82 Per hour Not to exceed 20 hours per week
Shebon Clarke	Kelly	Paraprofessional	LLD Grade 1-2	\$26.82 Per hour Not to exceed 20 hours per week
Kimberly Covington	Kelly	Paraprofessional	LLD 1 Grade 2	\$26.82 Per hour Not to exceed 20 hours per week

Board approved April 15, 2024

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2024-2025 Extended School Year Assignments
Effective Dates 6/24/2024-7/26/2024

Name	Location	Position	Assignment	Stipend/Rate of Pay
Kathleen Laszlo	Kelly	Paraprofessional	LLD 1 Grade 2	\$26.82 Per hour Not to exceed 20 hours per week
Randa Meseha	Kelly	Paraprofessional	LLD 1 Grade 3	\$26.82 Per hour Not to exceed 20 hours per week
Darlene Madden	Kelly	Paraprofessional	LLD 1 Grade 3	\$26.82 Per hour Not to exceed 20 hours per week
Stephen DePoe	Kelly	Paraprofessional	LLD 2 Grade 3	\$26.82 Per hour Not to exceed 20 hours per week
Anne Marie Lachenauer	Kelly	Paraprofessional	LLD 2 Grade 3	\$26.82 Per hour Not to exceed 20 hours per week
Wayne Hargrave	Kelly	Paraprofessional	LLD 1 Grade 4	\$26.82 Per hour Not to exceed 20 hours per week
Alexa Friedman OOD	Kelly	Paraprofessional	LLD 1 Grade 4	\$26.82 Per hour Not to exceed 20 hours per week
Krista Romanyshyn	Kelly	Paraprofessional	LLD 2 Grade 4	\$26.82 Per hour Not to exceed 20 hours per week
Lisa Quinlan OOD	Kelly	Paraprofessional	LLD 2 Grade 4	\$26.82 Per hour Not to exceed 20 hours per week
Stephanie Prado	Kelly	Paraprofessional	LLD 2 Grade 4	\$26.82 Per hour Not to exceed 20 hours per week
Jason Davidson	Kelly	Paraprofessional	LLD 1 Grade 5	\$26.82 Per hour Not to exceed 20 hours per week
Amanda Orlandino OOD	Kelly	Paraprofessional	LLD 1 Grade 5	\$26.82 Per hour Not to exceed 20 hours per week
Anthony Tillman	Kelly	Paraprofessional	LLD 2 Grade 5	\$26.82 Per hour Not to exceed 20 hours per week
Angelica Wade	Kelly	Paraprofessional	PSD 1	\$26.82 Per hour Not to exceed 20 hours per week
Ellen Bodner OOD	Kelly	Paraprofessional	PSD 1	\$26.82 Per hour Not to exceed 20 hours per week
Nermein Boktor	Kelly	Paraprofessional	PSD 1	\$26.82 Per hour Not to exceed 20 hours per week
Carol Stallings	Kelly	Paraprofessional	PSD 2	\$26.82 Per hour Not to exceed 20 hours per week

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2024-2025 Extended School Year Assignments
Effective Dates 6/24/2024-7/26/2024

Name	Location	Position	Assignment	Stipend/Rate of Pay
Dwayne Clement	Kelly	Paraprofessional	PSD 2	\$26.82 Per hour Not to exceed 20 hours per week
Kiara Goode	Kelly	Paraprofessional	PSD 3	\$26.82 Per hour Not to exceed 20 hours per week
Gloria Cinelli	Kelly	Paraprofessional	PSD 3	\$26.82 Per hour Not to exceed 20 hours per week
Veronica Sanders	Kelly	Paraprofessional	PSD 3	\$26.82 Per hour Not to exceed 20 hours per week
Madelyn Garrido	Kelly	Paraprofessional	PSD 4	\$26.82 Per hour Not to exceed 20 hours per week
Marlene Guzman	Kelly	Paraprofessional	PSD 4	\$26.82 Per hour Not to exceed 20 hours per week
Anthony Francis	Kelly	Paraprofessional	PSD 4	\$26.82 Per hour Not to exceed 20 hours per week
Stephanie Mundy	Kelly	Paraprofessional	PSD ABA 1	\$26.82 Per hour Not to exceed 20 hours per week
Lucia Preziosi OOD	Kelly	Paraprofessional	PSD ABA 1	\$26.82 Per hour Not to exceed 20 hours per week)
Diedre Dyson Atherton	Kelly	Paraprofessional	PSD ABA 1	\$26.82 Per hour Not to exceed 20 hours per week
Gianna Kubu OOD	Kelly	Paraprofessional	PSD ABA 1	\$26.82 Per hour Not to exceed 20 hours per week
Susan Castanza	Kelly	Paraprofessional	PSD ABA 2	\$26.82 Per hour Not to exceed 20 hours per week
Aimee Perez	Kelly	Paraprofessional	PSD ABA 2	\$26.82 Per hour Not to exceed 20 hours per week
Danelle Ratus	Kelly	Paraprofessional	PSD ABA 2	\$26.82 Per hour Not to exceed 20 hours per week
Jennifer Zacchia	Kelly	Paraprofessional	PSD ABA 3	\$26.82 Per hour Not to exceed 20 hours per week
Susan Lynch	Kelly	Paraprofessional	PSD ABA 3	\$26.82 Per hour Not to exceed 20 hours per week
Vanessa Rodriguez	Kelly	Paraprofessional	PSD ABA 3	\$26.82 Per hour Not to exceed 20 hours per week

Board approved April 15, 2024

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2024-2025 Extended School Year Assignments
Effective Dates 6/24/2024-7/26/2024

Name	Location	Position	Assignment	Stipend/Rate of Pay
Yvette Cruz	Kelly	Paraprofessional	PSD ABA 3	\$26.82 Per hour Not to exceed 20 hours per week
Samantha Clinton	Kelly	Paraprofessional	PSD ABA 4	\$26.82 Per hour Not to exceed 20 hours per week)
Lauren Conahan	Kelly	Paraprofessional	PSD ABA 4	\$26.82 Per hour Not to exceed 20 hours per week
Khaliquah Davis	Kelly	Paraprofessional	PSD ABA 4	\$26.82 Per hour Not to exceed 20 hours per week
Mary Beth Sabates	Kelly	Paraprofessional	PSD ABA 4	\$26.82 Per hour Not to exceed 20 hours per week
Luciana Schiner	Kelly	Paraprofessional	PSD ABA 5	\$26.82 Per hour Not to exceed 20 hours per week
Edith Morales	Kelly	Paraprofessional	PSD ABA 5	\$26.82 Per hour Not to exceed 20 hours per week
Shena Brown	Kelly	Nurse	5 days a week	\$57.13 Per hour Not to exceed 20 hours per week
Linda Connolly-Schoner	Pre School	Nurse	5 days a week	\$57.13 Per hour Not to exceed 20 hours per week
Kathleen Kelly	Kelly	Speech/ Lang.	5 days per week	\$57.13 Per hour Not to exceed 20 hours per week
Julia Zeman	Kelly	Speech/ Lang.	5 days per week	\$57.13 Per hour Not to exceed 20 hours per week
Dara Soberman	Kelly	Speech/ Lang.	5 days per week	\$57.13 Per hour Not to exceed 20 hours per week
Shaina Weitz	Kelly	OT	5 days per week	\$57.13 Per hour Not to exceed 20 hours per week
Meredith Johnson	Kelly	BCBA	5 days a week	\$57.13 Per hour Not to exceed 20 hours per week
Cindy Newell	Kelly	Social Skills	2-3 days a week	\$57.13 Per hour Not to exceed 20 hours per week
Sanhita Kar	Liberty	Coordinator	6-12 (18-21)	Stipend of \$7,800.00
Christine DeZao	Liberty	Clerical Aide	Middle/High	\$21.27 Per hour Not to exceed 22.5 hours per week

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2024-2025 Extended School Year Assignments
Effective Dates 6/24/2024-7/26/2024

