



July 25, 2023
Public Session

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting July 25, 2023
5:30 P.M. Executive Session
6:30 P.M. Public Session
West Orange High School
51 Conforti Avenue

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 July 11, 2023.
- 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 7:30 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF June 12, 2023 (Att. #1)

VII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

A. 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
Jane Chung	Liberty	Science	Resignation	6/30/23
Hendi Cumberton	Mt. Pleasant	Grade 5	Resignation	6/30/23
Jacqueline Dorrity	Special Services	School Occupational Therapist	Resignation	6/30/23
Jodie Goldstein	Liberty	ESY Social Worker	Resignation	7/14/23
Allison LeGates	Redwood	BCBA	Resignation	6/30/23
Meaghan Madaus	Redwood	Special Education	Resignation	6/30/23
Benjamin Norkus	BMELC / Kelly / Washington	Special Education	Resignation	6/30/23
Jennifer Schroeder	St. Cloud	Basic Skills	Retirement 25 years	7/1/23
Maitry Sewnath	.5 Liberty / .5 Roosevelt	Student Assistance Counselor	Resignation	6/30/23

- 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
Pamela Baskin	Redwood	Lunch Aide	Resignation	5/15/23
Maria Bugarin	Kelly	Lunch Aide	Resignation	6/21/23
Shaliesha Murray	St. Cloud	Custodian Night-shift	Resignation reassignment	8/31/23
Kenneth Pucci OOD	Liberty	ESY Paraprofessional	Resignation	7/14/23

2. Rescissions

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

Name	Location	Position / Reason	Effective Date
Mary Ascherl	District	Substitute 2023-2024	6/13/23
Debra Coen	WOHS	Summer Printing Assignment	6/14/23
Yanira Escobar	WOHS	Summer Enrichment Paraprofessional	6/23/23
Yossi Perez-OOD	BMELC	ESY Paraprofessional	6/28/23
Anna Priolo-OOD	Kelly	ESY Paraprofessional	7/5/23
Donna Ragland	BMELC	Paraprofessional	7/6/23
Shanaelle Sommervil	BMELC	ESY Paraprofessional	6/12/23
Joseph Voza-OOD	Kelly	ESY Teacher	6/21/23



3. Appointments

a. 2022-2023 School Year

- 1) 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
Gregory Marchesi	WOHS	AED, EpiPen, First Aid and CPR Instructor for Coaches	\$990	6/14, 15, 2023

- 2) Superintendent recommends approval to the Board of Education for the following Buildings and Grounds stipend(s) to be paid in June 2023:

Name	Location	DOH	License	Amount	Effective Dates
Rogger Alvarez-Torres	Liberty	7/9/21	Black Seal	\$1,150 prorated	3/14/23 - 6/30/23

b. 2023-2024 School Year

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Magdalena Almeida	Edison	Mathematics	Jannah	MA	6	\$69,857	9/1/23 - 6/30/24
Stephanie Arroyo-Merino	Roosevelt	Physical Education / Health	Theobald	BA	4	\$64,286	9/1/23 - 6/30/24
Janine Ataide	Mt. Pleasant	Resource Room	New	BA	6	\$65,420	9/1/23 - 6/30/24
Giovanna Bay	Edison	English / Language Arts	Studnick J	BA	4	\$64,286	9/1/23 - 6/30/24
Edward Bejian	Edison	Science	Chung	BA	5	\$64,856	9/1/23 - 6/30/24
Lociano Benjamin	.5 Edison / .5 WOHS	French	Chapter 408 Critical Need	MA	15	\$79,222	9/1/23 - 6/30/24
Clive Bins, Jr.	WOHS	Social Studies	Drabik	MA+30	12	\$83,016	9/1/23 - 6/30/24
Marcella Clatworthy	.4 Liberty / .6 Edison	Italian	New	MA	16	\$88,416	9/1/23 - 6/30/24
Caroline Hastings	BMELC / Washington	Special Education Preschool	New	BA	4	\$64,286	9/1/23 - 6/30/24
Theresa Jones	Kelly	Grade 4 LLD	Waldron	MA	7	\$70,272	9/1/23 - 6/30/24
Allison Kent	Gregory	Speech-Language Specialist Leave Replacement	Kelly	MA	4	\$68,647	9/1/23 - 6/30/24
Austin Kurbansade	.9 Mt. Pleasant / .1 Washington	Music	Walton	BA	4	\$64,286	9/1/23 - 6/30/24



Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Melinda Levendusky	Roosevelt	Special Education / Autism	Iorio Reassigned	MA	4	\$68,647	9/1/23 - 6/30/24
Amy Louie	Redwood	Special Education	Madaus	BA+15	4	\$65,003	9/1/23 - 6/30/24
Taylor Masin	Roosevelt	School Social Worker	Joyner-Isibor	MA+30	5	\$78,912	9/1/23* - 6/30/24
Nevin Mathew	WOHS	Chemistry	Myrie-Cureton	MA	5	\$69,256	9/1/23 - 6/30/24
Julie McGrath	St. Cloud	Grade 5 Leave Replacement	Zullo	MA	4	\$68,647 prorated	9/1/23 - 1/31/24
Michelle Mena	Roosevelt	English / Language Arts	Johansen Reassigned	BA	11	67,896	9/1/23 - 6/30/24
Samantha Miller	Liberty	Special Education / Social Studies	New	BA	4	\$64,286	9/1/23 - 6/30/24
Jennifer Moran	.5 Liberty / .5 Washington	ESL	New	MA	11	\$72,502	9/1/23 - 6/30/24
Kaitlin Morrell	BMELC	Music PreK	Norkus	BA	4	\$64,286	9/1/23 - 6/30/24
Yuridalva Ortega	Roosevelt	Science	Orange-Jones Reassigned	MA	17	\$108,224	9/1/23 - 6/30/24
Ann Oxley-Nowak	Gregory	Grade 5	Brennan	BA	10	\$67,237	9/1/23 - 6/30/24
Luz Pensado	.5 Redwood / .5 Washington	ESL	Nieves reassigned to cover Smith	MA	5	\$69,256	9/1/23 - 6/30/24
Ashley Plotnicki	Kelly	Speech Language Specialist	New	MA+30	12	\$83,016	9/1/23 - 6/30/24
David Rhone	.5 Kelly / .5 WOHS	General Music	Farley	BA+15	16	\$82,445	9/1/23* - 6/30/24
Francis Rocco	Edison	Special Education ICR	New	MA	5	\$69,256	9/1/23 - 6/30/24
Marjhani Simpson	Liberty	English Language Arts	Gordillo Reassigned	MA	4	\$68,647	9/1/23 - 6/30/24
Samantha Sluhocki	.3 Mt. Pleasant / .7 St. Cloud	Physical Education / Health	Marchesi	BA+30	4	\$67,575	9/1/23 - 6/30/24
Gabrielle Tenn	Roosevelt	Social Studies	Arriba	BA	6	\$65,420	9/1/23 - 6/30/24
Nydia Texador-Leverett	WOHS	ESL	New	MA+15	14	\$78,766	9/1/23 - 6/30/24
Beverly Tindall	Liberty	Library Media Specialist Leave Replacement	Touzeau	MA	N/A	\$371 per diem	9/5/23 - 11/22/23
Brian Zengewald	Liberty	Mathematics	Nolan Reassigned	MA	15	\$79,222	9/1/23 - 6/30/24

*pending receipt of proper NJ certification

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



Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Wilmick Ablard	Transportation	Bus Driver Part-time	L Martinez	N/A	N/A	\$26.37 per hour	9/1/23 - 6/19/24
Flamur Aliu	WOHS	Security 10-months	N/A	Security	3	\$47,100 salary adjustment	9/1/23 - 6/30/24
Erskin Barrino	Kelly	Security 10-months	New	Security	3	\$47,100	9/1/23 - 6/30/24
Tyraq Beals	BMELC	ABA Paraprofessional	New	Non-Degree	3	\$30,755	9/1/23 - 6/30/24
Joseph Brown	Mt. Pleasant	Security 10-months	New	Security	3	\$47,100	9/1/23 - 6/30/24
Juliette Contreras	Kelly	Administrative Assistant	Malia Reassigned	Column I	4	\$41,925	9/1/23 - 6/30/24
Ciara Daniels	BMELC	Paraprofessional	Collins	Non-Degree	7	\$32,661 amended from \$31,789	9/1/23 - 6/30/24
Frank DeRosa	Roosevelt	Custodian Mid-shift	Ferville	Custodian	1	\$40,710 includes shift differential of \$285	7/18/23 - 6/30/24
Edward Duncan	WOHS	Paraprofessional	New	BA	13	\$40,746	9/1/23 - 6/30/24
Brian Green	Washington	Security 10-month reassigned from PT	New	Security	3	\$47,100	9/1/23 - 6/30/24
James Holmes	Redwood	Security 10-month	New	Security	3	\$47,100	9/1/23 - 6/30/24
Shaliesha Murray	St. Cloud	Security 10-months	New	Security	3	\$47,100	9/1/23 - 6/30/24
Chloe Nardone	Roosevelt	Paraprofessional	Wood	BA	3	\$33,012	9/1/23 - 6/30/24
Anthony Navarro	Gregory	Security 10-month	New	Security	3	\$47,100	9/1/23 - 6/30/24
Gayle Palmieri	Redwood	Lunch Aide	Santarella	N/A	N/A	\$20.62 per hour	9/1/23 - 6/19/24
Helena Pierce	BMELC	Lunch Aide	Sanders	N/A	N/A	\$20.62 per hour	9/1/23 - 6/19/24
Ceriliua Terleus	Redwood	Lunch Aide	Baskin	N/A	N/A	\$20.62 per hour	9/1/23 - 6/19/24
Barbara Thatcher	Gregory	Paraprofessional	DiChiara	Non-Degree	13	\$39,116	9/1/23 - 6/30/24
Cosmo Torres-Wirth	Hazel	Security 10-months	New	Security	3	\$47,100	9/1/23 - 6/30/24

- 3) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional summer assignment(s): (Att. #2)
- 4) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following revisions to Summer CST assignment(s): (Att. #3)



- 5) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following revisions to Extended School Year assignment(s): (Att. #4)
- 6) Upon recommendation of the Superintendent of Schools approval of the following ESEA Grant funded amended salaries for the 2023-2024 school year:

Name	Location	Grant	Total Salary	Portion Funded by Grant
Jillian Costantino	Washington	Title IA	\$123,823	\$123,823
Cathy DelTufo	Washington	Title IA	\$125,430	\$125,430
Brittany Dietz	Central Office	Title IIA	\$80,287	\$80,287
Karen Lott	Hazel	Title IA	\$130,676	\$130,676
Barbara Popple	Hazel	Title IA	\$96,000	\$96,000

- 7) 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
Jennifer Blume	Edison	Science - Leave Replacement (Thompson)	9/6/23 - 11/14/23
Kimberly Covington	Edison	Science - Leave Replacement (Thompson)	9/6/23 - 11/14/23
Suzanne Grochowski	Edison	Science - Leave Replacement (Thompson)	9/6/23 - 11/14/23
Stephanie Rosario	Edison	Science - Leave Replacement (Thompson)	9/6/23 - 11/14/23

- 8) 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
Jose Estrada	WOHS	Assistant Security Coordinator	\$4,760.70	2023-2024
Domenica Alessi-Obando	WOHS	Best Buddies Advisor	\$1,500	2023-2024
Maria Navarette	WOHS	Best Buddies Advisor	\$1,500	2023-2024
Rebecca Rud	Roosevelt	Best Buddies Advisor	\$1,500	2023-2024
Christina DeMarco	WOHS	Inclusion and Access Liaison	\$1,500	2023-2024

- 9) Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following West Orange High School negotiated 2023-2024 Coaching Assignment(s): (Att. #5)
- 10) Upon recommendation of the Superintendent of Schools approval to the Board of Education for the following 2023-2024 Student Teacher assignment(s):

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Emma DiLauro	Montclair State University	WOHS	9/5/23 - 12/22/23

- 11) 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	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Tony Fernandez	N/A						X
Miriam Sheff	Substitute	X					
Diane Williams	N/A						X

4. Leaves of Absence:

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

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4089 Personal	WOHS	N/A	9/11/23 - 10/6/23	N/A	10/9/23
8995 Family	WOHS	10/16/23 - 11/6/23	11/7/23 - 1/29/24	N/A	1/30/24
7758 Medical	Edison	5/22/23 - 6/30/23 amended from 5/22/23 - 6/19/23	N/A	N/A	9/1/23
6887 Family	Washington	N/A	N/A	9/5/23 - 6/30/24	9/1/24
7036 Family	Gregory	9/5/23 - 10/31/23	N/A	11/1/23 - 6/30/24	9/1/24
7205 Family	Roosevelt	9/1/23 - 9/26/23	9/27/23 - 11/10/23 amended from 9/27/23 - 12/15/23	N/A	11/13/23 amended from 12/18/23
7247 Family	BMELC	9/11/23 - 10/24/23	10/25/23 - 4/30/24 amended from 10/25/23 - 1/19/24	N/A	5/1/24 amended from 1/22/24
4987 Medical	Liberty	9/5/23 - 11/24/23	N/A	N/A	11/27/23

- 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
9145 Medical	Liberty	N/A	6/20/23 - 6/23/23	N/A	6/26/23
4096 Medical	WOHS	6/2/23 - 6/30/23	N/A	N/A	7/1/23
8438 Medical	WOHS	5/30/23 - 6/19/23 amended from 5/30/23 - 6/20/23	N/A	N/A amended from 6/21/23 - 6/30/23	6/20/23 amended from 9/1/23
8373 Medical	Hazel	4/17/23 - 7/4/23 amended from 4/17/23 - 5/24/23	N/A amended from 5/25/23 - 6/19/23	N/A	7/5/23 amended from 6/20/23
7486 Medical	WOHS	10/4/22 - 1/4/23 a.m. only	1/4/23 p.m. only - 6/9/23 amended from 1/4/23 p.m. only - 6/8/23	N/A	6/12/23 amended from 6/9/23



Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
8783 FMLA	St. Cloud	N/A	5/22/23 - 7/14/23 amended from 5/22/23 - 6/30/23	N/A	7/17/23 amended from 7/1/23

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

Employee #	Leave Dates	Type of Leave	Anticipated Return Date
8620	7/19/22 - 7/28/23	Paid Administrative	TBD

5. Transfer(s)/ Reassignment(s):

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

Name	From	Position	To	Position	Effective Date
Mercedes Asqui Arroba Voluntary	.5 Hazel / .5 St. Cloud	Spanish	.5 Hazel / .5 Gregory	Spanish	9/1/23
Elsa Batista Voluntary	.6 Gregory / .4 Mt. Pleasant	Spanish	.5 Mt. Pleasant / .5 St. Cloud	Spanish	9/1/23
Thomas Brennan Voluntary	.4 Mt. Pleasant / .6 St. Cloud	Health & Phys Ed	St. Cloud	Health & Phys Ed	9/1/23
Franco Cozzolino Involuntary	Redwood	Health & Phys Ed	.2 Kelly / .8 Redwood	Health & Phys Ed	9/1/23
Luisa Duque Arbelo Voluntary	Edison	Spanish	WOHS	Spanish	9/1/23
Christina Ferinde Voluntary	Edison	Special Education / Math	Edison	Math Academic Support new position	9/1/23
Carmen Gordillo Voluntary	Liberty	Grade 8 Language Arts	Liberty	ELA Academic Support new position	9/1/23
Bryan Ille Involuntary	Hazel	Health & Phys Ed	.1 Washington / .9 Hazel	Health & Phys Ed	9/1/23
Jade Iorio Voluntary	Roosevelt	Special Education /Autism	Kelly	Special Education /Autism	9/1/23
Sheyla Jannah Voluntary	Edison	Math	Roosevelt	Math Academic Support new position	9/1/23
Laura Johansen Voluntary	Roosevelt	Grade 8 Language Arts	Roosevelt	ELA Academic Support new position	9/1/23
Paul Kirsch Involuntary	.3 Mt. Pleasant / .7 Washington	Health & Phys Ed	.4 Mt. Pleasant / .6 Washington	Health & Phys Ed	9/1/23
Laura Kraft Voluntary	Gregory	Academic Support	.5 Gregory / .5 Washington	Academic Support	9/1/23
Jun Lewin Voluntary	.8 Edison / .2 Roosevelt	Chinese	Edison	Chinese	9/1/23
Theodore McGurrian Edison	Edison	Chinese	Liberty	Chinese	9/1/23
Jacqueline Nieves Voluntary	.5 Redwood / .5 Washington	ESL	Roosevelt	ESL	9/1/23



Name	From	Position	To	Position	Effective Date
Kenneth Nolan Voluntary	Liberty	Grade 7 Math	Liberty	Math Academic Support new position	9/1/23
Kimberly Pallant Voluntary	St. Cloud	Library Media Specialist	.1 Gregory / .9 St. Cloud	Library Media Specialist	9/1/23
Peter Pascarella Voluntary	Edison	Special Education / Science	Liberty	Special Education-ERI / Science	9/1/23
Karen Porreca Voluntary	.5 Redwood	Academic Support Part-time	.5 Redwood / .5 Washington	Academic Support Full-time	9/1/23
Joseph Santucci Involuntary	Liberty	Special Education-ERI / Science	Edison	Special Education / Science	9/1/23
Danielle Secola Voluntary	Redwood	General Education / ERI	Redwood	Special Education / ERI	9/1/23
Anne Siconolfi Voluntary	St. Cloud	Grade 1 Teacher Full-time	.5 St. Cloud	Academic Support Part-time	9/1/23
Laurie Stecklow Voluntary	.6 St. Cloud	Academic Support Part-time	St. Cloud	Academic Support Full-time	9/1/23
Chioahan Yu Voluntary	.5 Liberty / .5 Roosevelt	Chinese	Roosevelt	Chinese	9/1/23

- 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
Dwayne Clement Voluntary	BMELC	Paraprofessional	BMELC / Washington	Paraprofessional	9/1/23
Anthony Francis Voluntary	BMELC	Paraprofessional	BMELC / Washington	Paraprofessional	9/1/23
Veronica Jackson Voluntary	BMELC	Lunch Aide	BMELC / Washington	Lunch Aide	9/1/23
Wally Paul Voluntary	BMELC	Paraprofessional	BMELC / Washington	Paraprofessional	9/1/23
Marlene Rogers Voluntary	BMELC	Paraprofessional	BMELC / Washington	Paraprofessional	9/1/23
Carol Stallings Voluntary	BMELC	Paraprofessional	BMELC / Washington	Paraprofessional	9/1/23
Angelica Wade Voluntary	BMELC	Paraprofessional	BMELC / Washington	Paraprofessional	9/1/23

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



Job Description	New	Revised
Academic Support Teacher / Title I Academic Support Teacher		X
Assistant Security Coordinator	X	
Community and Parent Involvement Specialist / Social Worker	X	
Conflict Resolution and Student Affairs Coordinator	X	
Director of Human Resources and DEAI		X
Middle School Sports Liaison to Director of Athletics	X	

7. Upon recommendation of the Superintendent of Schools; approval to the Board of Education for the attached Sidebar Agreement between the West Orange Board of Education and the West Orange Education Association regarding the creation of Assistant Security Coordinator. (Att. #7)
8. Upon recommendation of the Superintendent of Schools; approval to the Board of Education for the attached Sidebar Agreement between the West Orange Board of Education and the West Orange Education Association regarding additional compensation for the non-certificated position of Human Resource Specialist at the rate of 1.05 effective July 1, 2023. (Att. #8)
9. Upon recommendation of the Superintendent of Schools; approval to the Board of Education for the attached Sidebar Agreement between the West Orange Board of Education and the West Orange Administrators Association regarding the creation of a Middle School Sports Liaison to the Director of Athletics. This will be a stipend position as outlined in the attached. (Att. #9)
10. Upon recommendation of the Superintendent of Schools; approval of a Sidebar Agreement between the West Orange Board of Education and the West Orange Administrators Association regarding the carryover of unused vacation time for Employee #4296. (Att. #10)
11. Upon recommendation of the Superintendent of Schools; approval of the employment contract for Dr. Tamika Pollins, Director of Human Resources, Diversity, Equity, Access and Inclusion, from July 1, 2023 to June 30, 2024.(Att. #11)
12. Upon recommendation of the Superintendent of Schools; approval of the employment contract for Tonya Flowers, School Business Administrator, from July 1, 2023 to June 30, 2024. The Executive County Superintendent reviewed and approved the contract on June 7, 2023. (Att. #12)

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. #13)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the overnight field trips for the 2023-2024 school year. (Att. #14)
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the professional service agreement between Ellevation Inc. and West Orange Board of Education for the provision of the ELLevation platform to monitor student progress for current and former ELL students and resources to support English Language Learners for the 2023-2024 school year in the amount of \$13,000 funded by Title III Grant.



4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the West Orange High School Newcomer ELL Orientation Sessions to provide student orientation sessions and screening to newcomer ELLs for the 2023-2024 school year in the amount of \$4,600 funded by ESSER III Grant.
5. Upon the recommendation of the Superintendent of Schools, approval of the Memorandum of Understanding 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 2023-2024 school year.
6. Upon the recommendation of the Superintendent of Schools, approval of the Memorandum of Understanding / Articulation Agreement of the Rider University Tomorrow's Teachers Program and West Orange High School to participate in Rider University's Introduction to Education on-line course to have the opportunity to earn dual credit for the 2023-2024 school year.
7. Upon the recommendation of the Superintendent of Schools, approval of the Middle College Program Agreement between Fairleigh Dickinson University and West Orange High School to provide program courses to have the opportunity to earn dual credit the 2023-2028 school years.
8. Upon the recommendation of the Superintendent of Schools, approval of the Memorandum of Understanding between Rutgers School of Health Professions and West Orange High School to participate in Health Science Careers Program to have the opportunity to earn dual credit for the 2023-2024 school year.

C. FINANCE

a.) Special Services

1. Recommend approval of Agreement with New England Center for Children (NECC) and the West Orange Public Schools for the Autism Curriculum Encyclopedia (ACE) program for the 2023-2024 school year in the amount not to exceed \$40,00.00.
2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following out of district placements for the 2023-2024 school year: (Att.#15)
3. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following vendors to provide Related Services for the 2023-2024 School Year.