Name	Location	Position	Assignment	Stipend/Rate of Pay
Monika Mocarski	Liberty	Teacher	ID1 (Grade 7-8)	\$57.13 Per hour Not to exceed 20 hours per week
Spyridon Mantzas	Liberty	Teacher	ID2 (Grade 6)	\$57.13 Per hour Not to exceed 20 hours per week
Jonathan Gohlich	Liberty	Teacher	ID (Grade 9-10)	\$57.13 Per hour Not to exceed 20 hours per week
Michelle Hartley	Liberty	Teacher	ID (Grade 11-12)	\$57.13 Per hour Not to exceed 20 hours per week
Sil Bastiao	Liberty	Teacher	A1 (HS)	\$57.13 Per hour Not to exceed 20 hours per week
Joe Spina	Liberty	Teacher	18-21 years old	\$57.13 Per hour Not to exceed 20 hours per week
Erika DeVos	Liberty	Teacher	LLD1 6th Grade	\$57.13 Per hour Not to exceed 20 hours per week
Althea Farella	Liberty	Teacher	LLD2 6th Grade	\$57.13 Per hour Not to exceed 20 hours per week
Megan Maffettone	Liberty	Teacher	LLD 7th Grade	\$57.13 Per hour Not to exceed 20 hours per week
Simona Ascher	Liberty	Teacher	LLD1 8th Grade	\$57.13 Per hour Not to exceed 20 hours per week
Solmaaz Houtan	Liberty	Teacher	LLD2 8th Grade	\$57.13 Per hour Not to exceed 20 hours per week
Kelly Dower	Liberty	Teacher	LLD1 9th Grade	\$57.13 Per hour Not to exceed 20 hours per week
Alyssa Gioia	Liberty	Teacher	LLD2 9th Grade	\$57.13 Per hour Not to exceed 20 hours per week
Anton Carrera	Liberty	Teacher	LLD1 10thGrade	\$57.13 Per hour Not to exceed 20 hours per week
Marvin Garcia OOD	Liberty	Teacher	LLD2 11thGrade	\$57.13 Per hour Not to exceed 20 hours per week
John Tomaszewski	Liberty	Teacher	LLD (11-12)	\$57.13 Per hour Not to exceed 20 hours per week
Kim Fields Murphy	Liberty	Speech/ Lang.	5 days per week	\$57.13 Per hour Not to exceed 20 hours per week

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2024-2025 Extended School Year Assignments
Effective Dates 6/24/2024-7/26/2024

Name	Location	Position	Assignment	Stipend/Rate of Pay
Danielle Cuozzo	Liberty	OT	5 days per week	\$57.13 Per hour Not to exceed 20 hours per week
Ashley Natera OOD	Liberty	Social Skills	2 days per week	\$57.13 Per hour Not to exceed 20 hours per week
Jodie Goldstein	Liberty	Social Skills	2 days per week	\$57.13 Per hour Not to exceed 20 hours per week
Oluwakemi Aborisade	Liberty	Nurse	5 days per week	\$57.13 Per hour Not to exceed 20 hours per week
Jennifer Ferlauto- Wasky	Liberty	Paraprofessional	ID1 (Grade 7-8)	\$26.82 Per hour Not to exceed 20 hours per week
Thomas Tutalo	Liberty	Paraprofessional	ID1 (Grade 7-8)	\$26.82 Per hour Not to exceed 20 hours per week
Amanda Marcelin	Liberty	Paraprofessional	ID1 (Grade 7-8)	\$26.82 Per hour Not to exceed 20 hours per week
Maria DeMartinis	Liberty	Paraprofessional	ID2 (Grade 6)	\$26.82 Per hour Not to exceed 20 hours per week
Henry Chang	Liberty	Paraprofessional	ID (Grade 9-10)	\$26.82 Per hour Not to exceed 20 hours per week
Kim Williams	Liberty	Paraprofessional	ID (Grade 9-10)	\$26.82 Per hour Not to exceed 20 hours per week
Patricia Christiano	Liberty	Paraprofessional	ID (Grade 9-10)	\$26.82 Per hour Not to exceed 20 hours per week
Rebecca Temple	Liberty	Paraprofessional	ID (Grade 9-10)	\$26.82 Per hour Not to exceed 20 hours per week
Madalyn Castle OOD	Liberty	Paraprofessional	ID Grade (11-12)	\$26.82 Per hour Not to exceed 20 hours per week
Michelle Brown	Liberty	Paraprofessional	LLD Grade (11-12)	\$26.82 Per hour Not to exceed 20 hours per week
Nicholas Gonnella	Liberty	Paraprofessional	A1	\$26.82 Per hour Not to exceed 20 hours per week
David Grant	Liberty	Paraprofessional	A1	\$26.82 Per hour Not to exceed 20 hours per week
Kevin Wilton	Liberty	Paraprofessional	A1	\$26.82 Per hour Not to exceed 20 hours per week

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2024-2025 Extended School Year Assignments
Effective Dates 6/24/2024-7/26/2024

Name	Location	Position	Assignment	Stipend/Rate of Pay
Joseph Moore	Liberty	Paraprofessional	A1	\$26.82 Per hour Not to exceed 20 hours per week
Celia Panasovich	Liberty	Paraprofessional	A1	\$26.82 Per hour Not to exceed 20 hours per week
Miriam Gutierrez	Liberty	Paraprofessional	A2	\$26.82 Per hour Not to exceed 20 hours per week
Duane Dyson	Liberty	Paraprofessional	A2	\$26.82 Per hour Not to exceed 20 hours per week
Omotayo Mebude	Liberty	Paraprofessional	A2	\$26.82 Per hour Not to exceed 20 hours per week
Corinn Giaquinto	Liberty	Paraprofessional	A2	\$26.82 Per hour Not to exceed 20 hours per week
Dine Adedjouma	Liberty	Paraprofessional	A1-HS	\$26.82 Per hour Not to exceed 20 hours per week
Douglas Jandoli	Liberty	Paraprofessional	A1-HS	\$26.82 Per hour Not to exceed 20 hours per week
Edward Duncan	Liberty	Paraprofessional	A1-HS	\$26.82 Per hour Not to exceed 20 hours per week
Anthony Romano	Liberty	Paraprofessional	A1-HS	\$26.82 Per hour Not to exceed 20 hours per week
Bonnie Daum	Liberty	Paraprofessional	A1-HS	\$26.82 Per hour Not to exceed 20 hours per week
Thomas Fortune OOD	Liberty	Paraprofessional	A1-HS	\$26.82 Per hour Not to exceed 20 hours per week
Erica Guerino	Liberty	Paraprofessional	18-21 Years	\$26.82 Per hour Not to exceed 20 hours per week
Jamae Sippio	Liberty	Paraprofessional	18-21 Years	\$26.82 Per hour Not to exceed 20 hours per week
Derek Uibelhoer	Liberty	Paraprofessional	18-21 Years	\$26.82 Per hour Not to exceed 20 hours per week
Nancy Festa	Liberty	Paraprofessional	18-21 Years	\$26.82 Per hour Not to exceed 20 hours per week
Nafisa Aly Ahmed	Liberty	Paraprofessional	18-21 Years	\$26.82 Per hour Not to exceed 20 hours per week

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2024-2025 Extended School Year Assignments
Effective Dates 6/24/2024-7/26/2024

Name	Location	Position	Assignment	Stipend/Rate of Pay
Jennica Baul	Liberty	Paraprofessional	LLD1 Grade 6	\$26.82 Per hour Not to exceed 20 hours per week
Anna Tong	Liberty	Paraprofessional	LLD2 Grade 6	\$26.82 Per hour Not to exceed 20 hours per week
Mara Myers	Liberty	Paraprofessional	LLD1 Grade 7	\$26.82 Per hour Not to exceed 20 hours per week
Lisa Murad	Liberty	Paraprofessional	LLD1 Grade 7	\$26.82 Per hour Not to exceed 20 hours per week
Robert Desch	Liberty	Paraprofessional	LLD1-Grade 8	\$26.82 Per hour Not to exceed 20 hours per week
Karla Arruda	Liberty	Paraprofessional	LLD1 Grade 8	\$26.82 Per hour Not to exceed 20 hours per week
Alyssa Kuglin	Liberty	Paraprofessional	LLD2 Grade 8	\$26.82 Per hour Not to exceed 20 hours per week
Judy Gorski	Liberty	Paraprofessional	LLD2 Grade 8	\$26.82 Per hour Not to exceed 20 hours per week
Movita Miller	Liberty	Paraprofessional	LLD1 Grade 9	\$26.82 Per hour Not to exceed 20 hours per week
Mavis Brown	Liberty	Paraprofessional	LLD2 Grade 9	\$26.82 Per hour Not to exceed 20 hours per week
William Talbot	Liberty	Paraprofessional	LLD2 Grade 10	\$26.82 Per hour Not to exceed 20 hours per week
Amal Kheir	Liberty	Paraprofessional	LLD Grade 11-12	\$26.82 Per hour Not to exceed 20 hours per week

Board approved April 15, 2024

1. *Any certificated staff member who was approved to work in a non-certificated position may serve as a substitute when a certificated staff member is absent*
2. *Paraprofessionals identified to work the Extended School Year Program may be asked to cover in other classes and/or buildings based on staffing needs.*