ID Number	Provider	Type of Services	Cost	Not to Exceed	Budgeted/ Unbudgeted
2506098	Creative Learning Studios, LLC	Occupational Therapy	1 Hour/week Hourly Rate: \$180.00	\$13,673.00	Budgeted
ESY in District	Delta - T Group	Occupational Therapy	10 Hours/week beginning 7/5/23 - 7/28/23	\$4,000.00	Unbudgeted
2908102	Jeremie Hafitz, LLC	Speech & Feeding	\$120.00/45 minutes session	\$37,268.00	Budgeted



ID Number	Provider	Type of Services	Cost	Not to Exceed	Budgeted/Unbudgeted
2908103		Therapy			
1110040 2213061 1813029 2907054	Horizon Healthcare Staffing	Nursing Services	Student Transportation \$85.00/hour (2 hour minimum each way)	\$285,600.00	Budgeted
2111004	Horizon Healthcare Staffing	Nursing Services	210 Days, 7 hours/day LPN \$ 60.00/hour	\$88,200.00	Budgeted
2910112 2910113	Infinite Therapy Solutions	ABA Therapy BCBA Therapy	\$100.00/hour \$175.00/hour	\$126,046.00	Budgeted
2506122	JTF Vision Rehabilitation Specialist, LLC	Blind Rehabilitation/ Orientation & Mobility Services	Hourly Rate: \$125.00	\$13,200.00	Budgeted
In District Students	Kid Clan Services, Inc.	Occupational Therapy Speech Therapy	\$105.00/hour \$105.00/hour	\$165,528.00	Budgeted
In District Students	Heidi Miller Speech, LLC	Feeding Therapy Speech Therapy	\$140.00/session \$140.00/hour	\$73,205.00	Budgeted
1504060	NJ Commission for the Blind & Visually Impaired Newark, NJ	Education Level 2	\$5,250.00	\$5,250.00	Budgeted
1205063	NJ Commission for the Blind & Visually Impaired Newark, NJ	Education Level 3	\$14,600.00	\$14,600.00	Budgeted
1306052	NJ Commission for the Blind & Visually Impaired Newark, NJ	Education Level 1	\$2,200.00	\$2,200.00	Budgeted
2506098	North Jersey Outreach	ABA Therapy Coordination ABA Therapy Services	Hourly Rate: \$125.00 2 Hours/month beginning 7/1/23 Hourly Rate: \$85.00 8 Hours/week beginning 7/1/23	\$38,360.00	Budgeted
2706115	North Jersey Outreach	ABA Therapy Coordination	Hourly Rate: \$125.00 4 Hours/month beginning 7/1/23	\$6,000.00	Budgeted
246140	North Jersey Outreach	ABA Therapy Coordination ABA Therapy Services	Hourly Rate: \$125.00 2 Hours/month beginning 7/1/23 Hourly Rate: \$85.00 4 Hours/week beginning 7/1/23	\$20,680.00	Budgeted
2910100	North Jersey Outreach	ABA Therapy Coordination ABA Therapy Services	Hourly Rate: \$125.00 1 Hours/month beginning 7/1/23 Hourly Rate: \$85.00 4 Hours/week beginning 7/1/23	\$18,930.00	Budgeted
2907054	Pillar Care Continuum	Physical Therapy	Hourly Rate: \$125.00 1 Session/week; 8 sessions total. 30 minutes after care @	\$1,100.00	Budgeted



ID Number	Provider	Type of Services	Cost	Not to Exceed	Budgeted/Unbudgeted
			\$25.00/hour		
2506122	Vistas Education Partners Inc	Visually Impaired Services	Rate: \$170.00/hour 90 minutes/week @ school 60 minutes/week @ home	\$22,100.00	Budgeted

4. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the contracts with Pillar Care Continuum, Livingston, NJ to continue to provide Physical Therapy Services for the 2023 - 2024 School Year.

Service	Rate	Not to Exceed	Budgeted/Unbudgeted
Physical Therapy Services, Including travel, in District	\$120.00/hour	\$215,259.00	Budgeted
Initial Evaluations & Re-Evaluations for Physical Therapy, Including Reports, in District	\$400.00/evaluation		
Physical Therapy Services, Including travel, Out of District	\$120.00/hour	\$19,965.00	Budgeted
Initial Evaluations & Re-Evaluations for Physical Therapy, Including Reports, Out of District	\$400.00/evaluation		

5. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following out of district placements for the 2022-2023 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1705068	Bergen County Special Services	1:1 Aide: \$4,675.00 17 days @ \$275.00/day	Budgeted

6. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following contract with the Essex Regional Educational Services Commission for the nonpublic instructional services under chapter 192-193 and 226 for the 2023-2024 School Year:

Provider	NonPublic Services	Rate
Essex Regional Educational Services Commission Fairfield, New Jersey	Compensatory Education English as a Second Language Supplemental Instruction Corrective Speech Home Instruction Evaluation and Determination Nursing Services	To Be Determinate by the State of New Jersey

7. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following contracts with the Essex Regional Educational Services Commission for the nonpublic nursing services for the 2023-2024 school year:



Provider	Schools	Rate
Essex Regional Educational Services Commission Fairfield, New Jersey	Seton Hall Prep	\$116,400.00
	Golda Och Academy - Upper School	\$26,040.00
	Golda Och Academy - Lower School	\$22,440.00
	Playhouse	\$1,680.00

8. Upon recommendation of the Superintendent, approval by the Board of Education for the following service providers for Independent Specialist Evaluations for the 2023-2024 school year:

Provider	Type of Service	Rate	Not to Exceed	Budgeted/ Unbudgeted
Dr. Marilyn A. Kubichek, L.L.C.	Neurological Evaluation/Report	\$675.00 per evaluation <i>*No-show Fee \$50.00</i>	\$35,000.00	Budgeted
Gringerbred Kidz, LLC, Dr. Isabel Carotenuto	Pediatric Neurodevelopmental Evaluation/Report	\$560.00 per evaluation	\$3,500.00	Budgeted
Advancing Opportunities	AAC/AT Evaluation/Report and Support	AT Evaluation * -\$1,200 AAC Evaluation* - \$1,400 AT Support and Training* - \$180 per hour AAC Support and Training* -\$200 per hour <i>* travel included</i>	\$30,000.00	Budgeted
JVS - Jewish Vocational Services	Vocational Observation/ Assessment and Report	Vocational Observation \$925.00	\$7,000.00	Budgeted
Kid Clan	Bilingual Evaluations/Reports Monolingual OT Evaluations/Reports	Bilingual Educational \$450* Bilingual Psychological \$450* Bilingual Speech \$450* Bilingual Occupational \$450* Monolingual Occupational*\$350* <i>* per evaluation</i>	\$22,500.00	Budgeted
Helene A. Miller, MD	Psychiatric Evaluation/Report School Clearance Report	\$795.00 per Evaluation/Report \$795.00 per School Clearance Report	\$6,000.00	Budgeted
Leslie Nagy, M.D.	Psychiatric Evaluation/Report	\$750.00 per Evaluation \$375.00 - 24 Hour Cancellation Fee \$375.00 -No-Show Fee	\$7,500.00	Budgeted

9. Upon recommendation of the Superintendent, approval by the Board of Education for the following service contract agreements for the 2023-2024 school year for Related Services to Nonpublic Schools IDEA grant funded:.

Provider	School	Rate
Aliza Feurstien/ PTatric Therapy, LLC Physical Therapy Services	Golda Och Academy Lower School Golda Och Academy Upper School Seton Hall Preparatory School	\$90 per half hour
Georganne Fitzpatrick, Occupational Therapy Services	Golda Och Academy Lower School Golda Och Academy Upper School Seton Hall Preparatory School	\$140 per hour



Helene Korn/ Kornerstone Kids, LLC Occupational Therapy Services	Golda Och Academy Lower School Golda Och Academy Upper School Seton Hall Preparatory School	\$90 per half hour
Stacy Potkulski/Next Step Pediatric Therapy Pediatric Physical Therapist	Golda Och Academy Lower School Golda Och Academy Upper School Seton Hall Preparatory School	\$90 per hour

b.) Business Office

1. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the July 25, 2023 Bills List in the amount of \$26,375,679.25.
2. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the May 2023 Transfers within the 2022-2023 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #16)
3. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the Board Secretary's Financial Report for the month of May 2023, 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. #17)
4. Upon the 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 May 2023, which report is in agreement with the Secretary's Report. (Att. #18)
5. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to submit the 2023-2024 NJDOE Early Childhood Waiver application for square footage and bathroom-in-classroom requirements for three (3) preschool classrooms. (Att. #19)
6. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education for the following insurance policies as per the recommendation of the Board of Education's insurance broker, Balken Risk Management Services, LLC:

Carrier	Type	Term	Amount
National Union	General Liability EDP/Inland Marine Auto Umbrella Taxes and Surcharges	07/01/23 - 06/30/24	\$319,225
National Union	Property Boiler and Machinery Crime	07/01/23 - 06/30/24	\$412,030
National Union	School Board Legal	07/01/23 - 06/30/24	\$86,195



Carrier	Type	Term	Amount
Hudson/Allied/Evanston	NJUEP - Excess Liability	07/01/23 - 06/30/24	\$107,006
Philadelphia	Environmental Student Accident	07/01/23 - 06/30/24	\$101,848
RLI	Bonds	07/01/23 - 06/30/24	\$3,869
Tokio Marine	Cyber Liability	07/01/23 - 06/30/24	\$44,100

7. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education for the submission of the Perkins Grant application and acceptance of the \$55,232 for the 2023-2024 school year.
8. Upon the recommendation of the of the Superintendent of Schools, approval of the submission of the Elementary and Secondary Education Act (ESEA) Consolidated Grant application inclusive of Titles IA, IIA, III, III Immigrant, and IVA for Fiscal Year 2024 in the amount of \$1,532,008 and acceptance of the grant award of these funds upon subsequent approve of the FY2024 ESEA application. Title I Schools for the 2023-2024 school year include: Hazel, Kelly and Washington Elementary Schools.

	Public	Nonpublic	Total
Title IA	\$1,146,301		\$1,146,301
Title IIA	\$153,670	\$31,743	\$185,413
Title III	\$71,131		\$71,131
Title III Immigrant	\$39,711		\$39,711
Title IVA	\$74,137	\$15,315	\$89,452

9. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the FY2024 Teach STEM Classes in Nonpublic Schools Grant Award from the New Jersey Department of Education in the amount of \$12,525.98 for the Rae Kushner Yeshiva High School partnership with Katherine Garcia.
10. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the FY2024 Teach STEM Classes in Nonpublic Schools Grant Award from the New Jersey Department of Education in the amount of \$26,003.76 for the Joseph Kushner Hebrew Academy partnership with John Tomaszewski.
11. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the FY2024 Teach STEM Classes in Nonpublic Schools Grant Award from the New Jersey Department of Education in the amount of \$27,142.86 for the Joseph Kushner Hebrew Academy partnership with Caniece Williams.
12. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Service Agreement for Administration of the Self-Insurance Program



with Inservco Insurance Services in the amount of \$61,820.00 from July 1, 2023 through June 30, 2026.

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

Donor	Recipient	Donation
Kelly Parent Teacher Association	West Orange Board of Education	\$945.52 – 65” Samsung Smart TV and Wall Mount

14. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education for the lease agreement with Dell Financial Services for the purchase of chromebooks:

Dell Quote Number	Summary Product Description	Product Price	Quantity	Extended Price	Rate Factor	4 Payments
3000156908154.1	Dell Latitude 5440	\$1,185.72	250	\$296,430.00	0.25000	\$74,107.50
3000156908154.1	Chromebook 3110	\$399.38	1250	\$499,225.00	0.25000	\$124,806.25
TOTAL				\$795,655.00		\$198,913.75

15. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education, for the former Interim Superintendent of Schools, Dr. C. Lauren Schoen, to purchase the following technology equipment based off of a straight line depreciation formula:

- 12.9in iPad Pro with 2 year AppleCare+, Magic Keyboard and 2nd Gen Apple Pencil for **\$1,421**
- 13-in Macbook Air: M2 chip 256gb SSD with 3 year AppleCare+ for **\$1,070**

16. **Amended Resolution:** Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Health Benefits Costs for the 2023-2024 school year (amended from June 12, 2023 meeting, update includes vision rates being added to the 10/20 Plans):

West Orange Board of Education July 1, 2023 Renewal Rates	
Medical	Monthly Rates Effective 7/1/23-6/30/24
Open Access \$10/\$20	Aetna
Single	\$1,244.88
Parent/Child(ren)	\$2,027.32



2 Adults	\$2,379.02
Family	\$3,680.74
Single - Dependent Age 31	\$759.46
Open Access \$10/\$20/Carveout (over 65)	Aetna
Single	\$644.18
Parent/Child(ren)	\$958.02
2 Adults	\$1,122.76
Family	\$1,737.05
HDHP-HRA	Aetna
Single	\$950.88
Parent/Child(ren)	\$1,547.09
2 Adults	\$1,817.21
Family	\$2,811.53
Single - Dependent Age 31	\$628.50
HDHP-HRA/Carveout (over 65)	Aetna
Single	\$489.70
Parent/Child(ren)	\$726.04
2 Adults	\$852.81
Family	\$1,319.43
NJ Educators Health Plan	Aetna
Single	\$1,113.03
Parent/Child(ren)	\$1,810.72
2 Adults	\$2,127.10
Family	\$3,290.97
Single - Dependent Age 31	\$677.01
NJ Educators Health Plan (over 65)	Aetna
Single	\$573.22
Parent/Child(ren)	\$932.52
2 Adults	\$1,095.46
Family	\$1,694.85
NJ Garden State Health Plan	Aetna



Single	\$986.14
Parent/Child(ren)	\$1,604.29
2 Adults	\$1,884.61
Family	\$2,915.80
Single - Dependent Age 31	\$599.84
NJ Garden State Health Plan (over 65) Single	Aetna
	\$507.87
Parent/Child(ren)	\$826.21
2 Adults	\$970.57
Family	\$1,501.64

West Orange Board of Education July 1, 2022 Renewal Rates	
Prescription	Effective 7/1/23-6/30/24
RX	Benecard
Single	\$205.17
Parent/Child(ren)	\$318.44
2 Adults	\$374.03
Family	\$570.79
Single-Dependent Age 31	\$163.65
Rx - Educators Health Plan	Benecard
Single	\$190.43
Parent/Child(ren)	\$295.56
2 Adults	\$347.15
Family	\$529.78
Single-Dependent Age 31	\$151.90
Rx - Garden State Health Plan	Benecard
Single	\$190.43
Parent/Child(ren)	\$295.56
2 Adults	\$347.15
Family	\$529.78



Single-Dependent Age 31	\$151.90
Dental (Active Employees)	Effective 7/1/23-6/30/25
Dental - High Option (Active Employees)	Delta
Single	\$52.40
Parent/Child(ren)	\$107.42
2 Adults	\$114.73
Family	\$180.31
Dental - Low Option (Active Employees)	Delta
Single	\$25.49
Dental (Retirees)	Effective 7/1/23-6/30/25
Dental - High Option (Retirees)	Delta
Single	\$60.27
Parent/Child(ren)	\$123.53
2 Adults	\$131.94
Family	\$207.36
Dental - Low Option (Retirees)	Delta
Single	\$29.31

D. REPORTS

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending July 25, 2023.

2. **Harassment, Intimidation and Bullying**

“Whereas, pursuant to Board Policy and the requirements of N.J.S.A. 18A:37-17(b)(6)(c), at its meeting on June 12, 2023, the Superintendent reported HIB Incident Number(s) 058 to the Board; and

Whereas, on June 15, 2023 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) 058 for the 2022-2023 school year for the reasons conveyed to the Board.”

X. PETITIONS AND HEARINGS OF CITIZENS



XI. NEXT BOARD MEETING to be held at 7:30 p.m. on August 28, 2023 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.

XIII. ADJOURNMENT

Additional Summer Assignments

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Rosa McCambley	BMELC	Administrative Assistant Summer Assignment	\$234.36 per diem not to exceed 10 days	7/1/23 - 8/24/23
Dawn Brennan	Gregory	Administrative Assistant Summer Assignment	\$350.05 per diem not to exceed 10 days	7/1/23 - 8/24/23
Megan Malia	Hazel	Administrative Assistant Summer Assignment	\$227.36 per diem not to exceed 10 days	7/1/23 - 8/24/23
Juliette Contreras	Kelly	Administrative Assistant Summer Assignment	\$219.50 per diem not to exceed 10 days	7/26/23 - 8/24/23
Madeline Machuca	Mt. Pleasant	Administrative Assistant Summer Assignment	\$350.05 per diem not to exceed 10 days	7/1/23 - 8/24/23
Dayna Martinez	Redwood	Administrative Assistant Summer Assignment	\$227.36 per diem not to exceed 10 days	7/1/23 - 8/24/23
Charlene Davis-Williams	St. Cloud	Administrative Assistant Summer Assignment	\$231.60 per diem not to exceed 10 days	7/1/23 - 8/24/23
Ellen Nelson	Washington	Administrative Assistant Summer Assignment	\$375.76 per diem not to exceed 10 days	7/1/23 - 8/24/23
Dianne Cardinali	WOHS	CTE Summer Camp Instructor	\$55.20 per hour* not to exceed 12 hours	7/5/23 - 7/7/23
Cindy Celi	WOHS	CTE Summer Camp Instructor	\$55.20 per hour* not to exceed 12 hours	7/5/23 - 7/7/23
Deb Coen	WOHS	CTE Summer Camp Instructor	\$55.20 per hour* not to exceed 4 hours	7/5/23 - 7/7/23
Catherine Connors	WOHS	CTE Summer Camp Instructor	\$55.20 per hour* not to exceed 8 hours	7/5/23 - 7/7/23
Nancy Festa	WOHS	CTE Summer Camp Paraprofessional	\$25.91 per hour* not to exceed 12 hours	7/5/23 - 7/7/23
Colleen Flynn	WOHS	CTE Summer Camp Paraprofessional	\$25.91 per hour* not to exceed 12 hours	7/5/23 - 7/7/23
Maria Frangos	WOHS	CTE Summer Camp Instructor	\$55.20 per hour* not to exceed 12 hours	7/5/23 - 7/7/23
Kathy Jackson	WOHS	CTE Summer Camp Co-Coordinator	\$55.20 per hour* not to exceed 20 hours	7/5/23 - 7/7/23
Jason-Lamont Jackson	WOHS	CTE Summer Camp Co-Coordinator	\$55.20 per hour* not to exceed 20 hours	7/5/23 - 7/7/23
Claudia Moncayo	WOHS	CTE Summer Camp Instructor	\$55.20 per hour* not to exceed 12 hours	7/5/23 - 7/7/23
Steven Thompson	WOHS	CTE Summer Camp Instructor	\$55.20 per hour* not to exceed 12 hours	7/5/23 - 7/7/23
Lisa Touzeau Liberty	WOHS	CTE Summer Camp Instructor	\$55.20 per hour* not to exceed 12 hours	7/5/23 - 7/7/23
Melissa Bueno	WOHS	Summer Enrichment: Paraprofessional ESL Grade 1	\$27 per hour not to exceed 4 hours per day	7/5/23 - 7/21/23
Ashley Morris	WOHS	Summer Enrichment: Substitute	\$47 per hour not to exceed 4 hours per day as assigned	6/26/23 - 7/21/23

*ESSER III ^Title III
Board approved July 25, 2023

Additional Summer Assignments

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Rosemary Pepi-Martos	WOHS	Summer Enrichment Teacher: Intro to Coding	\$47 per hour not to exceed 4 hours per day	7/10/23 - 7/21/23 amended from 6/26/23 - 7/21/23
Joyce Soto	WOHS	Summer Enrichment Teacher: Intro to Coding	\$47 per hour not to exceed 4 hours per day	6/26/23 - 7/7/23
Dana Peart	WOHS	Summer Institute Coordinator	\$4,670.70 amended from \$55.20 per hour	6/27 - 8/3/23
Antonina Mammana	WOHS	Summer Institute / Educere Supplemental Support	\$55.20 per hour not to exceed 20 hours	6/27/23 - 8/3/23
Savion Carson	Buildings & Grounds	Summer Student Custodial Help	\$14.13 per hour not to exceed 5 hours per day	7/5/23 - 8/15/23
Iyan Gainer	Buildings & Grounds	Summer Student Custodial Help	\$14.13 per hour not to exceed 5 hours per day	7/5/23 - 8/15/23
Kenechukwu Ike-Egolum	Buildings & Grounds	Summer Student Custodial Help	\$14.13 per hour not to exceed 5 hours per day	7/5/23 - 8/15/23
Matthew McDonald	Buildings & Grounds	Summer Student Custodial Help	\$14.13 per hour not to exceed 5 hours per day	7/5/23 - 8/15/23
Benjamin Nwadiogu	Buildings & Grounds	Summer Student Custodial Help	\$14.13 per hour not to exceed 5 hours per day	7/5/23 - 8/15/23
Nathan Rubenstein	Buildings & Grounds	Summer Student Custodial Help	\$14.13 per hour not to exceed 5 hours per day	7/5/23 - 8/15/23
Joel Sainthe	Buildings & Grounds	Summer Student Custodial Help	\$14.13 per hour not to exceed 5 hours per day	7/5/23 - 8/15/23
Joshua Sainthe	Buildings & Grounds	Summer Student Custodial Help	\$14.13 per hour not to exceed 5 hours per day	7/5/23 - 8/15/23
Othny Sainthe	Buildings & Grounds	Summer Student Custodial Help	\$14.13 per hour not to exceed 5 hours per day	7/5/23 - 8/15/23
Christian Wearing	Buildings & Grounds	Summer Student Custodial Help	\$14.13 per hour not to exceed 5 hours per day	7/5/23 - 8/15/23
Felix Plata	Central Office	Supervise Summer Programs	\$1,500^	7/19/23 - 8/25/23
Kalisha Dorlean	ECLC	Supervisor Summer Work	\$500 per diem not to exceed 6 days	7/5/23 - 8/25/23
Robyn Banks	Transportation	Summer Transportation Assignment: Bus Monitor PT	\$23.97 per hour as assigned	6/27/23 - 8/31/23
Sonia Cortes	Transportation	Summer Transportation Assignment: Bus Monitor PT	\$23.97 per hour as assigned	6/27/23 - 8/31/23
Janice Davis	Transportation	Summer Transportation Assignment: Bus Monitor PT	\$23.97 per hour as assigned	6/27/23 - 8/31/23
Kevin McArdle	Transportation	Summer Transportation Assignment: Bus Monitor PT	\$23.97 per hour as assigned	6/27/23 - 8/31/23

First	Last	Position	Location	Service	Rate of Pay	Not to Exceed	Amended From
Kristen	Azzato	Special Ed. Teacher	am District	Teacher Meetings	\$43.08 per hour	20	N/A
Nicole	DalleMolle	School Psychologist	District	Evaluations	\$225.32 per evaluation	30	100
Nicole	DalleMolle	School Psychologist	District	Case Management	\$72.23 per hour	100	30
Nicole	DalleMolle	School Psychologist	Preschool	Evaluations	\$225.32 per evaluation	30	100
Nicole	DalleMolle	School Psychologist	Preschool	Case Management	\$72.23 per hour	100	30
Amy	Drost	School Psychologist	District	Evaluations	\$225.32 per evaluation	30	100
Amy	Drost	School Psychologist	District	Case Management	\$72.23 per hour	100	30
Nicole	Handler	School Psychologist	District	Evaluations	\$225.32 per evaluation	30	100
Nicole	Handler	School Psychologist	District	Case Management	\$72.23 per hour	100	30
Suzanne	Lee	School Psychologist	District	Evaluations	\$225.32 per evaluation	30	100
Suzanne	Lee	School Psychologist	District	Case Management	\$72.23 per hour	100	30
Amanda	Massaker	School Psychologist	District	Case Management	\$72.23 per hour	100	30
Amanda	Massaker	School Psychologist	District	Evaluations	\$225.32 per evaluation	30	100
Amanda	Massaker	School Psychologist	Preschool	Case Management	\$72.23 per hour	100	30
Amanda	Massaker	School Psychologist	Preschool	Evaluations	\$225.32 per evaluation	30	100
Shari	Whitman	School Social Worker	District	Evaluations	\$225.32 per evaluation	30	100
Shari	Whitman	School Social Worker	District	Case Management	\$72.23 per hour	100	30
Shari	Whitman	School Social Worker	Preschool	Evaluations	\$225.32 per evaluation	30	100
Shari	Whitman	School Social Worker	Preschool	Case Management	\$72.23 per hour	100	30