2024 Summer School Counselor Assignments

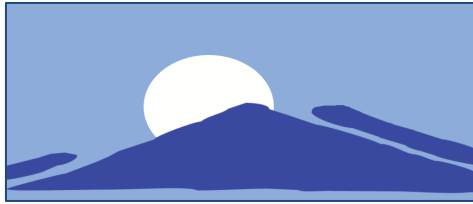
First	Last	Location	Position	Stipend/Rate of Pay	Effective Dates
Amanda	James	Gregory	Counselor	\$450.61 per diem not to exceed 3 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Florence	Chirichiello	Hazel	Counselor	\$450.61 per diem not to exceed 3 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Lisa	Struncis	Mt. Pleasant	Counselor	\$450.61 per diem not to exceed 3 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Rebecca	Beutel	Redwood	Counselor	\$450.61 per diem not to exceed 3 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Sarah	McIntosh	St. Cloud	Counselor	\$450.61 per diem not to exceed 3 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Rene	Wells	Washington	Counselor	\$450.61 per diem not to exceed 3 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Haneen	Elbanna	Kelly	Counselor	\$450.61 per diem not to exceed 3 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Pamela	Halstead-Stewart	Edison	Counselor	\$450.61 per diem not to exceed 10 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Jeffrey	Lafoon	Edison	Counselor	\$450.61 per diem not to exceed 10 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Stephanie	Bryson	Liberty	Counselor	\$450.61 per diem not to exceed 10 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Lauren	Volpe	Liberty	Counselor	\$450.61 per diem not to exceed 10 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Taylor	Welsh	Roosevelt	Counselor	\$450.61 per diem not to exceed 10 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Karen	Peyragrosse	Roosevelt	Counselor	\$450.61 per diem not to exceed 10 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Franklin	Urgiles	Liberty/ Roosevelt	SAC	\$450.61 per diem not to exceed 3 days as assigned	7/1/24 - 7/30/24 8/1/24 - 8/31/24
Aldo	Casale	WOHS	Counselor	\$450.61 per diem not to exceed 2 days June; 8 days July / August as assigned	6/21/24 - 6/30/24 7/1/24 - 7/30/24 8/1/24 - 8/31/24
Amedeo	Chirichiello	WOHS	SAC	\$450.61 per diem not to exceed 3 days as assigned	6/21/24 - 6/30/24 7/1/24 - 7/30/24 8/1/24 - 8/31/24
Anna	D'Elia	WOHS	Counselor	\$450.61 per diem not to exceed 2 days June; 8 days July / August as assigned	6/21/24 - 6/30/24 7/1/24 - 7/30/24 8/1/24 - 8/31/24
Margaret	Fahey	WOHS	Counselor	\$450.61 per diem not to exceed 2 days June; 8 days July / August as assigned	6/21/24 - 6/30/24 7/1/24 - 7/30/24 8/1/24 - 8/31/24
Madelin	Fernandez-Perez	WOHS	Counselor	\$450.61 per diem not to exceed 2 days June 8 days July, August as assigned	6/21/24 - 6/30/24 7/1/24 - 7/30/24 8/1/24 - 8/31/24
Kathryn	Furey	WOHS	Counselor	\$450.61 per diem not to exceed 2 days June 8 days July, August as assigned	6/21/24 - 6/30/24 7/1/24 - 7/30/24 8/1/24 - 8/31/24
Jaclyn	Headlam	WOHS	SAC	\$450.61 per diem not to exceed 3 days as assigned	6/21/24 - 6/30/24 7/1/24 - 7/30/24 8/1/24 - 8/31/24

2024 Summer School Counselor Assignments

First	Last	Location	Position	Stipend/Rate of Pay	Effective Dates
Mary	Kehoe	WOHS	Counselor	\$450.61 per diem not to exceed 2 days June; 8 days July / August as assigned	6/21/24 - 6/30/24 7/1/24 - 7/30/24 8/1/24 - 8/31/24
Guerlyne	Nicolas-Millington	WOHS	Counselor	\$450.61 per diem not to exceed 2 days June; 8 days July / August as assigned	6/21/24 - 6/30/24 7/1/24 - 7/30/24 8/1/24 - 8/31/24
Louis	Pallante	WOHS	Counselor	\$450.61 per diem not to exceed 2 days June; 8 days July / August as assigned	6/21/24 - 6/30/24 7/1/24 - 7/30/24 8/1/24 - 8/31/24
Rachel	Rosen	WOHS	Counselor	\$450.61 per diem not to exceed 2 days June; 8 days July / August as assigned	6/21/24 - 6/30/24 7/1/24 - 7/30/24 8/1/24 - 8/31/24
Rossanna	Santos	WOHS	Counselor	\$450.61 per diem not to exceed 2 days June; 8 days July / August as assigned	6/21/24 - 6/30/24 7/1/24 - 7/30/24 8/1/24 - 8/31/24

2024 SEL / Mental Health Summer Program

First	Last	Location	Position	Stipend/Rate of Pay	Effective Dates
Lisa	Struncis	Elementary	Counselor	\$57.13 per hour* not to exceed 25 hours	6/24/24 - 8/30/24
Rebecca	Beutel	Elementary	Counselor	\$57.13 per hour* not to exceed 25 hours	6/24/24 - 8/30/24
Sarah	McIntosh	Elementary	Counselor	\$57.13 per hour* not to exceed 25 hours	6/24/24 - 8/30/24
Rene	Wells	Elementary	Counselor	\$57.13 per hour* not to exceed 25 hours	6/24/24 - 8/30/24
Haneen	Elbanna	Elementary	Counselor	\$57.13 per hour* not to exceed 25 hours	6/24/24 - 8/30/24
Pamela	Halstead-Stewart	Middle	Counselor	\$57.13 per hour* not to exceed 25 hours	6/24/24 - 8/30/24
Jeffrey	Lafoon	Middle	Counselor	\$57.13 per hour* not to exceed 25 hours	6/24/24 - 8/30/24
Franklin	Urgiles	Middle	Counselor	\$57.13 per hour* not to exceed 25 hours	6/24/24 - 8/30/24
Taylor	Welsh	Middle	Counselor	\$57.13 per hour* not to exceed 25 hours	6/24/24 - 8/30/24
Jaclyn	Headlam	High School	Counselor	\$57.13 per hour* not to exceed 25 hours	6/24/24 - 8/30/24



West Orange Public Schools
West Orange, New Jersey

Title:

Director of Human Resources and Personnel Management

Location:

Central Office

Organizational Responsibilities Reports to:

Superintendent of Schools

Terms of Employment:

Twelve-month unaffiliated position; salary determined by the Board

Job Goals:

To plan, organize, and direct a comprehensive human resource program under the direction of the Superintendent including recruitment, selection, retention, mentoring; new teacher induction and professional development in strategic diversity, equity, access and inclusion systemic planning and training; classification, wage and salary administration, employee relations, and collective bargaining for all certificated and non-certificated staff.

Qualifications:

1. Valid School Administrator Certificate or Certificate of Eligibility
2. Experience in teaching and school administration preferred
3. Demonstrated ability to work effectively in the areas of personnel management, staff development, and administration
4. Strong leadership and communication skills
5. Required criminal history background check and proof of U.S. citizenship or legal resident alien status

Performance Responsibilities:

1. Plans, directs, and manages the human resource function for the district's certificated and non-certificated employees.
2. Provides assistance throughout the hiring process by posting/advertising vacancies, screening resumes, maintaining applicants' paperwork, and reviewing credentials.
3. Administers all procedures and policies relative to both certificated and non-certificated personnel in compliance with the requirements of appropriate Federal and State laws including the New Jersey Education Code, and local Board Policy.
4. Manages all personnel actions, including assignments, transfers, reassignments, promotions, demotions and dismissals.
5. Manages and maintains a district-wide staffing profile.
6. Manages and maintains the record-keeping system for employee observations and evaluations.
7. Manages the district's recruitment, selection, and retention efforts.
8. Oversees the maintenance of electronic and hard copy personnel files.
9. Maintains up-to-date job descriptions for certificated and non-certificated positions.

10. Provides assistance in the handling of employee problems by keeping abreast of new theories, trends, and practice pertaining to grievance, legal matters, conflict resolution, affirmative action, suspension and termination.
11. Interprets Board Policies and Administrative Code/Regulations related to diversity, equity, access and inclusion, employer/employee relations, and advises, directs, and assists, as necessary, in their implementation.
12. Assists with employer/employee relations, contract management, and grievances.
13. Provides leadership for the human resource department staff.
14. Assists with development of the annual human resource department budget and monitors expenditures.
15. Develops personnel policy proposals and recommendations.
16. Facilitates interactions between the human resource department and the business office (data processing, payroll, worker's compensation).
17. Assists with collective bargaining for all bargaining units.
18. Files all mandatory reports in a timely manner, seeking Board approval when required.
19. Represents, or as appropriate assists in representing, the district at compliance agency hearings including but not limited to judicial proceedings and PERC (Public Employment Relations Commission), EEOC (Equal Employment Opportunity Commission), Workers' Compensation Appeals Board and Affirmative Action.
20. Assists with district human resource related litigation.
21. Coordinates substitute information and services.
22. Coordinates the provisional teacher program, mentoring initiative, and district mentor plan.
23. Maintains certificated staff data for State mandated professional development hours.
24. Maintains a data management system for in-service credits and graduate credits toward movement on the district salary guide.
25. Supports the Superintendent in the monitoring/evaluating of district major goals and objectives.
26. Attends Board meetings as needed and prepares reports for the Board as requested by the Superintendent.
27. Oversees the implementation of the district's multi-year comprehensive equity plan, identifies problems through internal surveys, and establishes goals and timelines to correct discriminatory patterns and practices.
28. Reviews employment and contract practices to ensure compliance with law, administrative code, and district policies and makes recommendations for corrective measures when necessary.
29. Keeps abreast of current discrimination issues; relevant state and federal laws; and effective affirmative action/equal education strategies.
30. Assists in the development, implementation, and evaluation of new staff mentoring and induction programs, as well as district DEAI staff development and professional learning offerings.
31. Performs other related duties which may be assigned by the Superintendent or required by law, code, and regulation/Board policy.

Evaluation:

Performance of this job will be evaluated annually in accordance with state law and the provisions of the Board's policy on evaluation of certified staff.

Board Approved Date: July 25, 2023

Revised:

SIDEBAR AGREEMENT

This agreement was made this _____ day of April, 2024, between the West Orange Education Association (WOEA) and the West Orange Board of Education (WOBOE).

WHEREAS WOBOE wishes to retitle the position of Management Information Systems Coordinator (MISC); and

WHEREAS the MISC position will be vacant in the near future as the result of a retirement; and

WHEREAS due to the fact that the person currently holding that position was already at the maximum salary step, the parties, when negotiating the current Collective Bargaining Agreement between WOEA and WOBOE (the CBA), did not at that time include terms reflecting salary steps for a replacement hire as MISC; and

WHEREAS the parties hereto wish to codify their agreement as to salary guide steps for this position, no matter how it is titled;

NOW, THEREFORE, it is AGREED as follows:

1. That the MISC position shall be renamed as "Information Systems Manager" (ISM), and that the ISM position shall have the same responsibilities and job expectations as when the job was titled MISC; and

2. That for the remainder of the 2023-24 school year, and for the 2024-25 school year, the salary steps associated with the ISM position shall be as follows:

Step 1: 110,000
Step 2: 118,081
Step 3: 124,162
Step 4: 130,243
Step 5: 134,324; and

3. In accordance with the terms of the existing CBA, if a new employee is hired as ISM during the 2023-24 school year, due to the limited time remaining in this school year, for 2024-25 they shall not make guide progress, but will thereafter make normal progress; and

4. It is further agreed that this agreement does not alter any other term or condition of the CBA.

WEST ORANGE BOARD OF EDUCATION

WEST ORANGE EDUCATION ASSOC

West Orange Board of Education
By: Brian Rock, President

West Orange Education Association
By: Mark C. Maniscalco, President

**Applications for Absence for School Business 2023-2024
4-15-2024**

Name	Position	School	Conference	Dates	Amount	Funded
Sean DeVore	Social Studies Teacher	WOHS	2024 AVID Summer Institute: AVID Elective Level 1: Implementing the Fundamentals of Instruction San Diego, California	7/31/24 - 8/2/24	\$2,661.66	Local
Tagen Jacobus	Science Teacher	WOHS	2024 AVID Summer Institute: AVID Elective Level 1: Implementing the Fundamentals of Instruction San Diego, California	6/10/24 - 6/12/24	\$2,661.67	Local
Allan Norville	Mathematics Teacher	WOHS	2024 AVID Summer Institute: AVID Elective Level 1: Implementing the Fundamentals of Instruction San Diego, California	7/31/24 - 8/2/24	\$2,661.67	Local
William Redden	Social Studies Teacher	WOHS	2024 AVID Summer Institute: AVID Elective Level 1: Implementing the Fundamentals of Instruction San Diego, California	6/10/24 - 6/12/24	\$2,661.67	Local
Dawn Ribeiro	K-12 Special Education Supervisor	Administration Building	2024 New Jersey Special Education Annual Summit Monroe Township, NJ	4/26/24	\$150.00	Local
Constance Salimbeno	Principal and Acting Executive Director of Student Support Services	BMELC and Administration Building	2024 New Jersey Special Education Annual Summit Monroe Township, NJ	4/26/24	\$150.00	Local
Ahmad Sehwall	Mathematics Teacher	WOHS	2024 AVID Summer Institute: AVID Elective Level 1: Implementing the Fundamentals of Instruction San Diego, California	7/31/24 - 8/2/24	\$2,661.67	Local
Janine Sullivan	English Language Arts Teacher	WOHS	2024 AVID Summer Institute: AVID Elective Level 1: Implementing the Fundamentals of Instruction San Diego, California	6/10/24 - 6/12/24	\$2,661.66	Local

New Jersey Department of Education

Waiver Application

County Essex

County Code # 13

School District West Orange

District Code # 5680

“Waiver” means approval to avoid compliance with either a specific procedure(s) or a specific rule’s substantive requirements for reasons that are judged educationally, organizationally and fiscally sound.

1. List the specific Administrative Code citation(s) that necessitates the proposed waiver. As **the Department cannot waive an entire chapter, subchapter or section** (e.g., N.J.A.C. 6A:5, N.J.A.C. 6A:5-1 or N.J.A.C. 6A:5-1.1, respectively), all applications must include a citation at least at the subsection level (e.g., N.J.A.C. 6A:5-1.1(a)). Do *not* include a statutory citation (N.J.S.A. or N.J.S.) as the Department does not have the authority to waive state law.

NJAC 6A:13A Elements of High Quality Preschool Programs stipulates in Subchapter 7 6A:13A-7.1 Space Requirements (a) “For any school district or charter school that received Preschool Education Aid in August 2017 or thereafter, the district board of education or charter school shall ensure all preschool classrooms in-district or in the charter school, as applicable, and at the contracted private provider and local Head Start agency are a minimum of 950 square feet per classroom consisting of 750 square feet of usable space, 150 square feet of storage, and equipment or furnishings that are either built in or not easily movable, and 50 square feet of toilet room.”

Facilities Chart

Site (School, Childcare Private Provider and/or Head Start) (i.e., name of provider or district building)	Class (i.e. Classroom #1)	Class size (i.e., total sq. footage)	Total Size with Bathroom and Storage	Bathroom in classroom (Y/N)	Bathroom In line of sight, if not in the classroom Y/N/NA	Floor Level
Temple B’Nai Abraham	7-8	782	917	N	Y	1
Temple B’Nai Abraham	3	760	849.6	N	Y	1
YMCA Peanut Shell	9	715	791	Y	NA	1
YMCA Peanut Shell	10	716	853	Y	NA	1
YMCA Peanut Shell	11	715	828	Y	NA	1
TutorTime	208	868	916	Y	NA	2
Little Explorers	8	900	1200	N	Y	1

Site (School, Childcare Private Provider and/or Head Start) (i.e., name of provider or district building)	Class (i.e. Classroom #1)	Class size (i.e., total sq. footage)	Total Size with Bathroom and Storage	Bathroom in classroom (Y/N)	Bathroom In line of sight, if not in the classroom Y/N/NA	Floor Level
Little Explorers	1&3	900	1200	N	Y	1
West Orange Community House	3	705	836	Y	NA	1
Betty Maddalena Early Learning Center	Gate 5	819	879	Y	NA	1
First Mountain Preschool	1	860	1067.5	Y	NA	1
First Mountain Preschool	2	753	955.5	Y	NA	1

2. Describe what the school district intends to accomplish through the waiver that is currently prevented or disallowed by the existing rule(s).

The West Orange Public Schools was awarded Preschool Expansion Aid in September 2022. During the third year of implementation, 2024-2025, we will serve a combined total of 480 students, most of which will be housed in contracted provider locations. Some new locations listed above are slightly below the facility requirement of 750 square feet, but meet other requirements.

3. Describe why a waiver is necessary to accomplish the desired or measurable result(s).

A waiver is necessary to hold classes in these locations utilizing the Preschool Expansion Aid awarded to West Orange on September 8, 2022 based on NJAC 6A:13A-7.1.

4. Describe how the proposed waiver meets the following three criteria, pursuant to N.J.A.C. 6A:5-1.3(a):
- The spirit and intent of N.J.S.A. 18A, applicable Federal laws and regulations, and N.J.A.C. 6A are served by granting the waiver;
 - The provision of a thorough and efficient education to the school district's students is not compromised as a result of the waiver; and
 - There will be no risk to student health, safety or civil rights by granting the waiver.