Extended School Year Assignments: Revised
Effective 6/26/2023 – 7/28/2023

Name	Location	Position	Stipend / Rate of Pay
Bann Abood	All	Paraprofessional	\$25.90 per hour
Deirdre Atherton	All	Substitute Paraprofessional	\$25.91 per hour as assigned
Madelyn Garrido	All	Substitute Paraprofessional	\$25.91 per hour as assigned
Raphael Leniar	All	Substitute Teacher / Paraprofessional	\$55.20 per hour \$25.91 per hour as assigned
Raffaella DeMartinis	All	Substitute Teacher / Paraprofessional	\$55.20 per hour \$25.91 per hour as assigned
Lucia Preziosi	All	Substitute Paraprofessional	\$25.91 per hour as assigned
Wayne Hargrave	All	Substitute Teacher / Paraprofessional	\$55.20 per hour \$25.91 per hour as assigned
Kathleen Van Cauwenberg	All	Substitute Paraprofessional	\$25.91 per hour as assigned
Lori Weisblatt	All	Substitute Nurse	\$55.20 per hour as assigned
Coretta Chung	BMELC	Substitute Paraprofessional	\$25.91 per hour as assigned
Rosa McCambley	BMELC	Clerical Aide	\$21.27 per hour not to exceed 20 hours per week
Aimee Perez	BMELC amended from Kelly	Paraprofessional Preschool amended from Paraprofessional Autism	\$25.91 per hour not to exceed 20 hours per week
Joseph Moore	Kelly	Paraprofessional LLD Grade 4 amended from ID K-2	\$25.91 per hour not to exceed 20 hours per week
Nicole Kingston	Kelly	Teacher PSD amended from Paraprofessional	\$55.20 per hour not to exceed 20 hours per week
Lisa Gray	Kelly	Paraprofessional LLD Grade 3 amended from Autism	\$25.91 per hour not to exceed 20 hours per week
Liana Torrice	Kelly	Paraprofessional LLD Grade 1 amended from Autism	\$25.91 per hour not to exceed 20 hours per week
Alexa Friedman	Kelly	Paraprofessional Autism amended from LLD Grade 3	\$25.91 per hour not to exceed 20 hours per week

Extended School Year Assignments: Revised
Effective 6/26/2023 – 7/28/2023

Name	Location	Position	Stipend / Rate of Pay
Julia Chirls	Kelly	Paraprofessional	\$25.91 per hour not to exceed 20 hours per week
MaryBeth Sabates	Kelly amended from BMELC	Paraprofessional Autism amended from Paraprofessional Preschool	\$25.91 per hour not to exceed 20 hours per week
Edward Duncan	Liberty	Paraprofessional Autism	\$25.91 per hour not to exceed 20 hours per week

Season / Sport	Stipends	Name	Location
2023-2024			
Site Manager	\$28,660	Peter Ficuciello	WOHS
Summer 2023			
Strength & Conditioning	\$6,048	David Grant	WOHS
Strength & Conditioning	\$6,048	Darnell Grant	WOHS
Fall 2023			
Cheerleading: Head	\$21,403	Taylor Welsh	Roosevelt
Cheerleading: Assistant (2)	\$16,115	Michele Spears	WOHS
Cheerleading: Assistant (2)	\$16,115	Gina Piserchio	WOHS
Cross Country: Head	\$9,554	Jason-Lamont Jackson	WOHS
Cross Country: Assistant	\$7,192	Mirian Kargbo Jackson	Redwood
Football: Head	\$15,866	Darnell Grant	WOHS
Football: 1 st Assistant	\$12,705	Cyrus Harbin	WOHS
Football: 1 st Assistant	\$12,705	Peter Pascarella	Edison
Football: Assistant	\$11,896	Andrew Mazurek	Redwood
Football: Assistant	\$11,896	Richard Forfa	OOD
Football: Assistant	\$11,896	William Keegan	OOD
Football: Assistant	\$11,896	Anthony Shaw	OOD
Football: Assistant	\$11,896	Carmin Scuderi	OOD
Football: Equipment Manager	\$6,957	Joseph Anderson	Kelly
Football: Volunteer	\$0	Kevin Cousins	OOD
Football: Volunteer	\$0	Brian Green	Washington
Football: Volunteer	\$0	Abdul Hanks	OOD
Football: Volunteer	\$0	Donald Massey	WOHS
Football: Volunteer	\$0	Emmanuel Weaver	OOD
Soccer: Boys' Head	\$12,705	Douglas Nevins	WOHS
Soccer: Boys' Assistant	\$9,554	Ricardo Carrias	OOD
Soccer: Boys' Assistant	\$9,554	Ferdinand Christian	WOHS
Soccer: Boys' Assistant	\$9,554	Brayan Martinez	WOHS
Soccer: Girls' Head	\$12,705	Sean Devore	WOHS
Soccer: Girls' Assistant	\$9,554	Sebastian DePinho	Kelly
Soccer: Girls' Assistant	\$9,554	Chris Maillet	OOD
Soccer: Girls' Assistant	\$9,554	David Perez	Roosevelt
Strength & Conditioning	\$6,048	David Grant	WOHS
Strength & Conditioning	\$6,048	Joe Spina	WOHS
Tennis: Girls' Head	\$7,192	Jeffrey Mazurek	WOHS
Tennis: Girls' Assistant	\$5,575	Michael Marini	WOHS
Volleyball: Girls' Head	\$12,705	John Chang	OOD
Volleyball: Girls' Assistant (2)	\$9,554	TBD	
Volleyball: Girls' Assistant (2)	\$9,554	Kristen Dellaventura	Liberty
Winter 2024	Stipend		
Basketball: Boys' Head	\$12,705	William Keegan	OOD
Basketball: Boys' Assistant	\$9,554	TBD	

Season / Sport	Stipends	Name	Location
Basketball: Boys' Assistant	\$9,554	TBD	
Basketball: Boys' Assistant	\$9,554	TBD	
Basketball: Girls' Head	\$12,705	Caniece Williams	WOHS
Basketball: Girls' Assistant	\$9,554	TBD	
Basketball: Girls' Assistant	\$9,554	TBD	
Basketball: Girls' Assistant	\$9,554	TBD	
Bowling: Head	\$7,192	TBD	
Fencing: Head	\$12,705	TBD	
Fencing: Assistant	\$9,554	TBD	
Ice Hockey: Head	\$12,705	Edward Scafidi	OOD
Ice Hockey: Assistant	\$9,554	Shane Daiek	WOHS
Indoor Track: Head	\$12,705	Jason-Lamont Jackson	WOHS
Indoor Track: Assistant	\$7,192	Dante Fernandez	OOD
Indoor Track: Assistant	\$7,192	Kathy Jackson	Edison
Indoor Track: Assistant	\$7,192	John Prescott	Edison
Strength & Conditioning	\$6,048	Darnell Grant	WOHS
Strength & Conditioning	\$6,048	Cyrus Harbin	WOHS
Swimming: Head	\$12,705	Kayla Negron	OOD
Swimming: Assistant	\$9,554	Leonard Ford	Gregory
Wrestling: Head	\$12,705	Jeffrey Mazurek	WOHS
Wrestling: Assistant	\$9,554	TBD	
Wrestling: Assistant	\$9,554	Vincent Cordasco	Gregory
Wrestling: Assistant	\$9,554	Joe Spina	WOHS
Spring 2024	Stipend		
Baseball: Head	\$12,705	Timothy Blumkin	WOHS
Baseball: Assistant	\$9,554	TBD	
Baseball: Assistant	\$9,554	TBD	
Baseball: Assistant	\$9,554	TBD	
Golf: Head	\$7,192	Thomas Gargiulo	WOHS
Lacrosse: Boys' Head	\$12,705	Andrew Crozier	Kelly
Lacrosse: Boys' Assistant	\$9,554	Ferdinand Christian	WOHS
Lacrosse: Boys' Assistant	\$9,554	Anthony d'Aloia	OOD
Lacrosse: Girls' Head	\$12,705	David Perez	Roosevelt
Lacrosse: Girls' Assistant	\$9,554	Candace Christian	OOD
Lacrosse: Girls' Assistant	\$9,554	Daniel Contreras	WOHS
Softball: Head	\$12,705	Michael Marini	WOHS
Softball: Assistant	\$9,554	Christina Ciciarelli	WOHS
Softball: Assistant	\$9,554	Jeannie Kivlon	Hazel
Softball: Assistant	\$9,554	Gina Graziosa	WOHS
Strength & Conditioning	\$6,048	Darnell Grant	WOHS
Strength & Conditioning	\$6,048	Cyrus Harbin	WOHS
Tennis: Boys' Head	\$7,192	Jeffrey Mazurek	WOHS

WOHS 2023-2024 Coaching Assignments

Season / Sport	Stipends	Name	Location
Tennis: Boys' Assistant	\$5,575	Sebastian DePinho	Kelly
Track: Boys' Head	\$12,705	Jason-Lamont Jackson	WOHS
Track: Girls' Head	\$12,705	Kathy Jackson	Edison
Track: Assistant	\$9,554	Damian Betances	OOD
Track: Assistant	\$9,554	Dante Fernandez	OOD
Track: Assistant	\$9,554	Stacy Marcus	Liberty
Track: Assistant	\$9,554	John Prescott	Edison
Track: Assistant	\$9,554	Michael Spadola	OOD
Volleyball: Boys' Head	\$12,705	Jacqueline Cruz	WOHS
Volleyball: Boys' Assistant	\$9,554	TBD	
Volleyball: Boys' Assistant	\$9,554	Christopher Terranova	OOD



West Orange Public Schools
West Orange, New Jersey

Title:

Academic Support Teacher / Title I Academic Support Teacher

(Formerly Basic Skills Instruction Teacher / Title I Intervention Teacher)

Location:

District Elementary and Middle Schools

Organizational Responsibilities Reports to:

Director of Assessment, Accountability & Intervention / Building Principal (K-5) / Content Area Supervisor (6-8)

Terms of Employment:

Ten-Month, WOE

Job Goals:

- To provide an approved education program and establish a safe and caring environment that fosters learning and personal growth.
- To help pupils develop skills, attitudes and knowledge needed to provide a good foundation for continued education.
- To maintain collaborative relationships with parents and staff members.
- Assists teachers in their efforts to supervise and motivate pupils in instructional activities as assigned, especially in the area of literacy and mathematics.
- Adhere to requirements of ESEA / Title I funding where required.

Qualifications:

- NJ Teacher Certification for Elementary and/ or Middle School
- Strong interpersonal and communication skills
- Demonstrated knowledge of effective teaching methods in Language Arts Literacy and Mathematics
- Ability to provide a conducive learning environment for low achieving students
- 5 years teaching experience or more preferred
- Ability to Maintain a positive and collaborative learning environment with classroom teachers and building staff
- Required criminal history background check and proof of U.S. citizenship or legal resident alien status
- Other duties assigned by the Superintendent

Performance Responsibilities:

- Implement Instruction Components of district Academic Support Program.
- Maintain ongoing communication with parents.
- Analyze data regularly to determine individual intervention strategies for students.
- Implement a Multi-Tiered System of Support with focus on Tier 2 and Tier 3 student

support.

- Collaborate with other instructional staff to meet the individual needs of students considered to be at-risk of school failure while providing support for the classroom instruction and interventions for at-risk students.
- Establishes and maintains standards of pupil behavior needed to achieve a safe and caring school climate conducive to learning.
- Assists with administering assessments when required.
- Consults with members of the I&RS Teams and/or serves on the I&RS team regarding intervention strategies that can be applied in the classroom as well as small group settings.
- Communicates with parents through parent involvement activities, conferences and other means to inform them about the instructional process and their child's academic progress.
- Participates in school-level planning, professional development, staff meetings/committees and other school/district groups.
- Makes effective use of community resources to enhance the instructional program.
- Works cooperatively with Title I Administrator and support staff where required.
- Upholds and enforces school rules, administrative regulations, and board policy.
- Performs other duties within the scope of his/her employment and certification as may be assigned.

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:



West Orange Public Schools
West Orange, New Jersey

Title:

Assistant Security Coordinator

Location:

As assigned

Organizational Responsibilities Reports to:

Security Coordinator / Building Principal

Terms of Employment:

WOEA, 12-months stipend position

Job Goals:

Assist the Security Coordinator in providing safety and protection to pupils, staff, and school property; assume the full security coordinator responsibilities on days where the security coordinator is absent from work or off-site

Qualifications:

1. High school diploma or equivalent; valid New Jersey driver's license
2. Minimum experience as determined by the Board
3. Experience with security measures, crisis management, and knowledge regarding safety and security issues in an educational environment
4. Required criminal history background check and proof of U.S citizenship or legal resident alien status

Performance Responsibilities:

1. Assist the Security Coordinator with the daily coordination of all security staff
2. Schedule security officers for special events and overtime
3. Participate with Administration in identification of service and procedural issues and suggest corrective actions
4. Prepare detailed incident reports for all emergencies or serious incidents and submit to Building Principal and Security Coordinator
5. Provide assistance to the Security Coordinator and Administration in the planning of emergency evacuation and lockdown procedures
6. When required, facilitate the daily scheduling and pick up of students who are assigned general or extended detentions
7. Under the direction of the Security Coordinator, monitor the interior and exterior of all school buildings using a Video Surveillance system, ID card access application and visitor/staff/emergency management system
8. Assist the Security Coordinator with the ordering of all materials pertinent to the security operation (ie, communication, equipment, uniforms and general supplies)

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:



West Orange Public Schools
West Orange, New Jersey

Title:

Community and Parent Involvement Specialist and Social Worker

Location:

District / Preschool

Organizational Responsibilities:**Reports to:**

Supervisor of Early Childhood Education

Terms of Employment:

WOEA, Ten-month position plus 10 per diem days

Job Goals:

The Community and Parent Involvement Specialist is responsible for facilitating the community needs assessment, staffing the Early Childhood Advisory Council (ECAC), organizing family involvement plans and activities, and coordinating work with other school district professionals and community agencies and providers, including but not limited to recruitment and engagement.

Qualifications:

1. School Social Worker Certification required, LSW preferred
2. Experience coordinating and facilitating family involvement plans and activities and the ability to facilitate activities, plans, and communications with community agencies and providers
3. Bilingual preferred
4. Strong interpersonal and communication skills
5. Required criminal history check and proof of U.S. citizenship or resident alien status

Performance Responsibilities:

1. Facilitate the community needs assessment
2. Recruit members for the Early Childhood Advisory Council and facilitating meetings
3. Engage in ongoing community recruitment of preschool students, family outreach, registration and enrollment.
4. Communicate to the Early Childhood Preschool Community at large about the registration protocols/procedures and the preschool program
5. Participate in the preschool transition team
6. Plan family activities to enhance the home-school relationship
7. Consult and collaborate with other Early Childhood Program personnel, district personnel, contracted community preschool provider personnel and community

agencies in gathering and providing information to support preschool children and families.

8. Collaborate with all relevant preschool instructional staff, administrators, and support personnel to support the school district family services program.
9. Coordinate with other available school district resource staff to reach out to families, to determine individual family needs, advocate on their behalf, and obtain appropriate community services.
10. Provide follow-up, including a review of child needs, when necessary.
11. Facilitate access to community social services, when appropriate.
12. Collaborate with assigned school district personnel to design and provide a parent involvement program based on identified needs and parent survey responses.
13. Help parents learn about child development, nutrition, safety, and how to support their child's learning.

Evaluation

Annual 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:



West Orange Public Schools
West Orange, New Jersey

Title: Conflict Resolution and Student Affairs Coordinator
Location: West Orange High School
Organizational Responsibilities Reports to: School Principal / Designated Administrator
Terms of Employment: 10-month WOEА stipend position
Job Goals: To provide an approved education program and establish a class environment that fosters learning and personal growth; to help SOS pupils to develop skills, attitudes and the knowledge needed to provide a good foundation for continued education; and to maintain positive relationships with parents and other staff members.
Qualifications: <ol style="list-style-type: none">1. Valid New Jersey Instructional Certificate and Subject Area Endorsement or eligibility2. Demonstrated knowledge of subject specialty and effective teaching methods3. Ability to maintain a positive learning environment4. Strong interpersonal and communications skills5. Required criminal history background check and proof of U.S. citizenship or legal resident alien status6. Other duties as assigned by the Superintendent
Performance Responsibilities: <ol style="list-style-type: none">1. Coordinates the Student Mentor Program2. Oversees conflict resolution situations3. Attends end of year Prom4. Available for district night events5. Must report 10 work days immediately preceding the opening of school6. Conflict Resolution and Student Affairs Coordinator may also hold additional advisory stipend positions
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:



West Orange Public Schools
West Orange, New Jersey

Title:

Director of Human Resources and Diversity, Equity, Access and Inclusion

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), and Workers' Compensation Appeals Board.
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:



West Orange Public Schools
West Orange, New Jersey

Title:

Middle School Sports Liaison to Director of Athletics

Location:

Liberty and Roosevelt Middle Schools

Organizational Responsibilities Reports to:

Director of Athletics and Superintendent of Schools

Terms of Employment:

12-month WOAA stipend position

Job Goals:

The Middle School Sports Liaison participates as a part of the school's educational leadership team to ensure all middle school students are contributing appropriately to a productive and safe learning environment, which promotes a culture of enduring excellence to the district's mission, beliefs, goals and approved curricula. This leader encourages sportsmanship, fair play, a high level of individual and team performance and makes a continued effort to improve our athletic programs and competitiveness.

Qualifications:

1. New Jersey Principal Certificate
2. Minimum of three (3) years of successful teaching experience
3. Successful coaching experience
4. Demonstrated effective leadership and communications skills
5. Ability to maintain a positive learning environment and high standards of conduct for student athletes and coaches
6. Required criminal history background check and proof of U. S. citizenship or legal resident alien status

Performance Responsibilities:

1. Meets monthly with the Director of Athletics and coaches
2. Provides public relations for Middle School Sports working with the Sports Media Club
3. Collects analytical statistics for middle school players and coaches to be used in creating player profiles for Liberty and Roosevelt Middle Schools
4. Serves as the liaison between town sports programs; i.e., West Orange Recreation Department, West Orange PAL and Mountain Top League
5. Responsible for developing and promoting Middle School Sports
6. Verifies residency of all student athletes to ensure eligibility
7. Provide sportsmanship and character-building workshops
8. Assists with the coordination of Grade 8 Orientation Night for Athletics

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:

Middle School Sports Liaison to the Director of Athletics

SIDEBAR AGREEMENT

This agreement was made this ____ day of July, 2023, between the West Orange Education Association (WOEA) and the West Orange Board of Education (WOBOE).

WHEREAS WOBOE and WOEA are in agreement that the recent doubling in the number of security staff district-wide has created a need for additional leadership within the security staff, including coordinating staff district-wide; and

WHEREAS both parties acknowledge that it would be beneficial for the security of the schools for a security staffer to be dedicated to assisting the security coordinator in managing the district-wide security staff on a daily basis, and also to assume the full security coordinator responsibilities on days where the security coordinator is absent from work or off-site; and

WHEREAS both parties to this Agreement acknowledge that the additional responsibilities inherent in the assistant security coordinator position render this position as deserving of additional compensation; and

WHEREAS the current Collective Bargaining Agreement between WOEA and WOBOE (the CBA) does not currently reflect the entitlement to this additional compensation;

NOW, THEREFORE, it is AGREED as follows:

1. It is acknowledged and agreed that as of July 1, 2023, there shall be created a position of Assistant Security Coordinator, within the WOEA bargaining unit, and any person appointed to this position shall receive, in addition to the regular compensation set forth in the CBA, an amount equal to the stipend for teachers servings as "Coordinators", as set forth in Article VI.A.5.r.; and
2. It is further acknowledged that there is no claim of entitlement to any adjustment to salary or guide positions prior to July 1, 2023; and
3. 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

SIDEBAR AGREEMENT

This agreement was made this _____ day of July, 2023, between the West Orange Education Association (WOEA) and the West Orange Board of Education (WOBOE).

WHEREAS WOBOE and WOEA are in agreement that those holding the position of Human Resource Specialists are required to possess and utilize a specialized set of knowledge and skills in the performance of their regular duties of employment; and

WHEREAS both parties to this Agreement acknowledge that the additional and specialized knowledge and skills render these positions as deserving of additional compensation reflecting the additional qualifications required; and

WHEREAS the current Collective Bargaining Agreement between WOEA and WOBOE (the CBA) does not currently reflect the entitlement to this additional compensation;

NOW, THEREFORE, it is AGREED as follows:

1. It is acknowledged and agreed that as of July 1, 2023, those holding the position of Human Resource Specialist shall be compensated at a rate of 1.05 times their regular salary; and
2. It is further acknowledged that there is no claim of entitlement to any adjustment to salary or guide positions prior to July 1, 2023; and
3. 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

SIDEBAR AGREEMENT

This agreement is made this ____ day of July, 2023, between the West Orange Administrators' Association (WOAA) and the West Orange Board of Education (WOBOE).

WHEREAS it has been recognized that the district has need of a Middle School - High School Athletic Liaison, who will bear responsibility for residency checks and other matters as the middle school athletic participants transition to the high school athletic program; and

WHEREAS the parties acknowledge that this position will require a significant dedication of time and skill; and

WHEREAS WOBOE and WOAA both intend that additional compensation is appropriate for this position;

NOW, THEREFORE, it is AGREED as follows:

1. The position of Middle School - High School Athletic Liaison shall run from year to year and shall be compensated at a rate of \$1,500.00 per year; and
2. In the event that the position is filled by an existing staff member, the duties and compensation shall be in addition to the normal duties and compensation associated with the person's regular employment; and
3. The additional compensation shall not be pensionable; and
4. It is further agreed that this agreement does not serve to alter in any way 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 Administrators' Association
By: Marie DeMaio, President

WOAA SIDEBAR AGREEMENT
Betty Maddalena Early Learning Center/Vacation Day Carryover

This Sidebar Agreement is entered into this _____ day of July 25, 2023 between the West Orange Board of Education ("Board") and the West Orange Administrators Association ("Association") (collectively the "Parties").

WHEREAS, due to the unique annual schedule of The Betty Maddalena Early Learning Center and the contractual limitations on the amount of unused vacation time that can be carried over from one year to next, the Board and the Association agree to the following sidebar agreement regarding the carryover of unused vacation time:

In accordance with Article III of the parties' collective negotiations agreement, the parties agree that for the 2023-2024 school year, Employee #4296 shall be allowed to carryover five (5) additional unused vacation days to the five (5) days allowed under Article III A. 5, bringing the total amount to ten (10), subject to the following conditions:

1. The five (5) additional days may only be used during the month of August 2023.
2. This sidebar agreement shall not be precedent setting and shall automatically expire at the conclusion of the 2023-2024 school year.

WEST ORANGE BOARD OF EDUCATION

WEST ORANGE EDUCATION ASSOC.

West Orange Board of Education
By: Brian Rock, President

West Orange Administrators' Association
By: Marie DeMaio, President

CONTRACT OF EMPLOYMENT

This Employment Contract is made this 25th day of July 2023, by and between the WEST ORANGE BOARD OF EDUCATION, with offices at 179 Eagle Rock Avenue, West Orange, New Jersey 07052, (hereinafter referred to as “the Board”) and Dr. Tamika Pollins, Director of Human Resources, Diversity, Equity, Access and Inclusion, (Human Resources and DEAI) (hereinafter referred to as “Director”).

WITNESSETH:

WHEREAS, the Board desires to provide the Director with a written employment contract in order to enhance administrative stability and continuity within the schools, which the Board believes generally improves the quality of its overall educational program; and,

WHEREAS, the Board and the Director believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools; and,

WHEREAS, the Director is the holder of an appropriate certificate as prescribed by the State Board of Education and as required by *N.J.S.A. 18A:17-17*;

NOW, THEREFORE, in consideration of the following mutual promises and obligations, the parties agree as follows:

ARTICLE I

EMPLOYMENT

The Board hereby agrees to employ Dr. Tamika Pollins as Director of Human Resources and DEAI; for a term commencing July 1, 2023 and ending June 30, 2024 in accordance with and pursuant to the Resolution of the Board adopted by at least a majority of the full Board at its July 25, 2023, Public Meeting, which Resolution is annexed hereto and made a part hereof. The appointment and removal of the Director of Human Resources, Diversity, Equity, Access and Inclusion shall be governed by N.J.S.A. 18A:17-16. The work year is referred to as a twelve (12) month contract.