In receiving this waiver, West Orange Public Schools will be able to provide high quality preschool programming to an additional one hundred eighty 3 and 4 year old West Orange students. Each location offers an opportunity for families to participate in a developmentally appropriate preschool environment with both an indoor and outdoor

spaces. Each location currently offers child care options to families and will be able to expand on their efforts with this waiver.

5. Describe the process, including solicitation of input and public comment, employed to inform the community, parents, district board of education members, administrators and staff during the proposal's development.

Current partners were asked if they wanted the opportunity to expand for the 2024-2025 school year. In addition, all other local private providers were contacted to identify if they were interested in partnership. A district team, including the Superintendent, Business Administrator, Buildings and Grounds Director and Assistant Director, Supervisor of Early Childhood and County Business Administrator, visited all interested locations and identified those that were eligible for partnership. Then the information for those partners were provided to the district board members for review and approval before including them on the Annual Report to NJ DOE.

6. Provide the date the district board of education adopted a resolution supporting the proposed waiver.

April 15, 2024

I, Hayden Moore, certify the information presented in this application is true and accurate to the best of my knowledge.

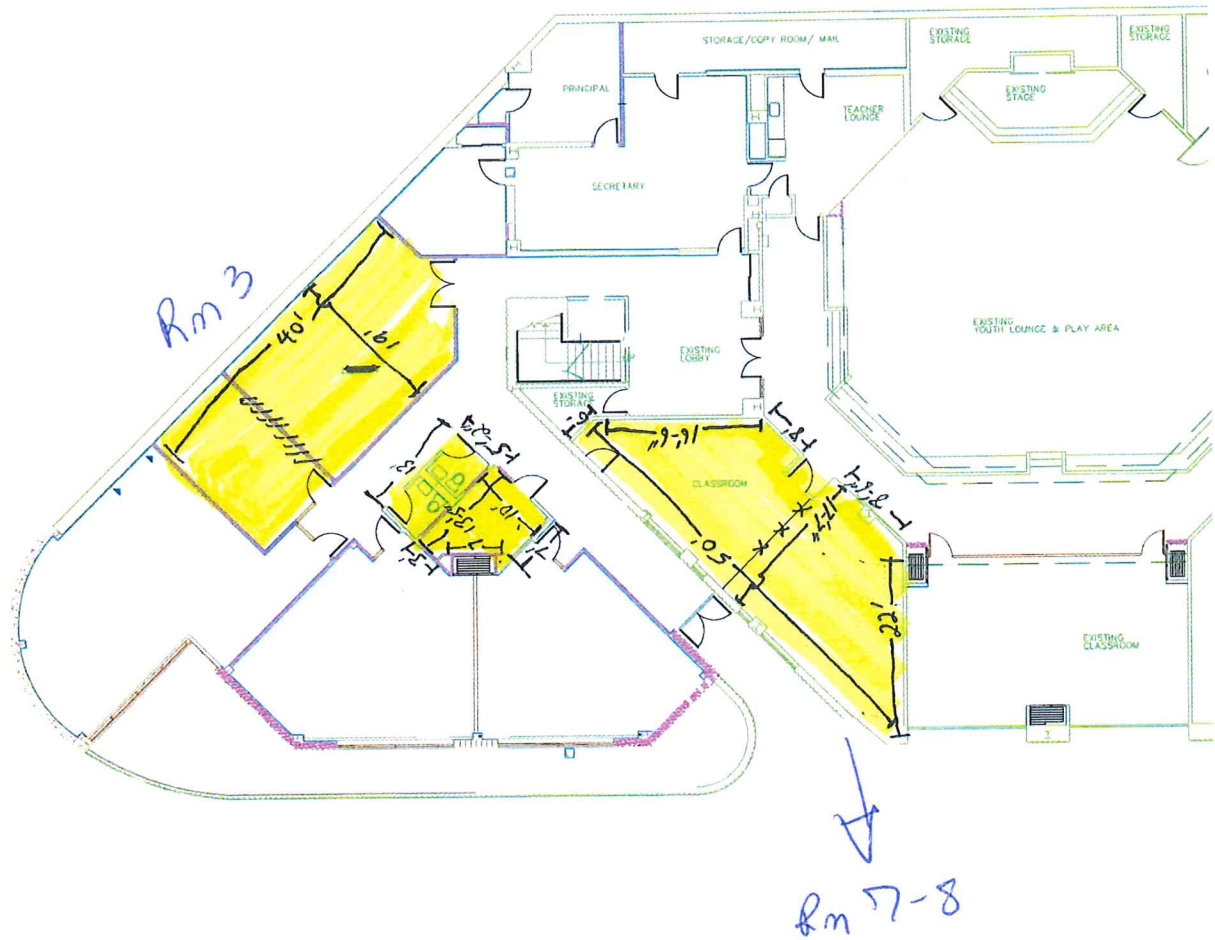
Hayden Moore
Chief School Administrator


Signature

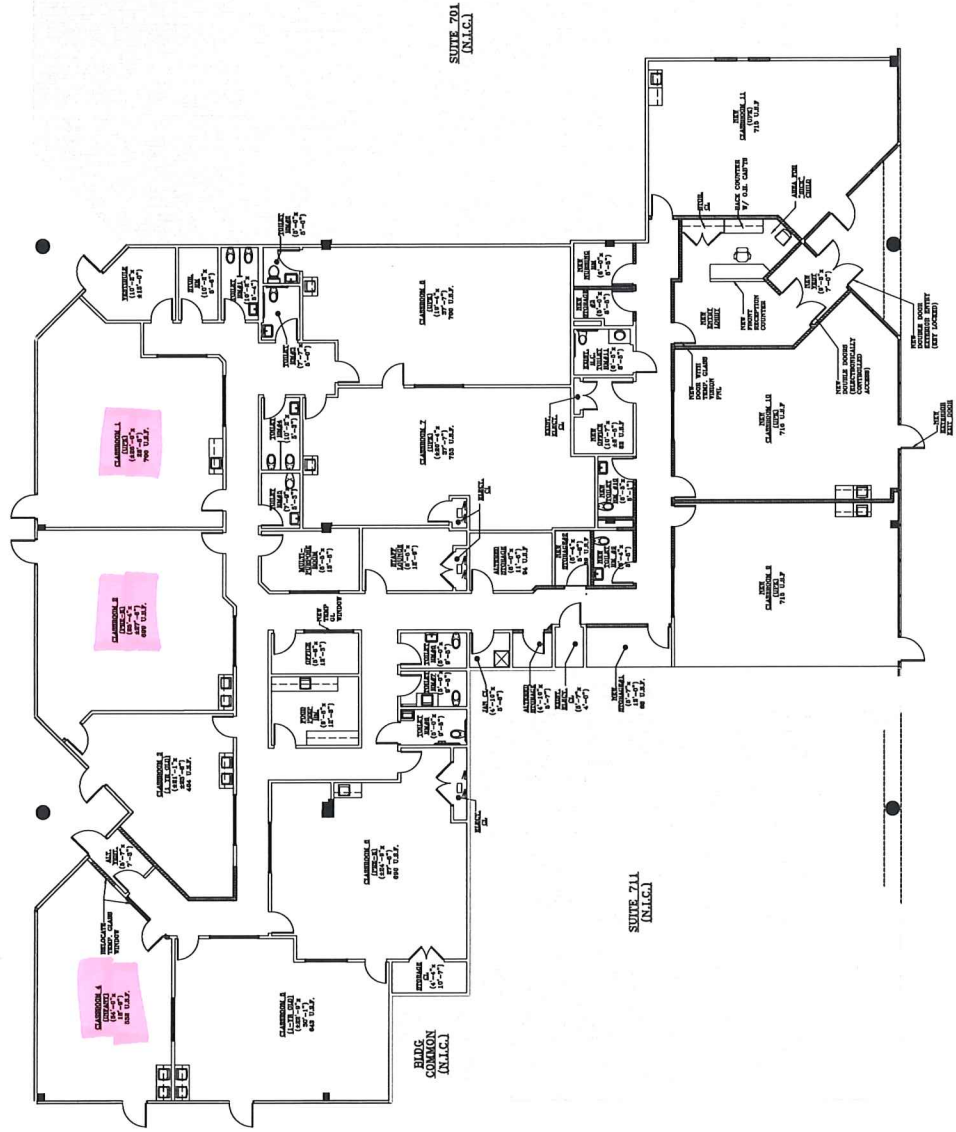
March 28, 2024
Date

Please submit the completed application to your executive county superintendent.

Temple B'Nai Abraham



YMCA



1 PROPOSED FLOOR PLAN
SCALE: 1/8"=1'-0"

WEISS DESIGN GROUP
ARCHITECTURE INTERIOR DESIGN

629 West Mount Pleasant Avenue Livingston, NJ 07039-1609
973.994.5490
RONALD WEISS, AIA NJ Lic. #10601 NY Lic. #021367

SCOPE DOCUMENT

This preliminary drawing indicates the general scope of the project in terms of architectural design concept, the dimensions of the building, the major architectural elements and the type of materials to be used. It is not intended to be a contract document. The drawings do not necessarily indicate or describe all work required for full performance and completion of the requirements of the project. The contractor shall be responsible for the proper execution and completion of the work. The drawings shall be the basis for the contract and shall be final and binding on the contractor and owner.

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WEST ESSEX YMCA PEANUT SHELL

701 WEST MOUNT PLEASANT AVENUE
LIVINGSTON, NJ 07039-1609
Scale: AS SHOWN
Drawn By: CAS
Date: JAN 13, 2024
Revised:
PROPOSED FLOOR PLAN

Drawing Number
SS-14

651 OLD MT. PLEASANT AVE.
LIVINGSTON, NJ 07039
TEL: (973) 992-7727
FAX: (973) 992-3084



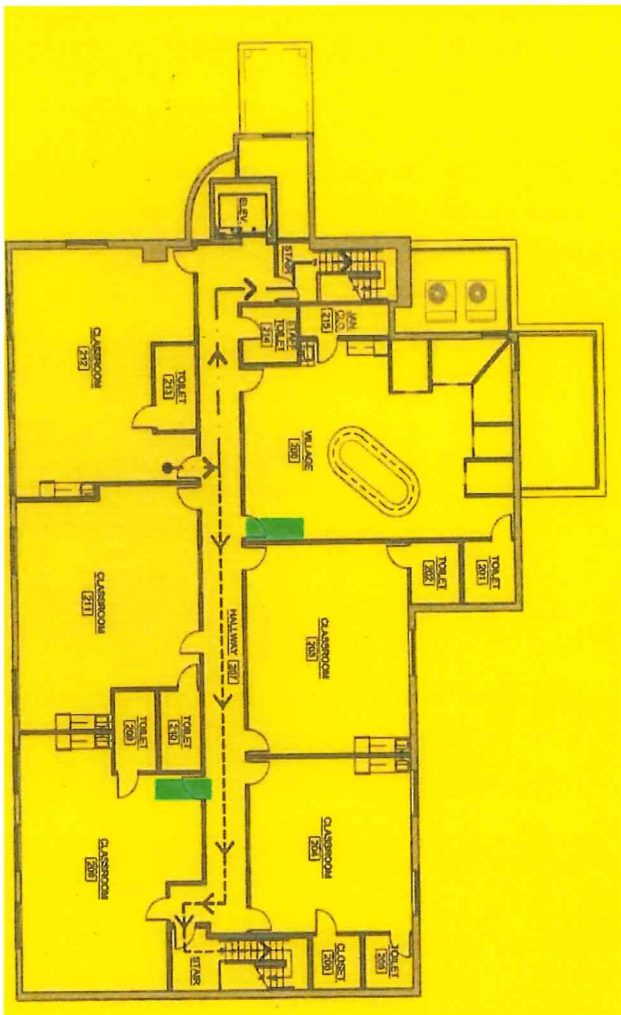
VILLAGE
[200]
1200 sq feet

TOILET
[209]
48 sq feet

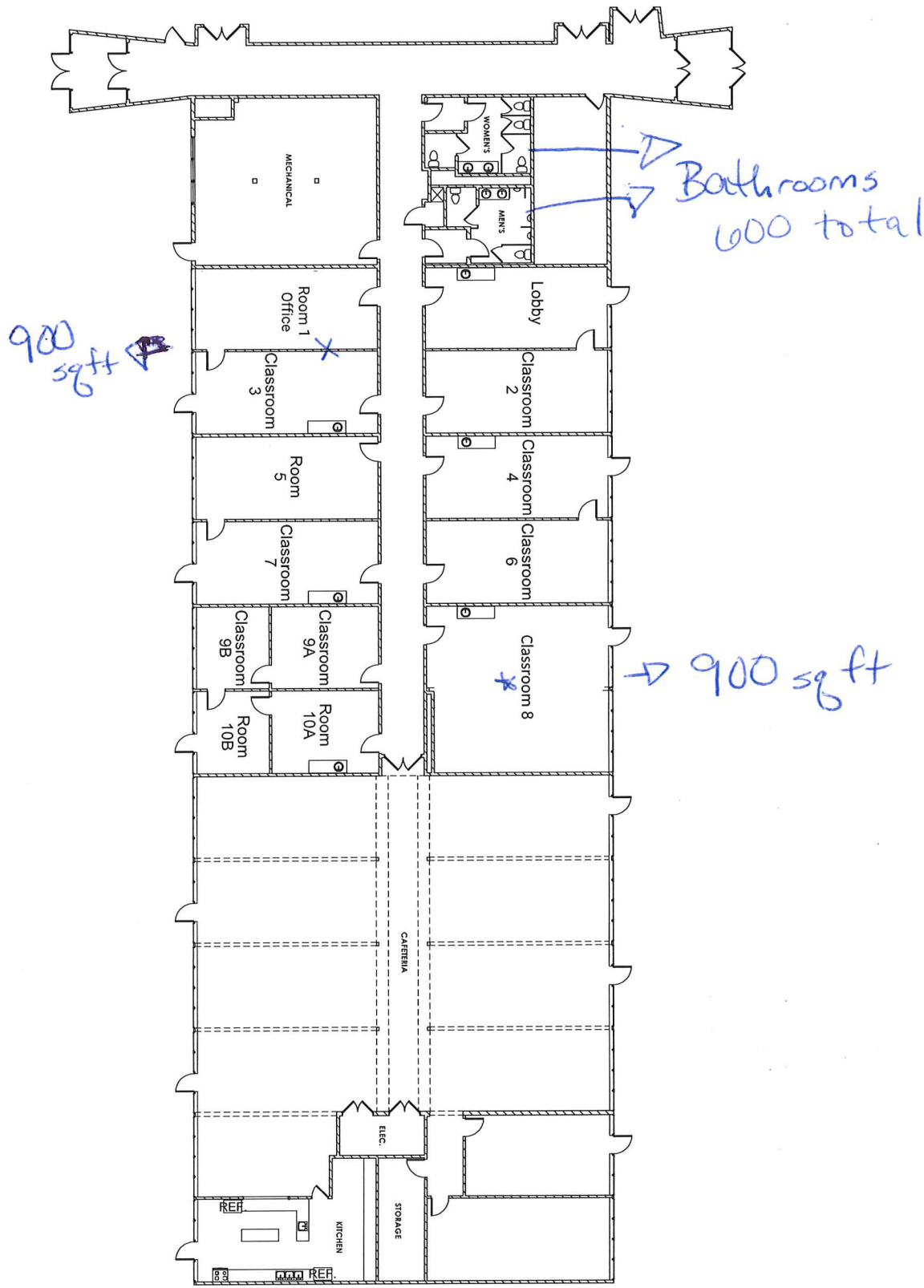
CLASSROOM
[208]
868 sq feet

TOILET
[201]
56 sq feet

Tutor Time of West Orange (6320) - Universal Preschool Classroom Drawings

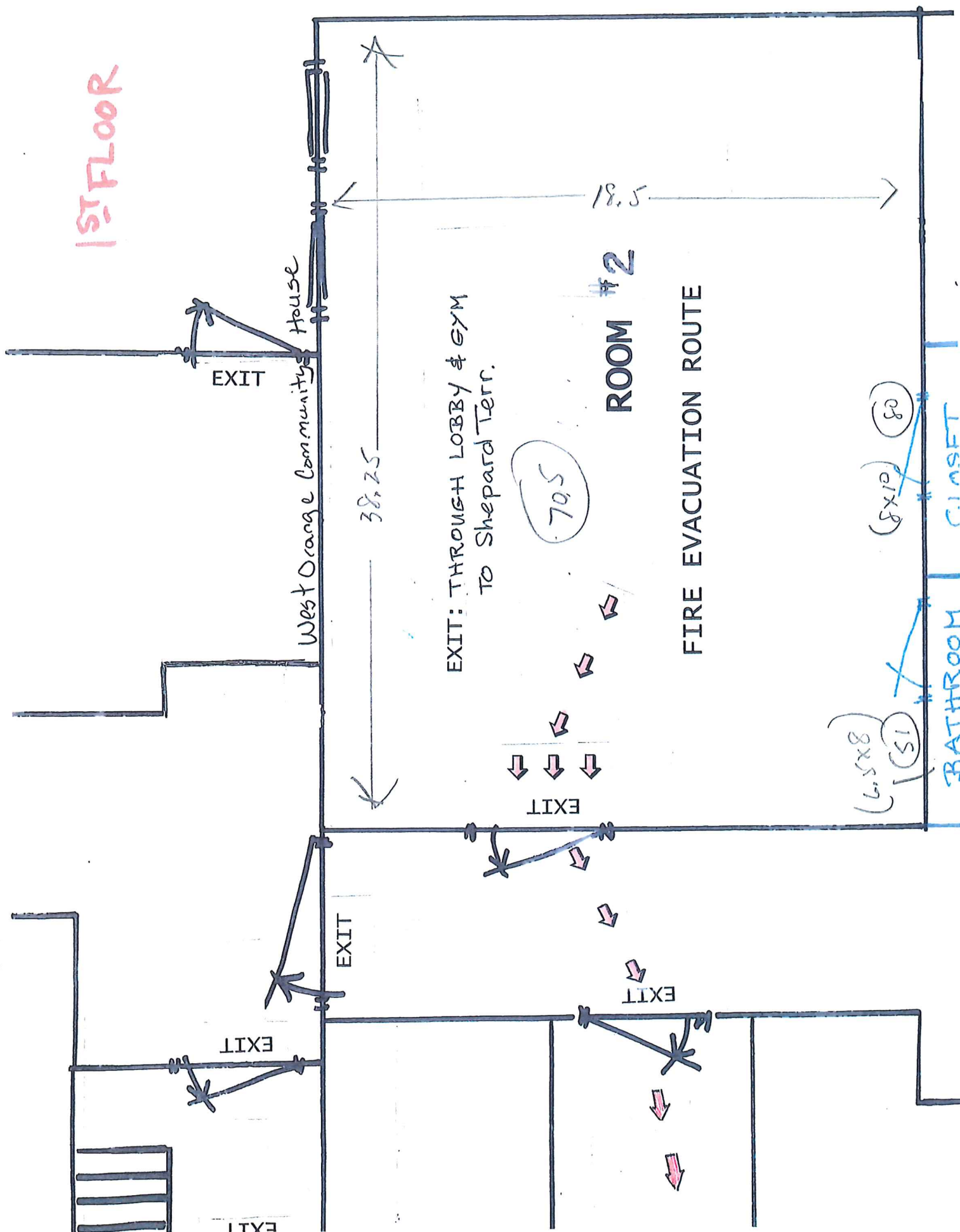


Little Explorers

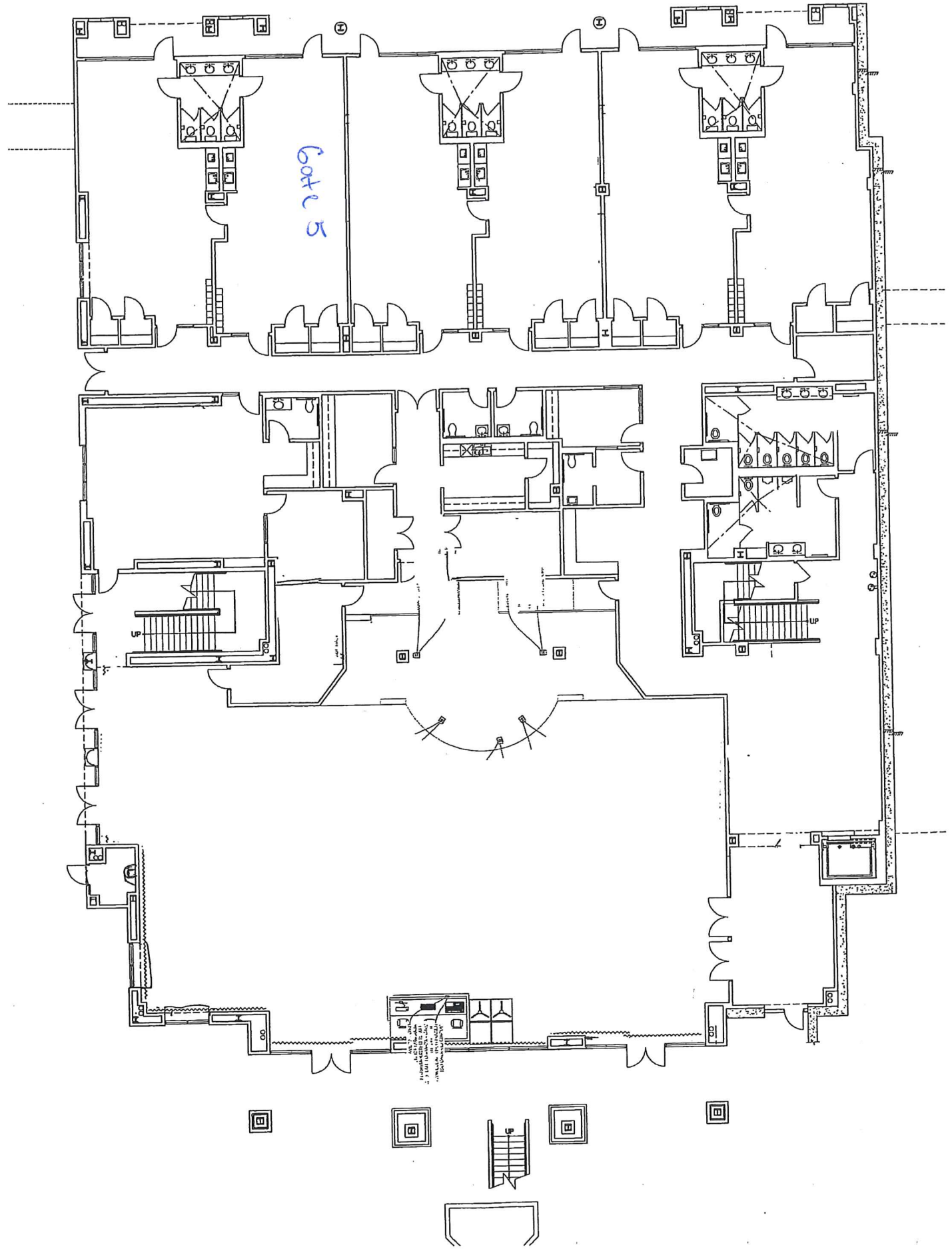


West Orange Community House Rm 3

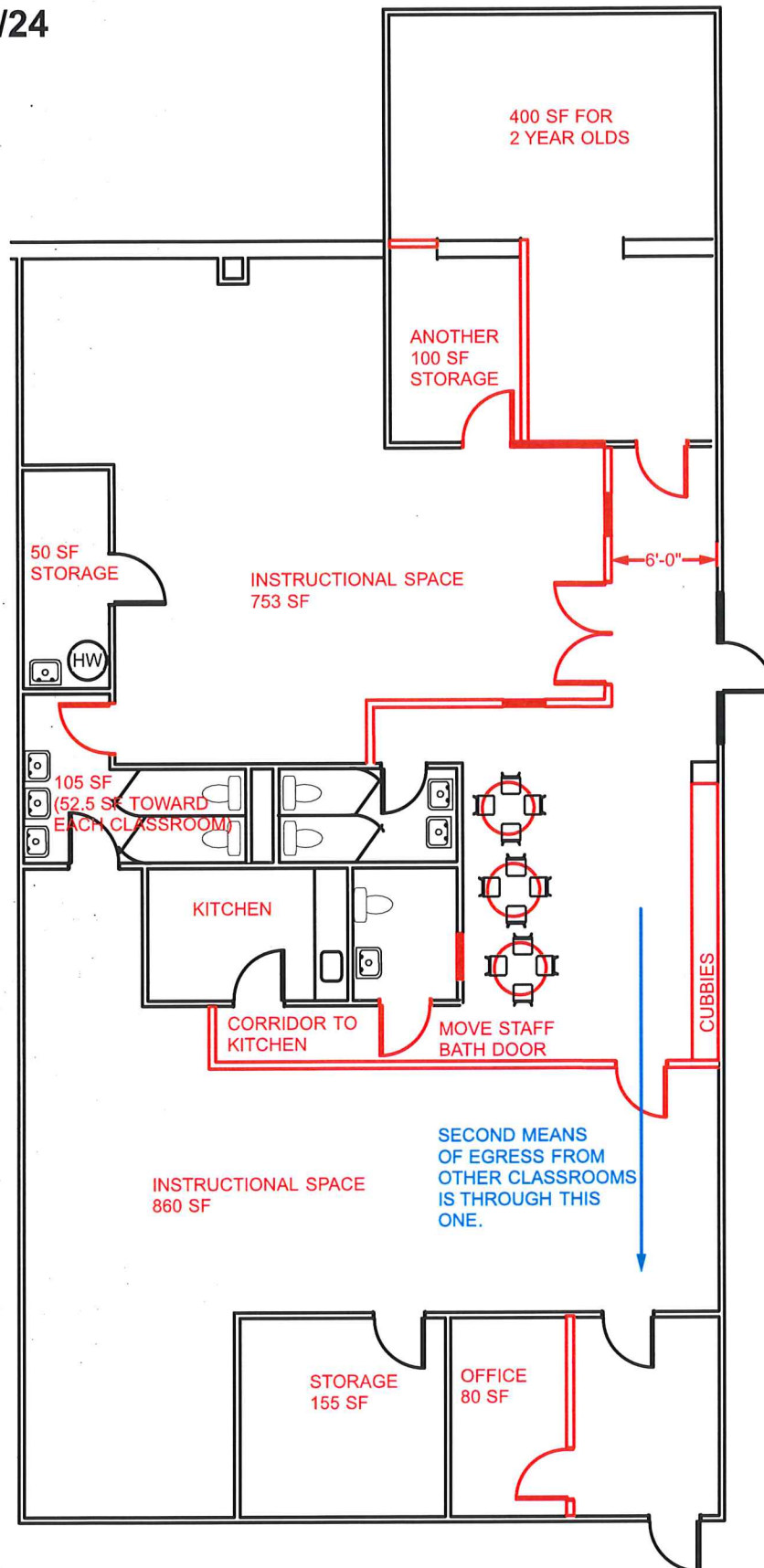
1st FLOOR



Betty maddalena Early Learning center



FIRST MOUNTAIN PRESCHOOL SCHEMATIC SPACE ALLOCATION 1/19/24



September 2023				
M	T	W	Th	F
				1
4	5	6#	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

October 2023				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

November 2023				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

December 2023				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

January 2024				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

Days Attended Per Month

Sep	17	Feb	20
Oct	22	Mar	20
Nov	16	Apr	17
Dec	16	May	22
Jan	21	Jun	12

Total Days: 183**

West Orange Public Schools Calendar 2023-2024







September 5 First Day for Staff
September 6 First Day of School for Students
June 19 Last Day of School for Students
June 20 WOHS Graduation

Holidays - West Orange Schools Closed

September 4, 2023 Labor Day
September 5 Closed for Students
September 25 Yom Kippur
November 7 Election Day
November 8 Closed For Students Only
November 9-10 NJEA Conference
November 23-24 Thanksgiving Break