ARTICLE II

CERTIFICATION

The parties acknowledge that the Director currently possesses the appropriate New Jersey administrative certification and school administrator endorsement. If at any time during the term of this Agreement, the Director's certification(s) is revoked, this Agreement shall be null and void as of the date of the revocation. If the Director is lawfully precluded from performing her duties by any Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this Employment Agreement shall terminate and the Director's employment shall cease. The Director will provide official course transcripts for all postsecondary degrees to the Board of Education. These transcripts will be kept on file in the Board office.

ARTICLE III

DUTIES

In consideration of the employment and in accordance with *N.J.S.A. 18A:17-20*, salary and fringe benefits established hereby, the Director hereby agrees to the following:

A. To perform faithfully the duties of Director of Human Resources and DEAI, for the Board in accordance with the laws of the State of New Jersey, Rules and Regulations adopted by the State Board of Education, existing Board policies and those which are adopted by the Board in the future. The specific job description adopted by the Board, applicable to the position of Director of Human Resources and DEAI, is incorporated by reference into this Contract.

B. To devote the Director's full time, skills, labor, and attention to this employment during the term of this Contract; and further agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties for compensation without written permission of the Superintendent. Should the Director choose to engage in such outside activities on weekends, on her vacation time, or at other times when she is not required to be present in the district, she shall retain any honoraria paid. No such work shall be in concert with any company or entity with which the Board has a contract. The Director shall notify the Superintendent in the event she is going to be away from the district on district business for two (2) or more days in any week. Any time away from the district that is not for district business must be arranged in accordance with provisions in this Agreement governing time off. The Board recognizes that the demands of the Director position require her to work long and irregular hours, and occasionally may require that she attend to district business outside of the district.

C. The Director shall assist the Superintendent in all matters over which the Superintendent shall have duties and responsibilities at the discretion of the Superintendent.

ARTICLE IV

SALARY AND BENEFITS

Salary: The Board shall pay the Director an annual salary of \$172,058.00, for the twelve (12) month duration of this agreement. This annual salary rate shall be paid to the Director in accordance with the schedule of salary payments in effect for other certified administrators in the district.

During the term of this Employment Contract, including any extension thereof, the Director shall not be reduced in compensation and/or benefits. The terms and conditions of this Employment Contract may be modified only by the written agreement of the parties which shall be approved by the Board by resolution adopted at a public meeting.

The Board will provide the Director, as part of her compensation, the following benefits:

A. **Sick Leave**

The Director shall be provided sick leave of twelve (12) days annually. The Director must document the use of a sick day in the electronic attendance system prior to the start of the sick day. Compensation for unused sick days shall be consistent with N.J.S.A. 18A:30-3.5 and shall be payable only upon retirement and shall not be paid to the Director's estate or beneficiaries in the event of the Director's death prior to retirement. Compensation for unused sick days shall be paid at a rate of 1/240th of current year salary multiplied by the number of accumulated sick days as allowed by N.J.S.A. 18A:30-3.5, N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23-3.1(e)8. Any such payment shall be made within sixty (60) days of the Director's last day of employment. Upon commencing employment, the Board shall provide the Director with a sick leave bank of twenty-four (24) days which shall be available for her use in the event she exhausts her earned sick days. The days in the bank shall decline as she earns sick days on a one-for-one basis and these days shall not be available for compensation upon her retirement.

B. **Professional Membership**

The Director shall be entitled to membership, at the Board's expense, for professional dues in the New Jersey Association of School Administrators, and in other professional associations with the prior approval of the Superintendent within the limit set in the annual budget.

C. **Professional Conferences**

The Director shall be entitled to attend one (1) national conference, two (2) state conferences, and other conferences and informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Director to perform her professional responsibilities for the Board. Reimbursement or payment for such expense shall be made in accordance with N.J.S.A.18A:11-12, N.J.A.C. 6A:23A-7 and NJ-OMB circulars and regulations promulgated thereunder and Board policies. Such reimbursement shall be limited to the annual cost as set forth in the annual budget. All conferences must receive prior approval from the Superintendent and the Board.

D. **Professional Publications**

The Director may subscribe to appropriate educational and/or professional publications within the limit set in the annual budget.

E. **Medical Benefits**

The Director shall receive individual, parent/child, two adult, or family health benefit coverage (at her option) consistent with the health benefit coverage provided by the Board to its professional administrative staff, which includes medical, prescription, and dental. The Director shall contribute and have deducted from her base salary an amount equivalent to the percentage of the health benefit cost for the period of July 1, 2023 to June 30, 2024 toward the payment of health benefit premiums provided under this Section in accordance with P.L. 2011, Chapter 44. The premium shall be paid by the Director through payroll deduction each pay period.

F. **Vacation Days**

1. The Director shall be entitled to twenty-two (22) vacation days per year. All of the vacation days shall be available for the Director's use beginning July 1, 2023.
2. The Director shall take vacation time after providing the Superintendent with two (2) weeks' notice, whenever possible, if planning to take more than three (3) consecutive days. Vacation days may only be taken with the prior approval of the Superintendent. The Director must document the use of a vacation day(s) in the electronic attendance system prior to the start of the vacation day(s).
3. The Director is encouraged to take the full vacation allotment each year; however, not more than five (5) vacation days may be carried over from year to year. All days carried over must be used in the next year or those unused vacation days will be forfeited.
4. Upon retirement or separation, compensation for unused vacation days shall be paid at a rate of $\frac{1}{240^{\text{th}}}$ of current salary multiplied by the number of accumulated vacation days. The accrual of and payment for unused vacation days shall be consistent with N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23A-3.1(e)8. Any such payment shall be made within sixty (60) days of the Director's last day of employment.

G. **Holidays**

The Director shall receive paid holidays, winter break and spring break, in addition to the Central Office calendar approved annually by the Board.

H. **Personal Days**

The Director shall be entitled to three (3) personal days to attend to personal business during the school day, with full pay during the work year. Personal days may only be taken during the school year

with the prior permission of the Superintendent. As much advance notice as possible of the request to take personal time will be given. The Director must document the use of personal days in the electronic attendance system prior to the start of the personal day. Unused personal days shall convert to sick days at the conclusion of the school year.

I. **Bereavement Days**

In the event of a death in the family, the Director shall be granted allowance, without the loss of pay, for the number of days as follows:

Five (5) days for a death in the immediate family, which shall be defined as spouse, father, mother, child, brother, sister, grandchild, grandparent, mother-in-law, father-in-law, sister-in-law, and brother-in-law, and in the case of spousal equivalency relationships, the immediate family members of the spousal equivalent, and any relative making his or her home with the Director's family, provided that the absence is necessary and unavoidable. Notwithstanding the foregoing limitations, the term "spouse" shall be interpreted as including all those who have legal status under New Jersey or Federal law that can be reasonably interpreted as constituting "spousal equivalency" relationships, and shall specifically include those registered under the New Jersey Domestic Partnership Act or the New Jersey Civil Union Act.

One (1) day for the death of a relative of the second degree, this shall be defined as aunt, uncle, nephew, niece and cousin.

The Director will be permitted to use a maximum of twenty (20) bereavement days per year, with additional days as per the approval of the Superintendent.

These days shall be taken at the time of death unless written permission is given by the Superintendent.

J. **Travel**

Reimbursement for travel will be provided in accordance with the Commissioner of Education's March 17, 2008 memorandum in accordance with N.J.S.A. 18A:11-12 with respect to travel and meal reimbursement as promulgated by the New Jersey Office of Management and Budget.

K. **Car Allowance**

The Director shall receive a non-pensionable monthly car allowance of \$150.00.

L. **Technology**

The Director shall be provided with a smartphone and laptop for professional and personal duties. These items shall remain property of the West Orange Board of Education.

M. **Tuition Reimbursement**

In accordance with N.J.S.A. 18A:6-8.5, following the completion of one year of employment, the Board shall reimburse the Director for tuition costs incurred for graduate level courses at an accredited institution that are part of a formal program of studies leading to the awarding of a Doctoral Degree in an area of discipline judged to be of benefit to the Board. The Director shall seek the approval of the Superintendent prior to enrolling in any graduate course of study. Annual maximum reimbursement will be \$5,000, beginning in year two (2) of employment.

ARTICLE V

ANNUAL EVALUATION

A. The Superintendent shall evaluate the performance of the Director at least once a year, and shall complete the evaluation process by no later than July 1st. Each annual evaluation shall be in writing. A copy of the evaluation shall be provided to the Director, and the Superintendent shall meet to discuss the findings. The evaluations shall be based upon the criteria adopted by the Board, the goals and objectives of the District, the responsibilities of the Director as set forth in the job description for the position of Director of Human Resources and DEAI, and such other criteria as established by the Board and/or established State Board of Education shall be regulation prescribe.

In the event that the Superintendent determines that the performance of the Director is unsatisfactory in any respect, he shall describe in writing, and in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include specific recommendations for improvement in all instances where the Superintendent deems performance to be unsatisfactory. The Director shall have the right to respond in writing to the evaluation within ten (10) school days of the meeting. This response shall become a permanent attachment to the evaluation in question.

ARTICLE VI

TERMINATION OF EMPLOYMENT CONTRACT

A. This Contract shall terminate, the Director's employment will cease and no salary shall thereafter be paid, under any one of the following circumstances:

- (1) Failure to possess/obtain proper certification:
- (2) Revocation or suspension of the Director's certificate, in which case this Contract shall be null and void as of the date of revocation, as required by N.J.S.A. 18A:17-15.1;
- (3) Forfeiture under N.J.S.A. 2C:51-2;
- (4) Mutual agreement of the parties;
- (5) Notification in writing by the Superintendent to the Director, on or before May 15, 2024 that he does not intend to renew this Contract; or
- (6) Material misrepresentation of employment history, educational and professional credentials, and criminal background subject to N.J.S.A. 18A:6-10.
- (7) Violation of any terms of this Contract.

B. Nothing in this Contract shall affect the Board's rights with regard to suspension under N.J.S.A. 18A:6-8.3 and applicable case law.

C. The Director may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the Board, filed with the Board Secretary, of her intention to resign.

D. The Board may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the Director.

ARTICLE VII

COMPLETE AGREEMENT

This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.

ARTICLE VIII

SAVINGS AND CONFLICTS CLAUSE

If, during the term of this Contract, it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Employment Contract is not affected by such a ruling and shall remain in full force. In the event of any conflict between the terms, conditions and provisions of this Employment Contract and the provisions of the Board's policies or any permissive Federal or State law, the terms of this Employment Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of this Contract.

ARTICLE IX

INDEMNIFICATION

The Board shall defend, hold harmless and indemnify the Director from any and all demands, claims, suits, actions and legal proceedings of any kind brought against the Director acting in her capacity as an agent and/or the Director of the Board in accordance with Board policy and N.J.S.A. 18A:16-6.

WHEREAS, the Director has approved of the terms and conditions of the Employment Contract;
and

WHEREAS, this Employment Contract has been approved by a vote of the Members of the West Orange Board of Education at its meeting of July 25, 2023 and has been made a part of the minutes of that meeting;

IN WITNESS WHEREOF, the parties have set their hand and seals to this Employment Contract effective on the day and year first above written.

WEST ORANGE BOARD OF EDUCATION

Date: _____
Dr. Tamika Pollins,
Director of Human Resources, Diversity, Equity, Access and Inclusion


Date: July 25, 2023
Brian Rock
Board President


Date: July 25, 2023
Tonya Flowers,
Business Administrator/Board Secretary



State of New Jersey
DEPARTMENT OF EDUCATION

ESSEX COUNTY OFFICE
Leroy F. Smith Public Safety Building
60 Nelson Place, 1st Floor South
Newark, New Jersey 07102
(973) 621-2750

PHILIP D. MURPHY

Governor

SHEILA Y. OLIVER

Lt. Governor

ANGELICA ALLEN-McMILLAN, Ed.D.

Acting Commissioner

JOSEPH S. ZARRA

Interim Executive County Superintendent

June 7, 2023

Hayden Moore Superintendent
West Orange Public Schools
179 Eagle Rock Avenue
West Orange, New Jersey 07052

Dear Mr. Moore:


I have reviewed the employment contract for Tonya Flowers, School Business Administrator/Board Secretary of West Orange, in accordance with N.J.S.A. 18A:7-8(j) and to determine compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1. Based upon my review, I have determined that those provisions of the contract subject to my review are in compliance with applicable laws and regulations. Therefore, I approve the contract for a period commencing on July 1, 2023 through June 30, 2024.

If there are any changes to the terms of this contract, you will need to submit it to me, for review and approval prior to the required public notice and hearing of such changes.

Please be reminded that the contract for this position must be submitted annually to the Executive County Superintendent for review and approval.

After approval, please forward a signed copy of said contract to my office.

Sincerely,


Joseph S. Zarra

Interim Executive County Superintendent

JSZ:mm

CONTRACT OF EMPLOYMENT

This Employment Contract is made this 25th day of July 2023, by and between the WEST ORANGE BOARD OF EDUCATION, with offices at 179 Eagle Rock Avenue, West Orange, New Jersey 07052, (hereinafter referred to as “the Board”) and Tonya M. Flowers , School Business Administrator/Board Secretary, (hereinafter referred to as “the School Business Administrator”).

WITNESSETH:

WHEREAS, the Board desires to provide the School Business Administrator with a written employment contract in order to enhance administrative stability and continuity within the schools, which the Board believes generally improves the quality of its overall educational program; and,

WHEREAS, the Board and the School Business Administrator believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools; and,

WHEREAS, the School Business Administrator is the holder of an appropriate certificate as prescribed by the State Board of Education and as required by *N.J.S.A.* 18A:17-17;

NOW, THEREFORE, in consideration of the following mutual promises and obligations, the parties agree as follows:

ARTICLE I
EMPLOYMENT

The Board hereby agrees to employ Tonya M. Flowers as School Business Administrator for a term commencing July 1, 2023, and ending June 30, 2024, in accordance with and pursuant to the Resolution of the Board adopted by at least a majority of the full Board at its **July 25, 2023**, Public Meeting, which Resolution is annexed hereto and made a part hereof. The appointment and removal of the School Business Administrator shall be governed by N.J.S.A. 18A:17-16. The work year is referred to as a twelve (12) month contract. The parties acknowledge that this Contract must be approved by the Essex County Executive County Superintendent in accordance with applicable law and regulation.

ARTICLE II
CERTIFICATION

The parties acknowledge that the School Business Administrator currently possesses the appropriate New Jersey administrative certification. If at any time during the term of this Agreement, the School Business Administrator's certification(s) is revoked, this Agreement shall be null and void as of the date of the revocation. If the School Business Administrator is lawfully precluded from performing her duties by any Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this Employment Agreement shall terminate and the School Business Administrator's employment shall cease. The School Business Administrator will provide official course transcripts for all postsecondary degrees to the Board of Education. These transcripts will be kept on file in the Board office.

ARTICLE III

DUTIES

In consideration of the employment and in accordance with *N.J.S.A. 18A:17-20*, salary and fringe benefits established hereby, the School Business Administrator hereby agrees to the following:

A. To perform faithfully the duties of School Business Administrator for the Board in accordance with the laws of the State of New Jersey, Rules and Regulations adopted by the State Board of Education, existing Board policies and those which are adopted by the Board in the future. The specific job description adopted by the Board, applicable to the position of School Business Administrator, is incorporated by reference into this Contract.

B. To devote the School Business Administrator's full time, skills, labor, and attention to this employment during the term of this Contract; and further agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties for compensation without written permission of the Superintendent. Should the School Business Administrator choose to engage in such outside activities on weekends, on her vacation time, or at other times when she is not required to be present in the district, she shall retain any honoraria paid. No such work shall be in concert with any company or entity with which the Board has a contract. The School Business Administrator shall notify the Superintendent in the event she is going to be away from the district on district business for two (2) or more days in any week. Any time away from the district that is not for district business must be arranged in accordance with provisions in this Agreement governing time off. The Board recognizes that the demands of the School Business Administrator's position require her to work long and irregular hours, and occasionally may require that she attend to district business outside of the district.

C. The School Business Administrator shall assist the Superintendent in all matters over which the Superintendent shall have duties and responsibilities at the discretion of the Superintendent.

ARTICLE IV

SALARY AND BENEFITS

Salary: The Board shall pay the School Business Administrator an annual salary of ONE HUNDRED EIGHTY-ONE THOUSAND EIGHT HUNDRED TWENTY-SEVEN dollars, (\$181,827) for the twelve (12) month duration of this agreement. This annual salary rate shall be paid to the School Business Administrator in accordance with the schedule of salary payments in effect for other certified administrators in the district.

During the term of this Employment Contract, including any extension thereof, the School Business Administrator shall not be reduced in compensation and/or benefits. The terms and conditions of this Employment Contract may be modified only by the written agreement of the parties which shall be approved by the Executive County Superintendent and in turn by the Board by resolution adopted at a public meeting.

The Board will provide the School Business Administrator, as part of his compensation, the following benefits:

A. Sick Leave

The School Business Administrator shall be provided sick leave of twelve (12) days annually. The School Business Administrator must document the use of a sick day in the electronic attendance system prior to the start of the sick day. Compensation for unused sick days shall be consistent with N.J.S.A. 18A:30-3.5 and shall be payable only upon retirement and shall not be paid to the School Business Administrator's estate or beneficiaries in the event of the School Business Administrator's death prior to retirement. Compensation for unused sick days shall be paid at a rate of 1/260th of current year salary multiplied by the number of accumulated sick days as allowed by N.J.S.A. 18A:30-3.5, N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23-3.1(e)8. Any such payment shall be made within sixty (60) days of the School Business Administrator's last day of employment.

B. **Professional Membership**

The School Business Administrator shall be entitled to membership, at the Board's expense, for dues in professional associations with the prior approval of the Superintendent within the limit set in the annual budget.

C. **Professional Conferences**

The School Business Administrator shall be entitled to attend one (1) international or national conference, two (2) state conferences, and other conferences and informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the School Business Administrator to perform her professional responsibilities for the Board. Reimbursement or payment for such expense shall be made in accordance with N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-7 and NJ-OMB circulars and regulations promulgated thereunder and Board policies. Such reimbursement shall be limited to the annual cost as set forth in the annual budget. All conferences must receive prior approval from the Superintendent and the Board.

D. **Professional Publications**

The School Business Administrator may subscribe to appropriate educational and/or professional publications within the limit set in the annual budget.

E. **Medical Benefits**

1. The School Business Administrator shall receive individual, parent/child, two adult, or family health benefit coverage (at her option) consistent with the health benefit coverage provided by the Board to its professional administrative staff, which includes medical, prescription, and dental. The School Business Administrator shall contribute and have deducted from his base salary an amount equivalent to the percentage of the health benefit cost for the period of July 1, 2023, to June 30, 2024, toward the payment of health benefit premiums provided under this Section in accordance with Chapter

44. The premium shall be paid by the School Business Administrator through payroll deduction each pay period.

2. The School Business Administrator may waive coverage in any of the health benefits plans if covered through a spouse, civil union or domestic partner's health plan, and in accordance with procedures established by the Board. The School Business Administrator will be paid the lesser of Twenty-Five (25%) percent or Four Thousand (\$4,000) Dollars of the cost of said coverage for waiving such coverage.

F. **Vacation Days**

1. The School Business Administrator shall be entitled to twenty-two (22) vacation days per year. All of the vacation days shall be available for use beginning July 1, 2023.
2. The School Business Administrator shall take vacation time after providing the Superintendent with two (2) weeks' notice, whenever possible, if planning to take more than three (3) consecutive days. Vacation days may only be taken with the prior approval of the Superintendent. The School Business Administrator must document the use of a vacation day(s) in the electronic attendance system prior to the start of the vacation day(s).
3. The School Business Administrator is encouraged to take the full vacation allotment each year; however, not more than five (5) vacation days may be carried over from year to year. All days carried over must be used in the next year or those unused vacation days will be forfeited.
4. Upon retirement or separation, compensation for unused vacation days shall be paid at a rate of $1/260^{\text{th}}$ of current salary multiplied by the number of accumulated vacation days. The accrual of and payment for unused vacation days shall be

consistent with N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23A-3.1(e)8. Any such payment shall be made within sixty (60) days of the School Business Administrator's last day of employment.

G. **Holidays**

The School Business Administrator shall receive the holidays as per the Central Office Administrative calendar approved annually by the Board.

H. **Personal Days**

The School Business Administrator shall be entitled to three personal days for the term of this contract to attend to personal business during the school day, with full pay during the work year. Personal days may only be taken during the school year with the prior permission of the Superintendent. As much advance notice as possible of the request to take personal time will be given. The School Business Administrator must document the use of personal days in the electronic attendance system prior to the start of the personal day. Unused personal days shall convert to sick days at the conclusion of the school year.

I. **Bereavement Days**

In the event of a death in the family, the School Business Administrator shall be granted allowance, without the loss of pay, for the number of days as follows:

Five (5) days for a death in the immediate family, which shall be defined as spouse, father, mother, child, brother, sister, grandchild, grandparent, mother-in-law, father-in-law, sister-in-law, and brother-in-law, and in the case of spousal equivalency relationships, the immediate family members of the spousal equivalent, and any relative making his or her home with the School Business Administrator's family, provided that the absence is necessary and unavoidable. Notwithstanding the foregoing limitations, the term "spouse" shall be interpreted as including all those who have legal status under New Jersey or Federal law that can be reasonably interpreted as constituting "spousal equivalency"

relationships, and shall specifically include those registered under the New Jersey Domestic Partnership Act or the New Jersey Civil Union Act.

One (1) day for the death of a relative of the second degree, which shall be defined as aunt, uncle, nephew, niece and cousin.

The School Business Administrator will be permitted to use a maximum of twenty (20) bereavement days per year, with additional days as per the approval of the Superintendent.

These days shall be taken at the time of death unless written permission is given by the Superintendent.

J. **Travel**

Reimbursement for travel will be provided in accordance with the Commissioner of Education's March 17, 2008, memorandum in accordance with N.J.S.A. 18A:11-12 with respect to travel and meal reimbursement as promulgated by the New Jersey Office of Management and Budget.

K. **Technology**

The School Business Administrator shall be provided with a laptop for professional and personal duties. This item shall remain property of the West Orange Board of Education.

L. **Car Allowance**

The School Business Administrator shall receive a non-pensionable monthly car allowance of \$175.00.

M. **Tuition Reimbursement**

In accordance with N.J.S.A. 18A:6-8.5, following the completion of one year of employment, the Board shall reimburse the School Business Administrator for tuition costs incurred for graduate level courses at an accredited institution that are part of a formal program of studies leading to the awarding of a Doctoral Degree in an area of discipline judged to be of benefit to the Board. The School Business Administrator shall seek the approval of the Superintendent prior to enrolling in any

graduate course of study. Annual maximum reimbursement will be \$5,000.00, beginning in year two (2) of employment.

ARTICLE V

ANNUAL EVALUATION

A. The Superintendent shall evaluate the performance of the School Business Administrator at least once a year, and shall complete the evaluation process by no later than July 1st. Each annual evaluation shall be in writing. A copy of the evaluation shall be provided to the School Business Administrator, and the School Business Administrator and the Superintendent shall meet to discuss the findings. The evaluations shall be based upon the criteria adopted by the Board, the goals and objectives of the District, the responsibilities of the School Business Administrator as set forth in the job description for the position of School Business Administrator, and such other criteria as established by the Board and/or established State Board of Education shall be regulation prescribe.

In the event that the Superintendent determines that the performance of the School Business Administrator is unsatisfactory in any respect, he shall describe in writing, and in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include specific recommendations for improvement in all instances where the Superintendent deems performance to be unsatisfactory. The School Business Administrator shall have the right to respond in writing to the evaluation within ten (10) school days of the meeting. This response shall become a permanent attachment to the evaluation in question.

ARTICLE VI

TERMINATION OF EMPLOYMENT CONTRACT

A. This Contract shall terminate, the School Business Administrator's employment will cease and no salary shall thereafter be paid, under any one of the following circumstances:

(1) Failure to possess/obtain proper certification:

(2) Revocation or suspension of the School Business Administrator's certificate, in

which case this Contract shall be null and void as of the date of revocation, as required by N.J.S.A.

18A:17-15.1;

(3) Forfeiture under N.J.S.A. 2C:51-2;

(4) Mutual agreement of the parties;

(5) Notification in writing by the Superintendent to the School Business Administrator, on or before May 15, 2024, that he does not intend to renew this Contract; or

(6) Material misrepresentation of employment history, educational and professional credentials, and criminal background subject to N.J.S.A. 18A:6-10.

(7) Violation of any terms of this Contract.

B. Nothing in this Contract shall affect the Board's rights with regard to suspension under N.J.S.A. 18A:6-8.3 and applicable case law.

C. The School Business Administrator may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the Board, filed with the Board Secretary, of her intention to resign.

D. The Board may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the School Business Administrator.

ARTICLE VII

COMPLETE AGREEMENT

This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.

ARTICLE VIII

SAVINGS AND CONFLICTS CLAUSE

If, during the term of this Contract, it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Employment Contract is not affected by such a ruling and shall remain in full force. In the event of any conflict between the terms, conditions and provisions of this Employment Contract and the provisions of the Board's policies or any permissive Federal or State law, the terms of this Employment Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of this Contract.

ARTICLE IX

INDEMNIFICATION

The Board shall defend, hold harmless and indemnify the School Business Administrator from any and all demands, claims, suits, actions and legal proceedings of any kind brought against the School Business Administrator acting in his capacity as an agent and/or the School Business Administrator of the Board in accordance with Board policy and N.J.S.A. 18A:16-6.

WHEREAS, the School Business Administrator has approved of the terms and conditions of the Employment Contract; and

WHEREAS, this Employment Contract has been approved by a vote of the Members of the West Orange Board of Education at its meeting of June 12th, 2023, and has been made a part of the minutes of that meeting;

IN WITNESS WHEREOF, the parties have set their hand and seals to this Employment Contract effective on the day and year first above written.

WEST ORANGE BOARD OF EDUCATION

Tonya M. Flowers
School Business Administrator/Board Secretary

Date: _____

Brian Rock
Board President

Date: _____

Date: _____

Applications for Absence for School Business 2023-2024
7-25-2023

Name	Position	School	Conference	Dates	Amount	Funded
Margaret Da Costa Pereira	Preschool Instructional Coach	WOELC	HighScope Trainer of Teacher Course Virtual	7/24/23 - 6/20/24	\$4,900	ESSER III
Lou Quagliato	Director of Fine Arts	Administration Building	New Jersey Music Administrators (NJMAA) workshop/roundtable and Executive Board meetings New Brunswick	9/15/23, 10/6/23, 11/3/23, 12/1/23, 1/5/24, 2/2/24, 3/1/24, 4/12/24, 5/3/24, 6/7/24	\$0	

**West Orange School District Overnight Field Trips
2023 - 2024 School Year
July 17, 2023**

School	Grades	Course / Group	Destination	City	State
WOHS	10-12	Cheerleading	UCA Trails End Cheerleading Camp	Beach Lake	PA

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 2023-2024 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
2606059	Arc of Essex County	Extended School Year Tuition: \$3,795.00	Budgeted
2113011	Bergen Cty. Special Services	Extended School Year Tuition: \$5,550.00	Budgeted
1705068	Bergen Cty. Special Services	Extended School Year Tuition: \$5,550.00 1:1 Aide: \$4,250.00 Extra Therapy Session: \$260.00	Budgeted
2209144	Bergen Cty. Special Services	Extended School Year Tuition: \$5,550.00	Budgeted
2002028	Calais School	Extended School Year Tuition: \$12,257.40	Budgeted
2806151	DCCF D/B/A/ Limitless	Extended School Year Tuition: \$5,758.00 1:1 Aide: \$2,346.00	Budgeted
1808076	DCCF D/B/A/ Limitless	Extended School Year Tuition: \$5,758.00 1:1 Aide: \$2,346.00	Budgeted
1913010	DCCF D/B/A/ Limitless	Extended School Year Tuition: \$5,758.00 1:1 Aide: \$2,346.00	Budgeted
1913011	DCCF D/B/A/ Limitless	Extended School Year Tuition: \$5,758.00 1:1 Aide: \$2,346.00	Budgeted
1010091	DCCF D/B/A/ Limitless	Extended School Year Tuition: \$5,758.00 1:1 Aide: \$2,346.00	Budgeted
1204043	Flex School	Extended School Year Tuition: \$9,500.00	Budgeted
1913053	Lake Drive School	Extended School Year Tuition: \$8,420.00 1:1 Aide: \$3,536.00 Extra Occupational Therapy: \$239.80	Budgeted

1406078	Lake Drive School	Extended School Year Tuition: \$8,420.00	Budgeted
1607109	Morris Union Jointure Commission	Extended School Year Tuition: \$16,970.00 1:1 Aide Services: \$7,531.00	Budgeted
2907108	Morris Union Jointure Commission	Extended School Year Tuition: \$16,970.00 1:1 Aide Services: \$7,531.00	Budgeted
2506155	Morris Union Jointure Commission	Extended School Year Tuition: \$16,970.00 1:1 Aide Services: \$7,531.00	Budgeted
1606062	Morris Union Jointure Commission	Extended School Year Tuition: \$16,970.00 1:1 Aide Services: \$7,531.00	Budgeted
2706056	Allegro School	Tuition: \$124,122.60 210 days @ \$591.06/day 1:1 Aide: \$31,500.00 210 days @ \$150.00/day	Budgeted
1901008	Autism Education and Sports Academy	Tuition: \$76,683.75 181.5 days @ \$422.50/day	Budgeted
1505070	Bayan School	Tuition: \$67,134.70 202 days @ \$332.35/day	Budgeted
1105097	Bonnie Brae	Tuition: \$92,020.00 214 days @ \$430.00/day	Budgeted
1207143	Caldwell University Center for Autism	Extended School Year Tuition: \$30,000.00 Tuition: \$216,000.00	Unbudgeted
2806151	Celebrate the Children	Tuition: \$77,085.00 180 days @ \$428.25/day 1:1 Aide: \$31,500.00 180 days @ \$175.00/day	Budgeted
1808076	Celebrate the Children	Tuition: \$77,085.00 180 days @ \$428.25/day 1:1 Aide: \$31,500.00	Budgeted

		180 days @ \$175.00/day	
1913011	Celebrate the Children	Tuition: \$77,085.00 180 days @ \$428.25/day 1:1 Aide: \$31,500.00 180 days @ \$175.00/day	Budgeted
1913010	Celebrate the Children	Tuition: \$77,085.00 180 days @ \$428.25/day 1:1 Aide: \$31,500.00 180 days @ \$175.00/day	Budgeted
1010091	Celebrate the Children	Tuition: \$77,085.00 180 days @ \$428.25/day 1:1 Aide: \$31,500.00 180 days @ \$175.00/day	Budgeted
2111007	Center School	Tuition: \$88,154.00 200 days @ \$440.77/day	Budgeted
1004086	Chancellor Academy	Tuition:\$88,491.76 203 days @ \$435.92/day	Budgeted
1105013	Chancellor Academy	Tuition:\$88,491.76 203 days @ \$435.92/day	Budgeted
1809088	Chapel Hill Academy	Tuition: \$74,160.00 180.00 days @ \$412.00/day	Budgeted
2105001	Chapel Hill Academy	Tuition: \$86,520.00 210.00days @ \$412.00/day 1:1 Aide: \$44,100.00 210 days @ \$210.00/day	Budgeted
1604047	Chapel Hill Academy	Tuition: \$74,160.00 180.00 days @ \$412.00/day	Budgeted
1707081	Chapel Hill Academy	Tuition: \$86,520.00 210.00 days @ \$412.00/day	Budgeted
1204079	Chapel Hill Academy	Tuition: \$74,160.00	Budgeted

		180.00 days @ \$412.00/day	
1409115	Chapel Hill Academy	Tuition: \$86,520.00 210.00 days @ \$412.00/day	Budgeted
2806123	Cornerstone Day School	Tuition: \$100,975.60 220 days @ \$458.98/day	Budgeted
2907055	Cornerstone Day School	Tuition: \$100,975.60 220 days @ \$458.98/day	Budgeted
2506122	Crossroads Academy	Tuition: \$99,510.00 214 days @ \$465.00/day 1:1 Aide: \$42,800.00 214 days @ \$200.00/day	Budgeted
1110021	Crossroads Academy	Tuition: \$97,185.00 209 days @ \$465.00/day 1:1 Aide: \$41,800.00 209 days @ \$200.00/day	Budgeted
1004099	Deron I	Tuition: \$79,346.40 210 days @ \$377.84/day	Budgeted
1004100	Deron I	Tuition: \$79,346.40 210 days @ \$377.84/day	Budgeted
1307137	Deron II	Tuition: \$79,346.40 210 days @ \$377.84/day 1:1 Aide: \$47,250.00 210 days @ \$225.00/day	Budgeted
2101154	Deron II	Tuition: \$79,346.40 210 days @ \$377.84/day 1:1 Aide: \$ 47,250.00 210 days @ \$225.00/day	Budgeted
2706123	Deron II	Tuition: \$79,346.40 210 days @ \$377.84/day 1:1 Aide: \$47,250.00 210 days @ \$225.00/day	Budgeted

1811040	Deron II	Tuition: \$79,346.40 210 days @ \$377.84/day 1:1 Aide: \$47,250.00 210 days @ \$225.00/day	Budgeted
1104109	East Mountain School	Tuition: \$86,165.10 210 days @ \$410.31/day	Unbudgeted
246102	ECLC of New Jersey	Tuition: \$71,446.00 200 days @ \$357.23/day	Budgeted
2008063	Educational Partnership for Instructing Children	Tuition: \$119,620.20 210 days @ \$569.62/day	Budgeted
2113075	Felician School For Exceptional Children	Tuition: \$69,366.80 202 days @ \$343.40/day	Budgeted
1204043	Flex School	Tuition: \$62,500.00	Budgeted
2201078	Gramon School	Tuition: \$100,008.88 212 days @ \$471.74/day 1:1 Aide: \$59,360.00 212 days @ \$280.00/day	Budgeted
2910112	Gramon School	Tuition: \$100,008.88 212 days @ \$471.74/day 1:1 Aide: \$59,360.00 212 days @ \$280.00/day	Budgeted
2910113	Gramon School	Tuition: \$100,008.88 212 days @ \$471.74/day 1:1 Aide: \$59,360.00 212 days @ \$280.00/day	Budgeted
2910100	Gramon School	Tuition: \$100,008.88 212 days @ \$471.74/day 1:1 Aide: \$59,360.00 212 days @ \$280.00/day	Budgeted
1304008		Tuition: \$64,869.00	Budgeted

	Hunterdon Preparatory School	210 days @ \$308.90/day	
1409058	Lakeview Learning Center	Tuition: \$14,250.00 30 days @ \$475.00/day	Budgeted
1209097	Lakeview Learning Center	Tuition: \$99,750.00 210 days @ \$475.00/day	Budgeted
1906064	Matheny Medical and Educational Center	Tuition: \$121,000.00 220 days @ \$550.00/day 1:1 Aide: \$42.900. 220 days @ \$195.00/day	Budgeted
246142	Matheny Medical and Educational Center	Tuition: \$121,000.00 220 days @ \$550.00/day	Budgeted
1607109	Morris Union Jointure Commission	Tuition: \$101,820.00	Budgeted
2907108	Morris Union Jointure Commission	Tuition: \$101,820.00	Budgeted
2506155	Morris Union Jointure Commission	Tuition: \$101,820.00	Budgeted
1606062	Morris Union Jointure Commission	Tuition: \$101,820.00	Budgeted
2013010	Mount Carmel Guild	Tuition: \$62,000.00 200 days @ \$310.00/day 1:1 Aide: \$49,200.00 200 days @ \$246.00/day	Budgeted
1813040	Mount Carmel Guild	Tuition: \$62,000.00 200 days @ \$310.00/day 1:1 Aide: \$24,600.00 200 days @ \$123.00/day	Budgeted
2113077	Mount Carmel Guild	Tuition: \$62,000.00 200 days @ \$310.00/day	Budgeted

		1:1 Aide: \$24,600.00 200 days @ \$123.00/day	
1813016	Mount Carmel Guild	Tuition: \$62,000.00 200 days @ \$310.00/day 1:1 Aide: \$24,600.00 200 days @ \$123.00/day	Budgeted
1308110	Mount Carmel Guild	Tuition: \$55,800.00 180 days @ \$310.00/day	Budgeted
1404046	Mount Carmel Guild	Tuition: \$62,000.00 200 days @ \$310.00/day	Budgeted
1610070	Mount Carmel Guild	Tuition: \$62,000.00 200 days @ \$310.00/day 1:1 Aide: \$49,200.00 200 days @ \$246.00/day	Budgeted
1406078	Mountain Lakes Board of Education-Lake Drive Sch.	Tuition: \$84,200.00 1:1 Aide: \$35,360.00 Extra Occupational Therapy: \$2,398.00	Budgeted
1913053	Mountain Lakes Board of Education-Lake Drive Sch.	Tuition: \$84,200.00	Budgeted
2506098	New Beginnings	Tuition: \$91,584.00 212 days @ \$432.00/day	Budgeted
1913043	New Beginnings	Tuition: \$91,584.00 212 days @ \$432.00/day 1:1 Aide: \$59,360.00 212 days @ \$280.00/day	Budgeted
246140	New Beginnings	Tuition: \$85,536.00 198 days @ \$432.00/day	Budgeted
2908098	Newmark High School	Tuition: \$67,329.00 180 days @ \$374.05/day	Budgeted
1108035	Newmark High School	Tuition: \$73,687.85	Budgeted

		197 days @ \$374.05/day	
1404034	Newmark High School	Tuition: \$73,687.85 197 days @ \$374.05/day	Budgeted
1910063	Newmark School	Tuition: \$62,042.40 180 days @ \$344.68/day	Unbudgeted
1813029	P.G Chambers School	Tuition: \$98,828.10 210 days @ \$470.61/day	Budgeted
2213034	P.G Chambers School	Tuition: \$98,828.10 210 days @ \$470.61/day	Budgeted
2213070	P.G Chambers School	Tuition: \$98,828.10 210 days @ \$470.61/day	Budgeted
1607079	Phoenix Center	Tuition: \$83,569.86 198 days @ \$422.07/day 1:1 Aide: \$36,630.00 198 days @ \$185.00/day	Budgeted
1209103	Phoenix Center	Tuition: \$83,569.86 198 days @ \$422.07/day 1:1 Aide: \$36,630.00 198 days @ \$185.00/day	Budgeted
2213061	Pillar Elementary School	Tuition: \$85,184.40 210 days @ \$405.64/day 1:1 Aide: \$48,300.00 210 days @ \$230.00/day	Budgeted
1608087	Pillar Elementary School	Tuition: \$85,184.40 210 days @ \$405.64/day 1:1 Aide: \$48,300.00 210 days @ \$230.00/day	Budgeted
1913036	Pillar Elementary School	Tuition: \$85,184.40 210 days @ \$405.64/day 1:1 Aide: \$48,300.00 210 days @ \$230.00/day	Budgeted

2907054	Pillar High School	Tuition: \$86,041.20 210 days @ \$409.72/day 1:1 Aide: \$48,300.00 210 days @ \$230.00/day	Budgeted
2806125	Pillar High School	Tuition: \$86,041.20 210 days @ \$409.72/day	Budgeted
1901007	Pillar High School	Tuition: \$86,041.20 210 days @ \$409.72/day 1:1 Aide: \$48,300.00 210 days @ \$230.00/day	Budgeted
2111004	Pillar High School	Tuition: \$86,041.20 210 days @ \$409.72/day	Budgeted
1004013	Sage Alliance Schools	Tuition: \$71,656.00	Budgeted
2606148	Shepard Preparatory High School	Tuition: \$71,861.94 213 days @ \$337.38/day	Budgeted
1407061	Shepard Preparatory High School	Tuition: \$71,861.94 213 days @ \$337.38/day	Budgeted
1406082	Spectrum 360-Lower School	Tuition: \$87,684.65 205 days @ \$427.73/day 1:1 Aide: \$37,925.00 205 days @ \$185.00/day	Budgeted
1713014	Spectrum 360-Lower School	Tuition: \$87,684.65 205 days @ \$427.73/day 1:1 Aide: \$37,925.00 205 days @ \$185.00/day	Budgeted
1308109	Spectrum 360-Lower School	Tuition: \$87,684.65 205 days @ \$427.73/day 1:1 Aide: \$37,925.00 205 days @ \$185.00/day	Budgeted
1905084	Spectrum 360-Lower School	Tuition: \$87,684.65 205 days @ \$427.73/day	Budgeted

		1:1 Aide: \$37,925.00 205 days @ \$185.00/day	
2706115	Spectrum 360-Upper School	Tuition: \$87,971.65 205 days @ \$429.13/day 1:1 Aide: \$37,925.00 205 days @ \$185.00/day	Budgeted
246125	Spectrum 360-Upper School	Tuition: \$87,971.65 205 days @ \$429.13/day 1:1 Aide: \$37,925.00 205 days @ \$185.00/day	Budgeted
2907120	Spectrum 360-Upper School	Tuition: \$87,971.65 205 days @ \$429.13/day 1:1 Aide: \$37,925.00 205 days @ \$185.00/day	Budgeted
2806059	Spectrum 360-Upper School	Tuition: \$87,971.65 205 days @ \$429.13/day 1:1 Aide: \$37,925.00 205 days @ \$185.00/day	Budgeted
1308091	Spectrum 360-Upper School	Tuition: \$87,971.65 205 days @ \$429.13/day 1:1 Aide: \$37,925.00 205 days @ \$185.00/day	Budgeted
2213067	Summit Speech School	Tuition: \$66,150.00 210 days @ \$315.00/day	Budgeted
2113056	Summit Speech School	Tuition: \$66,150.00 210 days @ \$315.00/day 1:1 Aide: \$27,357.00 210 days @ \$130.27/day	Budgeted
1406086	Westbridge Academy	Tuition: \$95,748.00 202 days @ \$474.00/day	Budgeted
1809087	Westbridge Academy	Tuition: \$95,748.00 202 days @ \$474.00/day	Budgeted

2110005	Westbridge Academy	Tuition: \$95,748.00 202 days @ \$474.00/day	Budgeted
1206048	Windsor Learning Center	Tuition: \$72,870.00 210 days @ \$347.00/day	Budgeted
1204070	Windsor Prep High School	Tuition: \$68,977.92 213 days @ \$323.84/day 1:1 Aide: \$34,143.90 213 days @ \$160.30/day	Unbudgeted
2910107	Windsor Prep High School	Tuition: \$68,977.92 213 days @ \$323.84/day	Budgeted
1207138	Windsor Prep High School	Tuition: \$68,977.92 213 days @ \$323.84/day	Budgeted
2908102	Windsor School	Tuition: \$92,820.00 210 days @ \$442.00/day	Budgeted
2908103	Windsor School	Tuition: \$92,820.00 210 days @ \$442.00/day	Budgeted
2706125	YCS – Sawtelle Learning Center	Tuition: \$78,965.19 199 days @ \$396.81	Budgeted
2706137	YCS – Sawtelle Learning Center	Tuition: \$78,965.19 199 days @ \$396.81	Budgeted
2013041	YCS – Sawtelle Learning Center	Tuition: \$78,965.19 199 days @ \$396.81 1:1 Aide: 40,912.41 199 days @ \$205.59	Budgeted

May 2023 Transfers					
From			To		
11-000-100-565	Tuition-CSSD	15,000	11-000-100-566	Tuition-Private Handicapped	15,000
11-190-100-440	Rental	18,000	11-000-218-390	Guidance-Oth Pur Srv	18,000
11-000-219-104	CST-Salaries	2,000	11-000-219-105	CST-Sal-Sec-Sub	2,000
11-000-230-105	Sal-Sec-Supt Off	2,000			
11-000-230-339	Pur Prof-Negotiator	100	11-000-230-110	Salaries-Other	2,000
11-000-230-580	Asst Supt-Travel	1,000	11-000-230-332	Audit Fees	100
11-000-230-610	Asst Supt-Supplies	2,000	11-000-230-590	Misc Pur Srv-Bonds	3,000
11-000-240-105	School Admin-Sal-Sec	10,000	11-000-240-103	Sal-Principals	10,000
11-000-251-440	Business Off-Rental	10,000	11-000-251-199	Business Off/HR-Vac Payout	15,500
11-000-251-592	Personnel-Advertising	6,800	11-000-251-600	Business Off-Supplies	1,300
11-000-291-270	Health Benefits	125,000	11-000-261-420	Maint/Repair Contracted Srv	125,000
			11-000-262-420	Vehicle Repair	5,000
11-000-262-580	Travel	500	11-000-262-441	Custodial-Rental	500
11-000-262-621	Heating	17,000	11-000-262-490	Equip Rental	67,000
11-000-262-622	Electric	65,000	11-000-262-610	Custodial-Supplies	10,000
11-000-262-621	Heating	28,000			
11-000-262-622	Electric	84,000			
11-000-263-610	Grounds-Supplies	10,000	11-000-263-420	Grounds-Maint/Repairs	122,000
			11-000-270-107	Transportation-Bus Monitors	55,000
11-000-270-503	Transportation-Aid in Lieu	160,000	11-000-270-161	Transportation-Drivers-P/T	65,000
11-000-270-517	Transportation-ESC N/P	6,500	11-000-270-162	Transportation-Curr/Ath	40,000
			11-000-270-350	Transportation-Admin Fee	6,500
11-000-291-270	Health Benefits	120,000	11-000-270-512	Transportation-Ath/Field Trips	120,000
11-000-291-270	Health Benefits	50,000	11-000-291-260	W/Comp	50,000
11-000-291-249	Oth Retirement Contrib	10,300	11-000-291-290	Health Waivers	10,300
11-000-100-566	Tuition-Private Handicapped	300,000	11-000-310-930	Transfer to cover-Food Service	300,000
11-000-217-320	Extraordinary Srv-Pur Prof Srv	30,000	11-150-100-101	Home Instruction-Sal-Reg Ed	30,000
11-000-216-320	Related Service-Srv	105,000	11-190-100-320	Prof Ed Srv	105,000
11-216-100-106	Preschool Prog-Sal-Aides	2,000	11-216-100-600	Preschool Prog-Supplies	2,000
11-401-100-890	Co-Curr-Misc Exp	2,500	11-401-100-500	Co-Curr-Pur Srv	2,500
11-402-100-100	Athletics-Salaries	100	11-402-100-500	Athletics-Pur Srv	100
11-402-100-420	Athletics-Maint/Repair	40,000	11-402-100-600	Athletics-Supplies	10,000
11-402-100-890	Athletics-Misc Exp	18,000	12-402-100-730	Equip-Athletics	48,000
TOTALS		1,240,800	TOTALS		1,240,800