December 25-29 Winter Recess
January 1, 2024 New Year's Day
January 15 Dr. Martin L. King, Jr.
February 19 President's Day
March 29 Good Friday
April 1-5 Spring Break
May 24, 27 Memorial Day
June 4 Primary Elections

Professional Development for Staff

Nov. 8 PD for Staff
9/11, 1/8, 2/5, 3/4 PD for Staff Afternoon
4/15, & 6/3

Key	
	School Holiday or Vacation Period: September 4, 25, November 7, 8, 9, 10, 23, 24, December 25-29, January 1, 15, February 19, March 29, April 1-5, May 24 & 27, June 4
	Full-Day Staff Only: September 5, November 8
**	Afternoon PD for Staff: 9/11, 1/8, 2/5, 3/, 4/15, 6/3
	Elementary Parent/Teacher Conferences: November 14, 15, 16 April 9, 10, 11 (Elementary Early Dismissal Only)
	Edison Parent/Teacher Conferences: Nov. 28, 29, 30 (Edison Early Dismissal Only)
	All Students Early Dismissal: Sept. 11, Nov. 22, Dec. 22, Feb. 5, 16, June 3, 17, 18, 19
	Back to School Nights Early Dismissal School Specific: Elementary Sept. 19 LMS Sept. 27 PreSchool Sept. 20 RMS Sept. 27 Edison Sept. 21 WOHS Sept. 28
#	First Day of School for Students: Wednesday, Sept. 6
##	Last Day of School for Students: Wednesday, June 19
+	WOHS Graduation Date: Thursday, June 20

**Three days are built into the calendar for emergency closings. Make up dates beyond the three days will be used in the following order: April 5, April 4, April 3. The last day of school is subject to change. Unused emergency closing day: May 24 changes from a half day/early dismissal to closed. School Closings are posted on the district website at <http://www.woboe.org>

District - Wide Daily Schedules

School
Pre School - Grade 5
Middle Schools
High School

Regular Day
08:45 - 03:23
08:10 - 02:53
07:30 - 02:15

Delayed Opening
10:15 - 03:23
09:40 - 02:53
09:00 - 02:15

Early Dismissal
08:45 - 01:15
08:10 - 12:30
07:30 - 12:00

February 2024				
M	T	W	Th	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	

March 2024				
M	T	W	Th	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

April 2024				
M	T	W	Th	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

May 2024				
M	T	W	Th	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

June 2024				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20+	21
24	25	26	27	28
30				

The following holidays are officially recognized when school is not in session:
Rosh Hashanah 9/16 & 9/17; Juneteenth 6/21.

Districtwide Assessment Calendar 2023-2024

Fall 2023

Date	Test	Grade
September 11 - October 6	CommonLit	6-12
September 11 - October 31	COR Advantage Screening	PreK
September 18 - 29	District Assessments:(i-Ready Math and ELA)	K-5
	District Assessments:(i-Ready Math)	6-8
	District Assessments:(i-Ready Alg 1, Alg 2, Geo)	6-10