6/20 8:28am

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
General Fund - Fund 10
Interim Balance Sheet
For 11 Month Period Ending 05/31/2023

ASSETS AND RESOURCES

--- A S S E T S ---

101	Cash in bank		\$26,098,734.93
102-107	Cash and cash equivalents		\$27,959.74
116	Capital reserve Account		\$2,368,611.59
117	Maint. Reserve Account		\$2,000,166.03
121	Tax levy receivable		\$12,308,861.33
	Accounts receivable:		
141	Intergovernmental - State	\$3,487,263.41	
153,154	Other (net of est uncollectible of \$_____)	\$833,496.90	\$4,320,760.31
	Other Current Assets		\$21,578.00

--- R E S O U R C E S ---

301	Estimated Revenues	179,971,198.00	
302	Less Revenues	(177,728,327.71)	
			\$2,242,870.29
	Total assets and resources		\$49,389,542.22

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
General Fund - Fund 10
Interim Balance Sheet
For 11 Month Period Ending 05/31/2023

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LIABILITIES AND FUND EQUITY

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--- L I A B I L I T I E S ---

421	Accounts Payable	\$5,732,444.52
	Other current liabilities including Net Assets	\$7,608,753.10
TOTAL LIABILITIES		\$13,341,197.62

F U N D B A L A N C E

--- A p p r o p r i a t e d ---

753	Reserve for Encumbrances - Current Year	\$17,432,805.05
754	Reserve for Encumbrance - Prior Year	\$245,848.08
	Reserved fund balance:	
761	Capital reserve account -	\$2,368,499.41
604	Add: Increase in capital reserve	\$100.00
		\$2,368,599.41
769	Restricted Balance for Unemployment Fund	\$452,914.00
580	Unemployment Trust Liability	\$217,630.00
		\$217,630.00
764	Reserve for Maintenance	\$2,000,035.06
606	Add: Increase in Maintenance Reserve	\$100.00
		\$2,000,135.06
601	Appropriations	186,741,697.96
602	Less : Expenditures	166,514,661.46
603	Encumbrances	\$17,678,653.13 (184,193,314.59)
		\$2,548,383.37
	Total Appropriated	\$25,266,314.97
--- U n a p p r o p r i a t e d ---		
770	Unreserved Fund Balance -	\$14,675,522.63
303	Budgeted Fund Balance	(\$3,893,493.00)

TOTAL FUND BALANCE	\$36,048,344.60
TOTAL LIABILITIES AND FUND EQUITY	\$49,389,542.22

West Orange Board of Education
General Fund - Fund 10
Interim Balance Sheet
For 11 Month Period Ending 05/31/2023

RECAPITULATION OF FUND BALANCE:

	Budgeted	Actual	Variance
Appropriations	186,741,697.96	184,193,314.59	\$2,548,383.37
Revenues	(179,971,198.00)	(177,728,327.71)	(\$2,242,870.29)
	<u>\$6,770,499.96</u>	<u>\$6,464,986.88</u>	<u>\$305,513.08</u>
Change in Capital Reserve accounts:			
604 Plus - Increase in reserve	\$100.00		
Change in Tuition Reserve accounts:			
Change in Maintenance Reserve account:			
606 Plus - Increase in reserve	\$100.00		
Change in Unemployment Fund account:			
580 Plus - Increase in reserve	\$217,630.00		
Subtotal Reserve Adjustments	<u>\$217,830.00</u>	<u>\$217,830.00</u>	
Less: Adjust for prior year encumb.	<u>(\$2,877,206.96)</u>	<u>(\$2,877,206.96)</u>	
Budgeted Fund Balance	<u>\$4,111,123.00</u>	<u>\$3,805,609.92</u>	<u>\$305,513.08</u>
Recapitulation of Budgeted Fund Balance by Subfund			
Fund 10 (includes 10, 11, 12, and 13)	<u>\$4,111,123.00</u>	<u>\$3,805,609.92</u>	<u>\$305,513.08</u>
TOTAL Budgeted Fund Balance	<u>\$4,111,123.00</u>	<u>\$3,805,609.92</u>	<u>\$305,513.08</u>

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 11 Month Period Ending 05/31/2023

		BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***					
1XXX	From Local Sources	148,065,135.00	148,092,294.95		(\$27,159.95)
3XXX	From State Sources	\$31,672,985.00	\$29,372,985.00		\$2,300,000.00
4XXX	From Federal Sources	\$233,078.00	\$260,252.83		(\$27,174.83)
52XX	From Transfers		\$2,794.93		(\$2,794.93)
TOTAL REVENUE/SOURCES OF FUNDS		179,971,198.00	177,728,327.71		\$2,242,870.29
*** EXPENDITURES ***					
		APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
--- CURRENT EXPENSE ---					
11-1XX-100-XXX	Regular Programs - Instruction	\$52,162,882.60	\$46,657,167.80	\$5,081,272.66	\$424,442.14
11-2XX-100-XXX	Special Education - Instruction	\$19,160,612.00	\$16,975,697.89	\$2,000,102.60	\$184,811.51
11-230-100-XXX	Basic Skills - Remedial Instruction	\$3,312,014.00	\$2,984,739.44	\$323,988.71	\$3,285.85
11-240-100-XXX	Bilingual Education - Instruction	\$1,773,556.00	\$1,588,961.45	\$180,942.36	\$3,652.19
11-401-100-XXX	School-Spon. Cocurr. Acti-Instr	\$736,395.00	\$606,783.91	\$61,685.66	\$67,925.43
11-402-100-XXX	School-Spons. Athletics - Instruction	\$1,690,028.61	\$1,582,230.87	\$89,345.63	\$18,452.11
--- UNDISTRIBUTED EXPENDITURES ---					
11-000-100-XXX	Instruction	\$11,106,155.69	\$10,175,296.55	\$608,695.93	\$322,163.21
11-000-211-XXX	Attendance and Social Work Services	\$268,077.00	\$250,360.64	\$15,338.92	\$2,377.44
11-000-213-XXX	Health Services	\$1,710,400.94	\$1,445,127.22	\$218,422.31	\$46,851.41
11-000-216-XXX	Speech, OT, PT & Related Svcs	\$2,728,603.00	\$2,243,778.18	\$446,170.04	\$38,654.78
11-000-217-XXX	Other Support Serv - Students Extra Srvc	\$788,384.00	\$601,806.85	\$101,808.80	\$84,768.35
11-000-218-XXX	Guidance	\$3,544,430.00	\$3,174,703.49	\$319,593.89	\$50,132.62
11-000-219-XXX	Child Study Teams	\$4,719,326.00	\$4,115,584.40	\$490,448.89	\$113,292.71
11-000-221-XXX	Improv of Inst. - Instruc Staff	\$2,254,219.17	\$1,836,814.93	\$378,163.96	\$39,240.28
11-000-222-XXX	Educational Media Serv/School Library	\$1,380,745.46	\$1,245,062.77	\$131,170.66	\$4,512.03
11-000-223-XXX	Instructional Staff Training Services	\$286,314.10	\$148,328.65	\$14,336.68	\$123,648.77
11-000-230-XXX	Supp. Serv.-General Administration	\$2,664,241.71	\$2,327,333.99	\$261,026.42	\$75,881.30
11-000-240-XXX	Supp. Serv.-School Administration	\$6,681,176.09	\$5,877,381.76	\$752,424.46	\$51,369.87
11-000-25X-XXX	Central Serv & Admin. Inform. Tech.	\$3,483,415.71	\$3,136,704.39	\$301,759.33	\$44,951.99
11-000-261-XXX	Require Maint. for School Facilities	\$2,356,730.34	\$1,801,943.09	\$462,242.54	\$92,544.71
11-000-262-XXX	Custodial Services	\$10,564,992.16	\$9,002,658.11	\$1,412,431.70	\$149,902.35
11-000-263-XXX	Care and Upkeep of Grounds	\$1,344,158.86	\$1,161,229.99	\$146,463.33	\$36,465.54
11-000-266-XXX	Security	\$1,182,091.58	\$1,026,574.43	\$136,792.08	\$18,725.07
11-000-270-XXX	Student Transportation Services	\$15,679,149.13	\$13,989,418.36	\$1,640,612.45	\$49,118.32
11-XXX-XXX-2XX	Allocated and Unallocated Benefits	\$29,329,453.24	\$28,114,005.68	\$1,129,642.28	\$86,805.28
11-000-310-XXX	Food Services	\$350,000.00	.00	.00	\$350,000.00
TOTAL GENERAL CURRENT EXPENSE		181,257,552.39	162,069,694.84	\$16,703,882.29	\$2,483,975.26
EXPENDITURES/USES OF FUNDS					

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 11 Month Period Ending 05/31/2023

	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
*** EXPENDITURES - cont'd ***				
*** CAPITAL OUTLAY ***				
12-XXX-XXX-73X Equipment	\$603,922.57	\$371,687.50	\$226,743.20	\$5,491.87
12-000-4XX-XXX Facilities acquisition & constr. serv.	\$4,411,781.00	\$3,610,952.12	\$748,027.64	\$52,801.24
TOTAL CAP OUTLAY EXPEND./USES OF FUNDS	\$5,015,703.57	\$3,982,639.62	\$974,770.84	\$58,293.11
10-000-100-56X Transfer of Funds to Charter Schools	\$468,442.00	\$462,327.00	.00	\$6,115.00
TOTAL GENERAL FUND EXPENDITURES	186,741,697.96	166,514,661.46	\$17,678,653.13	\$2,548,383.37

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
SCHEDULE OF REVENUES
ACTUAL COMPARED WITH ESTIMATED
For 11 Month Period Ending 05/31/2023

		ESTIMATED	ACTUAL	UNREALIZED
--- LOCAL SOURCES ---				
1210	Local Tax Levy	147,706,335.00	147,706,335.00	.00
1310	Tuition from Individuals	\$10,000.00	\$900.00	\$9,100.00
1320	Tuition from LEAs Within State	\$155,351.00	\$232,693.50	(\$77,342.50)
1910	Rents and Royalties	\$50,000.00	\$28,065.00	\$21,935.00
1XXX	Miscellaneous	\$143,449.00	\$124,301.45	\$19,147.55
	TOTAL LOCAL	<u>148,065,135.00</u>	<u>148,092,294.95</u>	<u>(\$27,159.95)</u>
--- STATE SOURCES ---				
3121	Categorical Transportation Aid	\$3,033,009.00	\$3,033,009.00	.00
3131	Extraordinary Aid	\$2,250,000.00	.00	\$2,250,000.00
3132	Categorical Special Education Aid	\$4,159,988.00	\$4,159,988.00	.00
3176	Equalization	\$20,313,635.00	\$20,313,635.00	.00
3177	Categorical Security	\$1,866,353.00	\$1,866,353.00	.00
3190	Other Unrestricted State Aid	\$50,000.00	.00	\$50,000.00
	TOTAL	<u>\$31,672,985.00</u>	<u>\$29,372,985.00</u>	<u>\$2,300,000.00</u>
--- FEDERAL SOURCES ---				
4200	Federal Grants including Medicaid Reimbursement	\$233,078.00	\$229,263.62	\$3,814.38
4210	FFCRA/SEMI and ARRA/SEMI Revenue		\$30,989.21	(\$30,989.21)
	TOTAL	<u>\$233,078.00</u>	<u>\$260,252.83</u>	<u>(\$27,174.83)</u>
--- OTHER FINANCING SOURCES ---				
52XX	Transfers from other funds		\$2,794.93	(\$2,794.93)
	TOTAL	<u>\$0.00</u>	<u>\$2,794.93</u>	<u>(\$2,794.93)</u>
	TOTAL REVENUES/SOURCES OF FUNDS	<u>179,971,198.00</u>	<u>177,728,327.71</u>	<u>\$2,242,870.29</u>

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 11 Month Period Ending 05/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
*** GENERAL CURRENT EXPENSE ***				
--- Regular Programs - Instruction ---				
11-105-100-936 Local Contrib-Tfr to Spc Rev-Inclusion	\$53,106.00	\$53,106.00	.00	.00
11-110-100-101 Kindergarten - Salaries of Teachers	\$2,401,167.00	\$2,087,402.30	\$240,851.02	\$72,913.68
11-120-100-101 Grades 1-5 - Salaries of Teachers	\$16,783,010.00	\$15,050,752.80	\$1,698,467.00	\$33,790.20
11-130-100-101 Grades 6-8 - Salaries of Teachers	\$11,232,325.00	\$10,021,972.66	\$1,164,892.64	\$45,459.70
11-140-100-101 Grades 9-12 - Salaries of Teachers	\$16,399,782.00	\$14,759,173.28	\$1,597,529.80	\$43,078.92
--- Regular Programs - Home Instruction ---				
11-150-100-101 Salaries of Teachers	\$163,650.00	\$143,132.21	\$20,000.00	\$517.79
11-150-100-320 Purchased Prof.-Ed. Services	\$110,350.00	\$65,288.61	\$44,741.39	\$320.00
--- Regular Programs - Undistr. Instruction ---				
11-190-100-106 Other Salaries for Instruction	\$934,481.00	\$814,130.01	\$119,203.99	\$1,147.00
11-190-100-320 Purchased Prof.-Ed. Services	\$787,950.00	\$663,999.51	\$100,880.00	\$23,070.49
11-190-100-340 Purchased Technical Services	\$3,000.00	.00	\$2,925.00	\$75.00
11-190-100-500 Other Purch. Serv. (400-500 series)	\$752,478.00	\$708,695.56	\$794.60	\$42,987.84
11-190-100-610 General Supplies	\$2,408,105.60	\$2,186,472.62	\$89,552.22	\$132,080.76
11-190-100-640 Textbooks	\$82,503.00	\$65,588.73	.00	\$16,914.27
11-190-100-800 Other Objects	\$50,975.00	\$37,453.51	\$1,435.00	\$12,086.49
TOTAL	\$52,162,882.60	\$46,657,167.80	\$5,081,272.66	\$424,442.14
--- SPECIAL EDUCATION - INSTRUCTION ---				
Cognitive - Mild:				
11-201-100-101 Salaries of Teachers	\$787,676.00	\$731,913.56	\$55,744.51	\$17.93
11-201-100-106 Other Salaries for Instruction	\$794,746.00	\$722,417.96	\$71,411.52	\$916.52
11-201-100-610 General Supplies	\$5,125.00	\$3,166.94	\$320.14	\$1,637.92
11-201-100-800 Other Objects	\$5,800.00	\$2,782.79	.00	\$3,017.21
TOTAL	\$1,593,347.00	\$1,460,281.25	\$127,476.17	\$5,589.58
Learning and/or Language Disabilities Mild or Moderate:				
11-204-100-101 Salaries of Teachers	\$2,390,657.00	\$2,124,786.54	\$248,206.05	\$17,664.41
11-204-100-106 Other Salaries for Instruction	\$1,263,987.00	\$1,117,391.39	\$146,150.72	\$444.89
11-204-100-610 General Supplies	\$20,107.00	\$4,025.81	\$449.80	\$15,631.39
TOTAL	\$3,674,751.00	\$3,246,203.74	\$394,806.57	\$33,740.69
Behavioral Disabilities:				
11-209-100-101 Salaries of Teachers	\$398,100.00	\$342,259.80	\$39,344.60	\$16,495.60
11-209-100-106 Other Salaries for Instruction	\$200,786.00	\$173,984.10	\$21,406.90	\$5,395.00
11-209-100-610 General supplies	\$13,364.00	\$9,885.87	.00	\$3,478.13
11-209-100-800 Other Objects	\$350.00	\$345.00	.00	\$5.00
TOTAL	\$612,600.00	\$526,474.77	\$60,751.50	\$25,373.73
Multiple Disabilities:				
11-212-100-101 Salaries of Teachers	\$217,985.00	\$196,226.28	\$21,758.20	\$0.52
11-212-100-106 Other Salaries for Instruction	\$460,363.00	\$402,590.39	\$40,771.63	\$17,000.98
11-212-100-610 General supplies	\$6,450.00	\$2,726.26	\$3,184.15	\$539.59
TOTAL	\$684,798.00	\$601,542.93	\$65,713.98	\$17,541.09

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 11 Month Period Ending 05/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
Resource Room/Resource Center:				
11-213-100-101 Salaries of Teachers	\$6,047,361.00	\$5,439,162.52	\$607,591.08	\$607.40
11-213-100-106 Other Salaries for Instruction	\$847,543.00	\$752,898.55	\$94,280.51	\$363.94
11-213-100-610 General supplies	\$23,838.00	\$9,045.68	\$260.48	\$14,531.84
TOTAL	\$6,918,742.00	\$6,201,106.75	\$702,132.07	\$15,503.18
Autism:				
11-214-100-101 Salaries of Teachers	\$999,445.00	\$883,100.79	\$105,125.95	\$11,218.26
11-214-100-106 Other Salaries for Instruction	\$1,493,537.00	\$1,323,432.55	\$153,828.00	\$16,276.45
11-214-100-610 General Supplies	\$84,516.00	\$54,366.33	\$2,649.82	\$27,499.85
11-214-100-800 Other Objects	\$500.00	.00	.00	\$500.00
TOTAL	\$2,577,998.00	\$2,260,899.67	\$261,603.77	\$55,494.56
Preschool Disabilities - Full-Time:				
11-216-100-101 Salaries of Teachers	\$1,125,601.00	\$1,009,766.76	\$114,752.94	\$1,081.30
11-216-100-106 Other Salaries for Instruction	\$1,634,387.00	\$1,422,992.44	\$189,991.88	\$21,402.68
11-216-100-600 General Supplies	\$71,388.00	\$69,223.84	\$82.35	\$2,081.81
TOTAL	\$2,831,376.00	\$2,501,983.04	\$304,827.17	\$24,565.79
Home Instruction:				
11-219-100-101 Salaries of Teachers	\$185,000.00	\$159,693.85	\$25,305.26	\$0.89
11-219-100-320 Purchased Prof.-Ed. Services	\$82,000.00	\$17,511.89	\$57,486.11	\$7,002.00
TOTAL	\$267,000.00	\$177,205.74	\$82,791.37	\$7,002.89
TOTAL SPECIAL ED - INSTRUCTION	\$19,160,612.00	\$16,975,697.89	\$2,000,102.60	\$184,811.51
--- Basic Skills/Remedial-Instruction ---				
11-230-100-101 Salaries of Teachers	\$3,303,739.00	\$2,979,895.99	\$323,659.13	\$183.88
11-230-100-610 General Supplies	\$8,275.00	\$4,843.45	\$329.58	\$3,101.97
TOTAL	\$3,312,014.00	\$2,984,739.44	\$323,988.71	\$3,285.85
--- Bilingual Education-Instruction ---				
11-240-100-101 Salaries of Teachers	\$1,734,311.00	\$1,553,368.64	\$180,942.36	\$0.00
11-240-100-610 General Supplies	\$29,745.00	\$26,092.81	.00	\$3,652.19
11-240-100-640 Textbooks	\$9,500.00	\$9,500.00	.00	.00
TOTAL	\$1,773,556.00	\$1,588,961.45	\$180,942.36	\$3,652.19
--- School spons.cocurricular activities-Instruction ---				
11-401-100-100 Salaries	\$542,261.00	\$499,775.00	\$42,484.54	\$1.46
11-401-100-500 Purchased Services (300-500 series)	\$97,250.00	\$46,692.18	\$11,950.00	\$38,607.82
11-401-100-600 Supplies and Materials	\$80,825.00	\$54,559.73	\$6,051.12	\$20,214.15
11-401-100-800 Other Objects	\$16,059.00	\$5,757.00	\$1,200.00	\$9,102.00
TOTAL	\$736,395.00	\$606,783.91	\$61,685.66	\$67,925.43
--- School sponsored athletics-Instruct. ---				
11-402-100-100 Salaries	\$1,238,948.00	\$1,210,798.67	\$27,724.37	\$424.96
11-402-100-500 Purchased Services (300-500 series)	\$264,738.50	\$218,300.52	\$32,390.80	\$14,047.18
11-402-100-600 Supplies and Materials	\$168,392.11	\$138,228.08	\$29,230.46	\$933.57
11-402-100-800 Other Objects	\$17,950.00	\$14,903.60	.00	\$3,046.40

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 11 Month Period Ending 05/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$1,690,028.61	\$1,582,230.87	\$89,345.63	\$18,452.11
--- UNDISTRIBUTED EXPENDITURES ---				
--- Instruction ---				
11-000-100-561 Tuition to Other LEAs within State Regular	\$42,000.00	\$33,293.96	\$4,714.80	\$3,991.24
11-000-100-562 Tuition to Other LEAs within State Special	\$1,398,445.00	\$1,232,451.39	\$164,803.42	\$1,190.19
11-000-100-563 Tuition to Co.Voc.School Dist.-reg.	\$41,466.00	\$33,101.60	\$8,275.40	\$89.00
11-000-100-564 Tuition to Co.Voc. School Dist.-spec.	\$60,072.00	\$45,828.38	\$13,347.62	\$896.00
11-000-100-565 Tuition to Co.Spec.Serv. & Reg. Day schls	\$376,014.00	\$308,268.84	\$62,482.46	\$5,262.70
11-000-100-566 Tuition to Priv Sch for Disbl w/i State	\$8,666,376.00	\$8,175,294.14	\$247,603.23	\$243,478.63
11-000-100-569 Tuition - Other	\$521,782.69	\$347,058.24	\$107,469.00	\$67,255.45
TOTAL	\$11,106,155.69	\$10,175,296.55	\$608,695.93	\$322,163.21
--- Attendance and social work services ---				
11-000-211-100 Salaries	\$184,993.00	\$167,903.12	\$15,263.92	\$1,825.96
11-000-211-300 Purchased Prof. & Tech. Svc.	\$82,184.00	\$82,014.65	\$75.00	\$94.35
11-000-211-600 Supplies and Materials	\$900.00	\$442.87	.00	\$457.13
TOTAL	\$268,077.00	\$250,360.64	\$15,338.92	\$2,377.44
--- Health services ---				
11-000-213-100 Salaries	\$1,542,213.00	\$1,343,139.70	\$163,972.59	\$35,100.71
11-000-213-300 Purchased Prof. & Tech. Svc.	\$124,975.00	\$70,648.61	\$53,005.25	\$1,321.14
11-000-213-500 Other Purchd. Serv.(400-500 series)	\$4,500.00	\$90.00	.00	\$4,410.00
11-000-213-600 Supplies and Materials	\$34,942.94	\$29,018.91	\$1,359.47	\$4,564.56
11-000-213-800 Other Objects	\$3,770.00	\$2,230.00	\$85.00	\$1,455.00
TOTAL	\$1,710,400.94	\$1,445,127.22	\$218,422.31	\$46,851.41
--- Speech, OT,PT & Related Svcs ---				
11-000-216-100 Salaries	\$2,069,653.00	\$1,861,482.58	\$205,740.32	\$2,430.10
11-000-216-320 Purchased Prof. Ed. Services	\$626,958.00	\$369,532.85	\$236,813.40	\$20,611.75
11-000-216-580 Travel	\$4,000.00	\$2,463.19	.00	\$1,536.81
11-000-216-600 Supplies and Materials	\$26,992.00	\$10,299.56	\$3,616.32	\$13,076.12
11-000-216-800 Other Objects	\$1,000.00	.00	.00	\$1,000.00
TOTAL	\$2,728,603.00	\$2,243,778.18	\$446,170.04	\$38,654.78
--- Other support services - Students - Extra Srvc				
11-000-217-100 Salaries	\$340,840.00	\$289,092.45	\$40,303.20	\$11,444.35
11-000-217-320 Purchased Prof. Ed. Services	\$447,444.00	\$312,714.40	\$61,505.60	\$73,224.00
11-000-217-600 Supplies and Materials	\$100.00	.00	.00	\$100.00
TOTAL	\$788,384.00	\$601,806.85	\$101,808.80	\$84,768.35
--- Guidance ---				
11-000-218-104 Salaries Other Prof. Staff	\$2,795,308.00	\$2,513,716.46	\$274,005.24	\$7,586.30
11-000-218-105 Sal Secr. & Clerical Asst.	\$487,500.00	\$437,209.24	\$42,093.41	\$8,197.35
11-000-218-390 Other Purch. Prof. & Tech Svc.	\$222,097.00	\$209,792.16	.00	\$12,304.84
11-000-218-500 Other Purchased Services (400-500 series)	\$1,240.00	\$669.20	.00	\$570.80
11-000-218-600 Supplies and Materials	\$34,970.00	\$12,616.43	\$3,195.24	\$19,158.33
11-000-218-800 Other Objects	\$3,315.00	\$700.00	\$300.00	\$2,315.00

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 11 Month Period Ending 05/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$3,544,430.00	\$3,174,703.49	\$319,593.89	\$50,132.62
--- Child Study Teams ---				
11-000-219-104 Salaries Other Prof. Staff	\$3,974,968.00	\$3,526,310.68	\$388,253.34	\$60,403.98
11-000-219-105 Sal Secr. & Clerical Asst.	\$471,859.00	\$432,250.88	\$39,533.38	\$74.74
11-000-219-320 Purchased Prof. - Ed. Services	\$117,400.00	\$55,215.00	\$59,685.00	\$2,500.00
11-000-219-390 Other Purch. Prof. & Tech Svc.	\$74,803.00	\$30,043.74	\$258.85	\$44,500.41
11-000-219-592 Misc Purch Ser(400-500 O/than Resid costs)	\$7,339.00	\$5,392.70	\$280.00	\$1,666.30
11-000-219-600 Supplies and Materials	\$72,457.00	\$65,971.40	\$2,438.32	\$4,047.28
11-000-219-800 Other Objects	\$500.00	\$400.00	.00	\$100.00
TOTAL	\$4,719,326.00	\$4,115,584.40	\$490,448.89	\$113,292.71
--- Improv. of instr. Serv. ---				
11-000-221-102 Salaries Superv. of Instr.	\$1,757,890.00	\$1,509,738.85	\$224,831.15	\$23,320.00
11-000-221-104 Salaries Other Prof. Staff	\$119,000.00	\$393.00	\$118,500.00	\$107.00
11-000-221-105 Sal Secr. & Clerical Asst.	\$172,982.00	\$144,773.30	\$14,397.44	\$13,811.26
11-000-221-176 Sal. Facilitators, Math, Literacy Coaches	\$200,216.00	\$180,132.26	\$20,083.42	\$0.32
11-000-221-500 Other Purchased Services (400-500 series)	\$500.00	\$275.65	.00	\$224.35
11-000-221-600 Supplies and Materials	\$2,631.17	\$1,323.87	\$351.95	\$955.35
11-000-221-800 Other Objects	\$1,000.00	\$178.00	.00	\$822.00
TOTAL	\$2,254,219.17	\$1,836,814.93	\$378,163.96	\$39,240.28
--- Educational media serv./sch.library ---				
11-000-222-100 Salaries	\$1,226,143.00	\$1,100,804.46	\$124,154.46	\$1,184.08
11-000-222-300 Purchased Prof. & Tech Svc.	\$22,117.25	\$15,807.43	\$6,100.00	\$209.82
11-000-222-500 Other Purchased Services (400-500 series)	\$500.00	.00	.00	\$500.00
11-000-222-600 Supplies and Materials	\$131,685.21	\$128,168.88	\$916.20	\$2,600.13
11-000-222-800 Other Objects	\$300.00	\$282.00	.00	\$18.00
TOTAL	\$1,380,745.46	\$1,245,062.77	\$131,170.66	\$4,512.03
--- Instructional Staff Training Services ---				
11-000-223-104 Salaries Other Prof. Staff	\$18,657.00	\$4,838.32	\$13,818.68	.00
11-000-223-390 Other Purch. Prof. & Tech Svc.	\$169,812.00	\$75,953.86	.00	\$93,858.14
11-000-223-500 Other Purchased Services (400-500 series)	\$87,295.10	\$67,147.47	\$518.00	\$19,629.63
11-000-223-600 Supplies and Materials	\$5,900.00	.00	.00	\$5,900.00
11-000-223-800 Other Objects	\$4,650.00	\$389.00	.00	\$4,261.00
TOTAL	\$286,314.10	\$148,328.65	\$14,336.68	\$123,648.77
--- Support services-general administration ---				
11-000-230-100 Salaries	\$773,060.00	\$716,269.77	\$56,787.23	\$3.00
11-000-230-331 Legal Services	\$371,480.00	\$276,534.10	\$80,983.82	\$13,962.08
11-000-230-332 Audit Fees	\$74,555.00	\$68,911.00	\$5,625.00	\$19.00
11-000-230-334 Architectural/Engineering Services	\$128,047.54	\$116,673.21	\$10,856.79	\$517.54
11-000-230-339 Other Purchased Prof. Svc.	\$125,755.00	\$105,006.91	\$18,520.00	\$2,228.09
11-000-230-340 Purchased Tech. Services	\$32,546.00	\$11,685.92	\$20,500.00	\$360.08
11-000-230-530 Communications/Telephone	\$497,806.80	\$425,471.30	\$22,286.13	\$50,049.37
11-000-230-580 Travel - All Other	\$2,500.00	\$254.26	.00	\$2,245.74
11-000-230-585 BOE Other Purchased Prof. Svc.	\$5,750.00	\$3,560.49	\$262.00	\$1,927.51

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 11 Month Period Ending 05/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-230-590 Misc Purchased Services (400-500)	\$530,897.00	\$523,410.67	\$6,641.32	\$835.01
11-000-230-610 General Supplies	\$14,937.50	\$11,414.24	\$2,313.50	\$1,209.76
11-000-230-630 BOE In-House Training/Meeting Supplies	\$4,250.00	\$1,065.26	\$2,934.74	\$250.00
11-000-230-820 Judgments Against. School District.	\$20,000.00	\$20,000.00	.00	.00
11-000-230-890 Misc. Expenditures	\$55,666.87	\$20,414.16	\$33,240.89	\$2,011.82
11-000-230-895 BOE Membership Dues and Fees	\$27,000.00	\$26,662.70	\$75.00	\$262.30
TOTAL	\$2,664,241.71	\$2,327,333.99	\$261,026.42	\$75,881.30
--- Support services-school administration ---				
11-000-240-103 Salaries Princ./Asst. Princ.	\$4,668,016.00	\$4,124,548.91	\$541,930.19	\$1,536.90
11-000-240-105 Sal Secr. & Clerical Asst.	\$1,808,608.00	\$1,621,382.87	\$167,031.13	\$20,194.00
11-000-240-199 Unused Vac Payment to Term/Ret Staff	\$39,200.00	\$36,325.19	.00	\$2,874.81
11-000-240-300 Purchased Prof. & Tech. Svc.	\$1,000.00	.00	.00	\$1,000.00
11-000-240-500 Other Purchased Services (400-500 series)	\$48,650.00	\$11,590.67	\$25,586.50	\$11,472.83
11-000-240-600 Supplies and Materials	\$111,177.09	\$79,854.12	\$17,726.64	\$13,596.33
11-000-240-800 Other Objects	\$4,525.00	\$3,680.00	\$150.00	\$695.00
TOTAL	\$6,681,176.09	\$5,877,381.76	\$752,424.46	\$51,369.87
--- Central Services ---				
11-000-251-100 Salaries	\$1,573,290.00	\$1,445,122.34	\$122,024.99	\$6,142.67
11-000-251-199 Unused Vac Payment to Term/Ret Staff	\$34,300.00	\$18,269.71	\$16,000.00	\$30.29
11-000-251-330 Purchased Prof. Services	\$118,778.00	\$101,760.63	\$16,989.72	\$27.65
11-000-251-340 Purchased Technical Services	\$88,015.00	\$85,882.14	.00	\$2,132.86
11-000-251-592 Misc Pur Serv (400-500 series)	\$39,397.00	\$32,805.12	\$925.00	\$5,666.88
11-000-251-600 Supplies and Materials	\$50,598.04	\$39,425.14	\$10,576.69	\$596.21
11-000-251-89X Other Objects	\$8,150.00	\$5,337.00	.00	\$2,813.00
TOTAL	\$1,912,528.04	\$1,728,602.08	\$166,516.40	\$17,409.56
--- Admin. Info. Technology ---				
11-000-252-100 Salaries	\$1,315,227.00	\$1,184,619.86	\$115,657.97	\$14,949.17
11-000-252-340 Purchased Technical Services	\$150,152.00	\$140,687.56	\$6,500.00	\$2,964.44
11-000-252-500 Other Pur Serv. (400-500 series)	\$7,840.00	\$2,097.82	.00	\$5,742.18
11-000-252-600 Supplies and Materials	\$94,158.67	\$78,192.21	\$13,084.96	\$2,881.50
11-000-252-800 Other Objects	\$3,510.00	\$2,504.86	.00	\$1,005.14
TOTAL	\$1,570,887.67	\$1,408,102.31	\$135,242.93	\$27,542.43
TOTAL Cent. Svcs. & Admin IT	\$3,483,415.71	\$3,136,704.39	\$301,759.33	\$44,951.99
--- Required Maint.for School Facilities ---				
11-000-261-420 Cleaning, Repair & Maint. Svc	\$2,024,980.34	\$1,572,230.71	\$428,490.01	\$24,259.62
11-000-261-421 Lead Testing of Drinking Water	\$35,000.00	.00	.00	\$35,000.00
11-000-261-610 General Supplies	\$272,675.00	\$210,936.38	\$33,752.53	\$27,986.09
11-000-261-800 Other Objects	\$24,075.00	\$18,776.00	.00	\$5,299.00
TOTAL	\$2,356,730.34	\$1,801,943.09	\$462,242.54	\$92,544.71
--- Custodial Services ---				
11-000-262-1XX Salaries	\$4,971,262.00	\$4,503,000.05	\$460,845.34	\$7,416.61
11-000-262-107 Salaries of Non-Instructional Aids	\$712,016.00	\$587,557.11	\$124,458.89	.00

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 11 Month Period Ending 05/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-262-199 Unused Vac Payment to Term/Ret Staff	\$70,000.00	\$30,258.42	.00	\$39,741.58
11-000-262-300 Purchased Prof. & Tech. Svc.	\$367,900.00	\$335,946.50	\$30,508.00	\$1,445.50
11-000-262-420 Cleaning, Repair & Maint. Svc.	\$473,340.00	\$368,051.99	\$102,169.65	\$3,118.36
11-000-262-441 Rental of Land & Bldgs Other Than Lease	\$554,309.00	\$364,729.29	\$139,575.08	\$50,004.63
11-000-262-444 Lease Purch Paymts - Energy Saving	\$674,306.00	\$674,304.50	.00	\$1.50
11-000-262-490 Other Purchased Property Svc.	\$226,800.00	\$150,311.24	\$72,942.14	\$3,546.62
11-000-262-520 Insurance	\$335,119.00	\$335,070.42	.00	\$48.58
11-000-262-580 Travel	\$4,200.00	.00	\$562.16	\$3,637.84
11-000-262-610 General Supplies	\$495,422.16	\$463,496.11	\$3,292.98	\$28,633.07
11-000-262-621 Energy (Natural Gas)	\$464,813.00	\$396,577.26	\$67,156.93	\$1,078.81
11-000-262-622 Energy (Electricity)	\$1,165,075.00	\$768,037.95	\$395,862.18	\$1,174.87
11-000-262-626 Energy (Gasoline)	\$40,380.00	\$21,569.04	\$15,058.35	\$3,752.61
11-000-262-8XX Other Objects	\$10,050.00	\$3,748.23	\$0.00	\$6,301.77
TOTAL	\$10,564,992.16	\$9,002,658.11	\$1,412,431.70	\$149,902.35
--- Care and Upkeep of Grounds ---				
11-000-263-100 Salaries	\$637,585.00	\$580,788.41	\$56,604.09	\$192.50
11-000-263-420 Cleaning, Repair, & Maintenance Serv.	\$629,582.52	\$544,276.95	\$78,500.25	\$6,805.32
11-000-263-610 General Supplies	\$76,991.34	\$36,164.63	\$11,358.99	\$29,467.72
TOTAL	\$1,344,158.86	\$1,161,229.99	\$146,463.33	\$36,465.54
--- Security ---				
11-000-266-100 Salaries	\$823,879.00	\$736,386.75	\$87,490.54	\$1.71
11-000-266-199 Unused Vac Payment to Term/Ret Staff	\$5,200.00	\$5,182.08	\$17.92	.00
11-000-266-300 Purchased Prof. & Tech. Svc.	\$29,150.00	\$26,225.00	\$1,650.00	\$1,275.00
11-000-266-420 Cleaning, Repair, & Maintenance Serv.	\$142,096.00	\$88,587.87	\$38,815.00	\$14,693.13
11-000-266-610 General Supplies	\$181,766.58	\$170,192.73	\$8,818.62	\$2,755.23
TOTAL	\$1,182,091.58	\$1,026,574.43	\$136,792.08	\$18,725.07
TOTAL Oper & Maint of Plant Services	\$15,447,972.94	\$12,992,405.62	\$2,157,929.65	\$297,637.67
--- Student transportation services ---				
11-000-270-107 Salaries of Non-Instructional Aids	\$477,132.00	\$422,993.77	\$51,000.00	\$3,138.23
11-000-270-160 Sal Pupil Trans(Bet Home & Sch)-reg	\$549,096.00	\$494,838.10	\$54,257.90	.00
11-000-270-161 Sal Pupil Trans(Bet Home & Sch)-Sp Ed	\$602,822.00	\$539,386.57	\$59,473.70	\$3,961.73
11-000-270-162 Sal Pupil Trans.Other than Bet Home & Sch	\$205,000.00	\$172,594.58	\$28,000.00	\$4,405.42
11-000-270-199 Unused Vac Payment to Term/Ret Staff	\$3,900.00	\$3,877.50	.00	\$22.50
11-000-270-350 Management Fee - ESC Transp. Prog.	\$236,830.00	\$200,393.28	\$36,170.13	\$266.59
11-000-270-390 Other Purch. Prof. & Tech Svc.	\$52,598.00	\$47,751.62	\$3,705.00	\$1,141.38
11-000-270-420 Cleaning, Repair & Maint. Svc.	\$160,350.00	\$69,481.13	\$88,754.12	\$2,114.75
11-000-270-443 Lease Purch Payments - School Buses	\$249,008.00	\$246,972.23	.00	\$2,035.77
11-000-270-503 Contr Svc-Aid in Lieu Paymnts-Non Pub Sch	\$376,000.00	\$189,548.00	\$182,115.00	\$4,337.00
11-000-270-511 Contract Svc (btw Home & Sch.)-vendors	\$5,358,550.00	\$5,144,771.55	\$211,250.00	\$2,528.45
11-000-270-512 Contract Svc (other btw home & sch)-vndrs	\$476,353.00	\$311,611.53	\$161,094.47	\$3,647.00
11-000-270-514 Contract Svc (Sp Ed.)-vendors	\$45,165.00	\$27,407.88	\$4,885.72	\$12,871.40
11-000-270-515 Contract Svc (Sp Ed.)-joint agreements	\$1,300.00	.00	.00	\$1,300.00
11-000-270-517 Contract Svc (reg std) - ESCs	\$317,500.00	\$290,145.00	\$26,055.00	\$1,300.00

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 11 Month Period Ending 05/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-270-518 Contract Svc (Sp Ed) - ESCs	\$6,322,500.00	\$5,612,970.04	\$705,769.31	\$3,760.65
11-000-270-580 Travel	\$2,000.00	\$407.51	\$400.00	\$1,192.49
11-000-270-593 Misc. Purchased Svc.- Transp.	\$98,587.00	\$98,035.00	.00	\$552.00
11-000-270-610 General Supplies	\$5,000.00	\$4,739.82	.00	\$260.18
11-000-270-615 Transportation Supplies	\$132,558.13	\$104,891.25	\$27,632.10	\$34.78
11-000-270-800 Misc. Expenditures	\$6,900.00	\$6,602.00	\$50.00	\$248.00
TOTAL	\$15,679,149.13	\$13,989,418.36	\$1,640,612.45	\$49,118.32
--- Personal Services-Employee Benefits---				
11-XXX-XXX-210 Group Insurance	\$3,100.00	\$1,346.30	.00	\$1,753.70
11-XXX-XXX-220 Social Security Contributions	\$2,250,000.00	\$2,078,251.98	\$170,334.89	\$1,413.13
11-XXX-XXX-241 Other Retirement Contrb. - PERS	\$2,750,688.24	\$2,610,513.98	\$132,947.26	\$7,227.00
11-XXX-XXX-248 Other Retirement - Deferred PERS	\$77,000.00	\$72,603.00	.00	\$4,397.00
11-XXX-XXX-249 Other Retirement Contrb. - Regular	\$74,700.00	\$52,828.04	\$19,393.96	\$2,478.00
11-XXX-XXX-260 Workman's Compensation	\$705,316.00	\$624,828.55	\$52,718.28	\$27,769.17
11-XXX-XXX-270 Health Benefits	\$21,884,814.00	\$21,864,808.81	.00	\$20,005.19
11-XXX-XXX-280 Tuition Reimbursement	\$285,000.00	\$173,342.23	\$111,657.77	.00
11-XXX-XXX-290 Other Employee Benefits	\$987,350.00	\$344,329.79	\$641,590.12	\$1,430.09
11-XXX-XXX-299 Unused Sick Payment to Term/Ret Staff	\$311,485.00	\$291,153.00	.00	\$20,332.00
TOTAL	\$29,329,453.24	\$28,114,005.68	\$1,128,642.28	\$86,805.28
--- Food services ---				
11-000-310-93X Transfers to Cover Deficit (Enterprise)	\$350,000.00	.00	.00	\$350,000.00
TOTAL	\$350,000.00	\$0.00	\$0.00	\$350,000.00
Total Undistributed Expenditures	102,422,064.18	\$91,674,113.48	\$8,966,544.67	\$1,781,406.03
*** TOTAL CURRENT EXPENSE EXPENDITURES ***	181,257,552.39	162,069,694.84	\$16,703,882.29	\$2,483,975.26
*** TOTAL CURRENT EXPENSE EXPENDITURES & TRANSFERS ***	181,257,552.39	162,069,694.84	\$16,703,882.29	\$2,483,975.26

West Orange Board of Education
 GENERAL FUND - FUND 10
 STATEMENT OF APPROPRIATIONS
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES
 For 11 Month Period Ending 05/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
*** CAPITAL OUTLAY ***				
--- EQUIPMENT ---				
Regular programs-instruction				
12-120-100-730 Grades 1-5	\$9,186.00	.00	\$9,186.00	.00
12-130-100-730 Grades 6-8	\$17,145.00	\$17,144.91	.00	\$0.09
12-140-100-730 Grades 9-12	\$44,178.00	\$25,828.10	\$18,261.28	\$88.62
Special education - instruction				
12-4XX-100-730 School-spons. & oth instr prog	\$183,097.95	\$88,555.96	\$94,156.16	\$385.83
Undistributed expenses				
12-000-210-730 Support services-students-reg.	\$15,000.00	\$0.00	\$14,752.86	\$247.14
12-000-21X-730 Support services-Related & Extraord.	\$5,776.00	\$5,694.15	.00	\$81.85
12-000-220-730 Support services-instruc. staff	\$89,155.98	\$89,056.07	.00	\$99.91
12-000-240-730 School administration	\$17,493.48	\$9,325.00	\$8,168.48	.00
12-000-251-730 Central Services	\$2,600.00	.00	\$2,568.97	\$31.03
12-000-252-730 Admin. Info. Tech.	\$156,421.16	\$76,614.44	\$79,649.45	\$157.27
12-000-261-730 Undist. Exp.-Req. Maint. Schl Facilities	\$2,375.00	\$2,375.00	.00	.00
12-000-262-730 Undist. Exp.-Custodial Services	\$57,094.00	\$57,093.87	.00	\$0.13
12-000-266-730 Undist. Exp.-Security	\$4,400.00	.00	.00	\$4,400.00
Undist. Exp. - Non-instructional Services				
TOTAL	\$603,922.57	\$371,687.50	\$226,743.20	\$5,491.87
--- Facilities acquisition and construction services ---				
12-000-400-334 Architectural/Engineering Services	\$157,775.00	\$82,108.78	\$23,551.71	\$52,114.51
12-000-400-450 Construction Services	\$4,139,015.00	\$3,425,351.44	\$712,976.83	\$686.73
12-000-400-896 Assmt for Debt Service on SDA Funding	\$114,991.00	\$103,491.90	\$11,499.10	.00
Sub Total	\$4,411,781.00	\$3,610,952.12	\$748,027.64	\$52,801.24
TOTAL	\$4,411,781.00	\$3,610,952.12	\$748,027.64	\$52,801.24
TOTAL CAPITAL OUTLAY EXPENDITURES	\$5,015,703.57	\$3,982,639.62	\$974,770.84	\$58,293.11

West Orange Board of Education
 GENERAL FUND - FUND 10
 STATEMENT OF APPROPRIATIONS
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES
 For 11 Month Period Ending 05/31/2023

	Appropriations	Expenditures	Encumbrances	Available Balance
10-000-100-56X Transfer of Funds to Charter Schls.	\$468,442.00	\$462,327.00	.00	\$6,115.00
TOTAL GENERAL FUND EXPENDITURES	186,741,697.96	166,514,661.46	\$17,678,653.13	\$2,548,383.37

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
West Orange Board of Education
General Fund - Fund 10

For 11 Month Period Ending 05/31/2023

I, Tony C. M. Flowers, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.