September 11- December 22	DLM - ELA, Math, Science	3-8, 11
September 25 - October 23	District Assessments: Kindergarten Literacy	K
September 25 - October 23	District Assessments: Fountas and Pinnell	1-5
October	NOCTI - PreTest	11-12
October 10 - 16	NJGPA Fall Administration	11-12
October 30 - November 3	NNAT3 (Gifted Program Assessment)	2-5
November 20 - December 21	District Assessments: Fountas and Pinnell	K
November 6 - January 31	COR Advantage Screening	PreK

Winter/Spring 2024

Date	Test	Grade
January 2 - May 3	NJSLA - ELA Math Portfolio Appeals	9-12
January 9 - February 9	CommonLit	6-12
January 22 - February 2	District Assessments:(i-Ready Math and ELA)	K-5
	District Assessments:(i-Ready Math)	6-8
	District Assessments:(i-Ready Alg 1, Alg 2, Geo)	6-10
January 29 - February 23	District Assessments: Fountas and Pinnell	1-5
January 29 - February 23	District Assessments: Kindergarten Literacy	K
January	NAEP (Districts Selected by the State)	4, 8, 12
February 5 - March 29	ACCESS for ELLs	K-12
March 11-15	NJGPA (ELA / MATH)	11
April 8 - May 31	DLM - ELA, Math, Science	3-8, 11
April 29 - May 31	NJSLA ELA / Math	3-9
April 29 - May 31	NJSLA Science	5, 8, 11
May 1 - 31	District Assessments: Fountas and Pinnell	K-5
May 1 - 31	DIBELS Screening	1
May 6 - 17	Advanced Placement Testing	10-12
May 20 - 31	District Assessments:(i-Ready Math and ELA)	K-5
	District Assessments:(i-Ready Math)	6-8
	District Assessments:(i-Ready Alg 1, Alg 2, Geo)	6-10
May 20 - 31	CommonLit	6-12
May / June	NOCTI - Post Test	11-12

Elementary Marking Periods

Wednesday, September 6 - Friday, December 8	61 days
Monday, December 11 - Thursday, March 14	61 days
Friday, March 15 - Wednesday, June 19	61 days

Elementary Report Card Dates

Friday, December 15, 2023
Thursday, March 21, 2024
Wednesday, June 19, 2024

Elementary Conference Dates

Tuesday, November 14, 2023
Wednesday, November 15, 2023
Thursday, November 16, 2023

Edison Central Six Conference Dates

Tuesday, November 28, 2023
Wednesday, November 29, 2023
Thursday, November 30, 2023

Elementary Conference Dates

Tuesday, April 9, 2024
Wednesday, April 10, 2024
Thursday, April 11, 2024

Secondary Marking Periods

Wednesday, September 6 - Tuesday, November 14	45 days
Wednesday, November 15 - Tuesday, January 30	46 days
Wednesday, January 31 - Friday, April 12	46 days
Monday, April 15 - Wednesday, June 19	46 days

Secondary Report Card Dates

Tuesday, November 21, 2023
Tuesday, February 6, 2024
Friday, April 19, 2024
Wednesday, June 19, 2024

2023-2024 BOARD OF EDUCATION PUBLIC MEETINGS

July 17, 2023	November 20, 2023
August 28, 2023	December 18, 2023
September 18, 2023	January 4, 2024 Reorganization Meeting
October 16, 2023	