Board Secretary/Business Administrator

6/28/23
Date

6/20 8:03am

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
Interim Balance Sheet
For 11 Month Period Ending 05/31/23

=====

ASSETS AND RESOURCES

=====

--- A S S E T S ---

101	Cash in bank		\$600,243.19
	Accounts receivable:		
141	Intergovernmental - State	\$231,473.98	
142	Intergovernmental - Federal	\$226,674.56	
153,154	Other (net of estimated uncollectible of \$____)	\$5,000.00	
			<hr/>
			\$463,148.54

--- R E S O U R C E S ---

301	Estimated Revenues	\$12,557,884.64	
302	Less Revenues	(\$7,592,392.79)	
			<hr/>
			\$4,965,491.85

Total assets and resources

\$6,028,883.58

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
Interim Balance Sheet
For 11 Month Period Ending 05/31/23

LIABILITIES AND FUND EQUITY

--- LIABILITIES ---

421	Accounts Payable	\$887,297.29
TOTAL LIABILITIES		\$887,297.29

FUND BALANCE

--- Appropriated ---

753	Reserve for encumbrances - Current Year	\$930,843.37
754	Reserve for encumbrances - Prior Year	\$118,492.50
758	Reserve Fund Balance - Student Activities	\$218,907.59
601	Appropriations	\$12,557,884.64
602	Less: Expenditures	\$7,753,698.44
603	Encumbrances	\$930,843.37 (\$8,684,541.81)
		\$3,873,342.83
TOTAL FUND BALANCE		\$5,141,586.29
TOTAL LIABILITIES AND FUND EQUITY		\$6,028,883.58

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 11 Month Period Ending 05/31/23

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
1XXX From Local Sources	\$580,255.52	\$580,253.62		\$1.90
2XXX From Intermediate Sources	\$62,165.14	\$50,835.69		\$11,329.45
3XXX From State Sources	\$3,093,285.18	\$3,025,532.08		\$67,753.10
4XXX From Federal Sources	\$8,822,178.80	\$3,935,771.40		\$4,886,407.40
 TOTAL REVENUE/SOURCES OF FUNDS	 \$12,557,884.64	 \$7,592,392.79		 \$4,965,491.85
*** EXPENDITURES ***				
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
LOCAL PROJECTS:				
Other Local Projects (001-199)	\$117,875.66	\$35,135.81	\$10,210.15	\$72,529.70
Student Activity Fund (475)	\$524,545.00	\$425,235.05	.00	\$99,309.95
 TOTAL LOCAL PROJECTS	 \$642,420.66	 \$460,370.86	 \$10,210.15	 \$171,839.65
STATE PROJECTS:				
Preschool Education Aid (216)	\$2,075,897.00	\$1,611,137.97	\$187,529.14	\$277,229.89
Nonpublic Teacher STEM Grant (480-481)	\$7,965.18	\$4,255.37	.00	\$3,709.81
SDA Emergent Needs & Capital Maintenance (492)	\$161,176.00	\$148,000.00	\$13,176.00	.00
Nonpublic textbooks (501)	\$93,258.00	\$92,715.27	\$179.08	\$363.65
Nonpublic auxiliary services (502)	\$43,603.00	\$4,429.80	\$39,173.20	.00
Nonpublic handicapped services (506)	\$203,168.00	\$125,787.36	\$77,380.64	.00
Nonpublic nursing services (509)	\$158,592.00	\$126,873.60	\$31,718.40	.00
Nonpublic Technology Aid (510)	\$59,346.00	\$56,931.41	\$1,749.70	\$664.89
Nonpublic School Programs (511)	\$290,280.00	\$239,250.93	\$48,253.71	\$2,775.36
 TOTAL STATE PROJECTS	 \$3,093,285.18	 \$2,409,381.71	 \$399,159.87	 \$284,743.60
FEDERAL PROJECTS:				
ESSA Title I - Part A/D (231-239)	\$1,221,282.00	\$671,164.86	\$103,083.05	\$447,034.09
ESSA Title III - English Lang Enhancement (241-245)	\$105,393.00	\$87,371.04	\$417.69	\$17,604.27
I.D.E.A. Part B (Handicapped) (250-259)	\$2,410,529.00	\$1,701,908.67	\$101,462.28	\$607,158.05
ESSA Title II - Part A/D (270-279)	\$318,829.00	\$152,791.13	\$26,949.25	\$139,088.62
ESSA Title IV (280-289)	\$142,177.00	\$113,908.25	\$5,198.00	\$23,070.75
Vocational Education (361-389)	\$57,181.00	\$48,195.49	\$8,581.87	\$403.64
CARES Act Education Stabilization Fund (477)	\$54,431.93	.00	.00	\$54,431.93
CRRSA-ESSER II Grant Program (483)	\$25,919.65	\$25,919.00	.00	\$0.65
CRRSA Act-Learning Acceleration Grant Program (484)	\$123,341.61	.00	\$2,250.00	\$121,091.61
CRRSA Act-Mental Health Grant Program (485)	\$8,225.00	\$6,458.98	.00	\$1,766.02
ACERS Program (486)	\$675,365.00	\$589,569.02	\$48,131.60	\$37,664.38
ARP - ESSER Grant Program (487)	\$2,976,062.89	\$1,133,127.18	\$208,407.66	\$1,634,528.05
ARP - ESSER Accelerated Learning Coaching (488)	\$540,033.72	\$241,399.09	\$13,800.00	\$284,834.63
ARP - ESSER Evidence-Based Summer Learning (489)	\$44,729.00	\$35,351.96	.00	\$9,377.04
ARP - ESSER Evidence-Based Comprehensive (490)	\$44,729.00	\$44,729.00	.00	.00
ARP - ESSER NJ Tiered System of Supports (491)	\$45,000.00	\$15,659.33	\$2,722.16	\$26,618.51
ARP - Homeless Children & Youth II (496)	\$28,950.00	\$16,392.87	\$469.79	\$12,087.34

*** EXPENDITURES ***

	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL FEDERAL PROJECTS	\$8,822,178.80	\$4,883,945.87	\$521,473.35	\$3,416,759.58
*** TOTAL EXPENDITURES ***	\$12,557,884.64	\$7,753,698.44	\$930,843.37	\$3,873,342.83
	=====	=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
SPECIAL REVENUE - FUND 20
SCHEDULE OF REVENUES
ACTUAL COMPARED WITH ESTIMATED
For 11 Month Period Ending 05/31/23

		ESTIMATED	ACTUAL	UNREALIZED
1760	Student Activity Fund Revenue	\$524,545.00	\$524,544.22	\$0.78
1XXX	Other Revenue from Local Sources	\$55,710.52	\$55,709.40	\$1.12
	Total Revenues from Local Sources	\$580,255.52	\$580,253.62	\$1.90

INTERMEDIATE SOURCES ---				
2XXX	From Intermediate Sources	\$62,165.14	\$50,835.69	\$11,329.45
	Total Revenue Intermediate Sources	\$62,165.14	\$50,835.69	\$11,329.45

STATE SOURCES ---				
3212	Nonpublic Teacher STEM Grant	\$7,965.18	\$1,815.08	\$6,150.10
3218	Preschool Education Aid	\$2,075,897.00	\$2,075,897.00	.00
3257	SDA Emergent Needs & Capital Maintenance	\$161,176.00	\$161,176.00	.00
32XX	Other Restricted Entitlements	\$848,247.00	\$786,644.00	\$61,603.00
	Total Revenue from State Sources	\$3,093,285.18	\$3,025,532.08	\$67,753.10

FEDERAL SOURCES ---				
4411-16	Title I	\$1,221,282.00	\$574,673.00	\$646,609.00
4451-55	Title II	\$318,829.00	\$110,713.00	\$208,116.00
4491-94	Title III	\$105,393.00	\$81,641.00	\$23,752.00
4471-74	Title IV	\$142,177.00	\$49,018.00	\$93,159.00
4420-29	I.D.E.A. Part B (Handicapped)	\$2,410,529.00	\$1,444,706.00	\$965,823.00
4430	Vocational Education	\$57,181.00	\$36,736.00	\$20,445.00
4530	CARES Act Education Stabilization Fund	\$54,431.93	.00	\$54,431.93
4534	CRRSA Act - ESSER II	\$25,919.65	\$25,919.00	\$0.65
4535	CRRSA Act - Learning Acceleration Grant	\$123,341.61	.00	\$123,341.61
4536	CRRSA Act - Mental Health Grant	\$8,225.00	\$6,458.00	\$1,767.00
4537	ACSERS Special Ed and Related Services	\$675,365.00	\$339,333.00	\$336,032.00
4540	ARP-ESSER Grant Program	\$2,976,062.89	\$1,043,186.40	\$1,932,876.49
4541	ARP-ESSER Accelerated Learning Coaching	\$540,033.72	\$129,757.00	\$410,276.72
4542	ARP-ESSER Evidence-Based Summer Learning	\$44,729.00	\$35,352.00	\$9,377.00
4543	ARP-ESSER Evidence-Based Comprehensive Beyond the School Day	\$44,729.00	\$44,729.00	.00
4544	ARP-ESSER NJ NTiered System of Supports	\$45,000.00	\$4,900.00	\$40,100.00
4546	ARP - Homeless Children & Youth II	\$28,950.00	\$8,650.00	\$20,300.00
	Total Revenues from Federal Sources	\$8,822,178.80	\$3,935,771.40	\$4,886,407.40

	TOTAL REVENUES/SOURCES OF FUNDS	\$12,557,884.64	\$7,592,392.79	\$4,965,491.85

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
STATEMENT OF APPROPRIATIONS - RESTRICTED STATE ENTITLEMENTS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 11 Month Period Ending 05/31/23

	Appropriations	Expenditures	Encumbrances	Available Balance
Local Projects:				
20-001-XXX-XXX to 20-199-XXX-XXX Local Projects	\$117,875.66	\$35,135.81	\$10,210.15	\$72,529.70
20-475-XXX-XXX Student Activity Fund	\$524,545.00	\$425,235.05	.00	\$99,309.95
TOTAL LOCAL PROJECTS	\$642,420.66	\$460,370.86	\$10,210.15	\$171,839.65
State Projects:				
--- Preschool Education Aid - Instruction ---				
20-218-100-101 Salaries of Teachers	\$256,211.00	\$229,923.19	\$26,287.72	\$0.09
20-218-100-106 Other Sal. For Instruction	\$126,062.00	\$112,690.00	\$13,371.50	\$0.50
20-218-100-321 Purchased Prof & Ed Services	\$40,732.00	\$31,200.00	\$6,240.00	\$3,292.00
20-218-100-600 General Supplies	\$159,793.00	\$114,227.21	\$11,197.61	\$34,368.18
Total Instruction	\$582,798.00	\$488,040.40	\$57,096.83	\$37,660.77
--- Preschool Education Aid - Support Services ---				
20-218-200-102 Salaries of Supervisors of Instruction	\$103,883.00	\$91,732.50	\$12,150.00	\$0.50
20-218-200-104 Salaries of Other Professional Staff	\$57,848.00	\$50,835.55	\$7,011.80	\$0.65
20-218-200-105 Salaries of Secr. And Clerical Assistants	\$33,780.00	\$29,092.12	\$3,710.70	\$977.18
20-218-200-176 Salaries of Master Teachers	\$63,366.00	\$56,799.36	\$6,566.64	.00
20-218-200-200 Personal Services - Employee Benefits	\$236,732.00	.00	.00	\$236,732.00
20-218-200-321 Purchased Educ. Services-Contracted Pre-K	\$480,570.00	\$432,513.00	\$48,057.00	.00
20-218-200-325 Purchased Educ. Services-Head Start	\$398,295.00	\$358,465.50	\$39,829.50	.00
20-218-200-440 Rentals	\$90,000.00	\$80,000.00	\$10,000.00	.00
20-218-200-516 Contr. Trans. Serv. (Field Trips.)	\$3,600.00	\$2,336.00	\$853.40	\$410.60
20-218-200-580 Travel	\$1,500.00	\$51.89	.00	\$1,448.11
20-218-200-600 Supplies and Materials	\$23,525.00	\$21,271.65	\$2,253.27	\$0.08
Total Support Services	\$1,493,099.00	\$1,123,097.57	\$130,432.31	\$239,569.12
-- TOTAL Preschool Education Aid --	\$2,075,897.00	\$1,611,137.97	\$187,529.14	\$277,229.89
-- Other State Programs --				
20-501-XXX-XXX to 20-511-XXX-XXX Nonpublic Programs	\$848,247.00	\$645,988.37	\$198,454.73	\$3,803.90
20-480-XXX-XXX Nonpublic Teacher STEM Grant	\$7,965.18	\$4,255.37	.00	\$3,709.81
20-492-XXX-XXX SDA Emergent Needs & Capital Maintenance	\$161,176.00	\$148,000.00	\$13,176.00	.00
-- TOTAL Other State Programs --	\$1,017,388.18	\$798,243.74	\$211,630.73	\$7,513.71
TOTAL STATE PROJECTS	\$3,093,285.18	\$2,409,381.71	\$399,159.87	\$284,743.60
Federal Projects:				
--- CARES Act Educational Stabilization Fund ---				
-- Instruction --				
20-477-100-600 Instructional Supplies	\$18,797.00	.00	.00	\$18,797.00

	Appropriations	Expenditures	Encumbrances	Available Balance
Total Instruction	\$18,797.00	\$0.00	\$0.00	\$18,797.00
--- Support Services ---				
20-477-200-300 Professional Tech Services	\$7,200.00	.00	.00	\$7,200.00
20-477-200-400 Purchased Property	\$24,504.00	.00	.00	\$24,504.00
20-477-200-500 Other Purchased Services	\$1,918.00	.00	.00	\$1,918.00
20-477-200-600 Supplies and Materials	\$2,012.93	.00	.00	\$2,012.93
Total Support Services	\$35,634.93	\$0.00	\$0.00	\$35,634.93
TOTAL CARES Act Education Stabilization Fund	\$54,431.93	\$0.00	\$0.00	\$54,431.93
--- Bridging the Digital Divide Program				
--- Coronavirus Relief Grant Program ---				
--- Other Federal Programs ---				
20-231 to 20-239-XXX-XXX ESSA Title I - Part A/D	\$1,221,282.00	\$671,164.86	\$103,083.05	\$447,034.09
20-241 to 20-245-XXX-XXX ESSA Title III - Part A/D	\$105,393.00	\$87,371.04	\$417.69	\$17,604.27
20-25X-XXX-XXX I.D.E.A. Part B	\$2,410,529.00	\$1,701,908.57	\$101,462.28	\$607,158.05
20-27X-XXX-XXX ESSA Title II - Part A/D	\$318,829.00	\$152,791.13	\$26,949.25	\$139,088.62
20-28X-XXX-XXX ESSA Title IV	\$142,177.00	\$113,908.25	\$5,198.00	\$23,070.75
20-361 to 20-389-XXX-XXX Vocational Education	\$57,181.00	\$48,195.49	\$8,581.87	\$403.64
20-483-XXX-XXX CRRSA-ESSER II Grant Program	\$25,919.65	\$25,919.00	.00	\$0.65
20-484-XXX-XXX CRRSA Act-Learning Acceleration Grant Program	\$123,341.61	.00	\$2,250.00	\$121,091.61
20-485-XXX-XXX CRRSA Act-Mental Health Grant Program	\$8,225.00	\$6,458.98	.00	\$1,766.02
20-486-XXX-XXX ACSERS Special Ed and Related Services Program	\$675,365.00	\$589,569.02	\$48,131.60	\$37,664.38
20-487-XXX-XXX ARP-ESSER Grant Program	\$2,976,062.89	\$1,133,127.18	\$208,407.66	\$1,634,528.05
20-488-XXX-XXX ARP-ESSER Accelerated Learning Coaching	\$540,033.72	\$241,399.09	\$13,800.00	\$284,834.63
20-489-XXX-XXX ARP-ESSER Evidence-Based Summer Learning	\$44,729.00	\$35,351.96	.00	\$9,377.04
20-490-XXX-XXX ARP-ESSER Evidence-Based Comprehensive	\$44,729.00	\$44,729.00	.00	.00
20-491-XXX-XXX ARP-ESSER NJ Tiered System of Supports	\$45,000.00	\$15,659.33	\$2,722.16	\$26,618.51
20-496-XXX-XXX ARP - Homeless Children & Youth II	\$28,950.00	\$16,392.87	\$469.79	\$12,087.34
TOTAL Other Federal Programs	\$8,767,746.87	\$4,883,945.87	\$521,473.35	\$3,362,327.65
TOTAL FEDERAL PROJECTS	\$8,822,178.80	\$4,883,945.87	\$521,473.35	\$3,416,759.58
20-XXX-XXX-XXX All Other State/Fed/Loc Projects	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL EXPENDITURES	\$12,557,864.64	\$7,753,698.44	\$930,843.37	\$3,873,342.83

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
West Orange Board of Education

Special Revenue Fund - Fund 20
For 11 Month Period Ending 05/31/23

I, Tonya M. Flowers, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.


Board Secretary/Business Administrator

6/28/23
Date

6/20 8:03am

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Capital Projects Fund - Fund 30
Interim Balance Sheet
For 11 Month Period Ending 05/31/23

=====

ASSETS AND RESOURCES

=====

--- A S S E T S ---

--- R E S O U R C E S ---

301	Estimated Revenues	\$247,783.47	
302	Less Revenues	(\$250,578.40)	
		<hr/>	(\$2,794.93)
			<hr/>
	Total assets and resources		(\$2,794.93)
			<hr/>

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Capital Projects Fund - Fund 30
Interim Balance Sheet
For 11 Month Period Ending 05/31/23

LIABILITIES AND FUND EQUITY

FUND BALANCE

--- Appropriated ---

601	Appropriations		\$247,783.47	
602	Less : Expenditures	\$250,578.40		
			(\$250,578.40)	
				(\$2,794.93)
	Total Appropriated			(\$2,794.93)

--- Unappropriated ---

TOTAL FUND BALANCE	(\$2,794.93)
TOTAL LIABILITIES AND FUND EQUITY	(\$2,794.93)

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Capital Projects Fund - Fund 30
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 11 Month Period Ending 05/31/23

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
1510 Earnings on Investments		\$2,794.93		(\$2,794.93)
Other Revenue/Source of Funds	\$247,783.47	\$247,783.47		\$0.00
TOTAL REVENUE/SOURCES OF FUNDS	\$247,783.47	\$250,578.40		(\$2,794.93)
*** EXPENDITURES ***				
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
30-XXX-XXX-73X Equipment	\$247,783.47	\$247,783.47	.00	.00
30-000-4XX-930 Transfer from Capital Projects		\$2,794.93	.00	(\$2,794.93)
Total fac.acq.and constr. serv.	\$0.00	\$2,794.93	\$0.00	(\$2,794.93)
TOTAL EXPENDITURES	\$247,783.47	\$250,578.40	\$0.00	(\$2,794.93)
30-000-520-930 Transfers to other funds		\$2,794.93	.00	(\$2,794.93)
*** TOTAL EXPENDITURES AND TRANSFERS	\$247,783.47	\$253,373.33	\$0.00	(\$5,589.86)

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
West Orange Board of Education

Capital Projects Fund - Fund 30
For 11 Month Period Ending 05/31/23

I, Tonya M. Flowers, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.



Board Secretary/Business Administrator

6/28/23
Date

6/20 8:03am

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Debt Service Fund - Fund 40
Interim Balance Sheet
For 11 Month Period Ending 05/31/23

ASSETS AND RESOURCES

--- A S S E T S ---

101	Cash in bank		(\$234,854.96)
121	Tax levy receivable		\$423,889.12
	Accounts receivable:		
153,154	Other (net of estimated uncollectible of \$??)	\$0.60	
			<hr/>
			\$0.60

--- R E S O U R C E S ---

301	Estimated Revenues	\$5,895,768.00	
302	Less Revenues	(\$5,895,768.00)	
		<hr/>	<hr/>
	Total assets and resources		\$189,034.76

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Debt Service Fund - Fund 40
Interim Balance Sheet
For 11 Month Period Ending 05/31/23

LIABILITIES AND FUND EQUITY

FUND BALANCE

--- Appropriated ---

Reserved fund balance:

601	Appropriations		\$5,895,768.00	
602	Less : Expenditures	\$5,895,765.59		
			(\$5,895,765.59)	
				\$2.41
	Total Appropriated			\$2.41
--- Unappropriated ---				
770	Fund Balance			\$189,032.35

TOTAL FUND BALANCE		\$189,034.76
TOTAL LIABILITIES AND FUND EQUITY		\$189,034.76

RECAPITULATION OF FUND BALANCE:

	Budgeted	Actual	Variance
Appropriations	\$5,895,768.00	\$5,895,765.59	\$2.41
Revenues	(\$5,895,768.00)	(\$5,895,768.00)	\$0.00
	\$0.00	(\$2.41)	\$2.41
--- Change in Maint. / Capital reserve account ---			
Subtotal	\$0.00	(\$2.41)	\$2.41
Less: Adjust for prior year encumb.	\$0.00	\$0.00	
Budgeted Fund Balance	\$0.00	(\$2.41)	\$2.41

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Debt Service Fund - Fund 40
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 11 Month Period Ending 05/31/23

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
	_____	_____	_____	_____
*** REVENUES/SOURCES OF FUNDS ***				
--- Local Sources ---				
1210 Local tax levy	\$5,086,669.00	\$5,086,669.00		.00
	_____	_____	_____	_____
Total Local Sources	\$5,086,669.00	\$5,086,669.00		\$0.00
	=====	=====	=====	=====
--- State Sources ---				
3160 Debt service aid Type II	\$809,099.00	\$809,099.00		.00
	_____	_____	_____	_____
Total State Sources	\$809,099.00	\$809,099.00		\$0.00
	=====	=====	=====	=====
TOTAL REVENUE/SOURCES OF FUNDS	\$5,895,768.00	\$5,895,768.00		\$0.00
	=====	=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Debt Service Fund - Fund 40
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 11 Month Period Ending 05/31/23

*** EXPENDITURES ***	APPROPRIATIONS	EXPENDITURES/Enc.	AVAILABLE BALANCE
	<u> </u>	<u> </u>	<u> </u>
--- Debt Service - Regular ---			
40-701-510-723 Princ. Payments-Comm. Appr. Lease Pur. Agr.	\$2,480,000.00	\$2,480,000.00	.00
40-701-510-833 Interest Payments-Comm. Appr. Lease Pur. Agr.	\$708,551.00	\$708,550.00	\$1.00
40-701-510-834 Interest on Bonds	\$190,217.00	\$190,215.59	\$1.41
40-701-510-910 Redemption of Principal	\$2,517,000.00	\$2,517,000.00	.00
	<u> </u>	<u> </u>	<u> </u>
TOTAL	\$5,895,768.00	\$5,895,765.59	\$2.41
	<u> </u>	<u> </u>	<u> </u>
	<u> </u>	<u> </u>	<u> </u>
TOTAL USES OF FUNDS BEFORE TRANSFERS	\$5,895,768.00	\$5,895,765.59	\$2.41
	<u> </u>	<u> </u>	<u> </u>
*** TOTAL USES OF FUNDS ***	\$5,895,768.00	\$5,895,765.59	\$2.41
	<u> </u>	<u> </u>	<u> </u>

REPORT OF THE SECRETARY CERTIFICATION PAGE

TO THE BOARD OF EDUCATION
West Orange Board of Education
Debt Service Fund - Fund 40

For 11 Month Period Ending 05/31/23

I, Tonya M. Flowers, Board Secretary/Business Administrator

certify that no line item account has encumbrances and expenditures,
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.


Board Secretary/Administrator

6/28/23
Date

REPORT OF THE TREASURER
TO THE BOARD OF EDUCATION

DISTRICT OF WEST ORANGE

ALL FUNDS

FOR THE MONTH ENDING MAY 31, 2023

	Beginning Cash Balance	Cash Receipts	Cash Disbursements	Ending Cash Balance
GOVERNMENTAL FUNDS				
General Fund - Fund 10	6,991,087.45	28,437,939.42	15,919,183.75	19,509,843.12
Capital Reserve -Fund 10	2,368,590.17	21.42		2,368,611.59
Maintenance Reserve -Fund 10	2,000,147.95	18.08		2,000,166.03
Workers Comp Claims Fund-Fund 10	90,000.00	195,415.95	195,415.95	90,000.00
Unemployment Trust Fund-Fund 10	575,888.72	94,655.28		670,544.00
Payroll Agency-Fund 10	5,337,075.93	5,534,582.98	5,046,397.43	5,825,261.48
Flex Account-Fund 10	197.58	37,464.30	34,575.55	3,086.33
Flex Account-Fiscal Agent-Fund 10	27,959.74			27,959.74
Special Revenue Fund - Fund 20	219,216.99	623,514.89	560,705.45	282,026.43
Student Activity Fund - Fund 20	289,202.18	172,557.01	143,542.43	318,216.76
Capital Projects Fund - Fund 30	0.00			0.00
Debt Service Fund - Fund 40	(1,006,819.18)	947,707.50	175,742.68	(234,854.36)
Total Governmental Funds	16,892,547.53	36,043,876.83	22,075,563.24	30,860,861.12
ENTERPRISE FUNDS				
Food Service Fund - Fund 60	2,870,342.47	341,037.38	299,201.18	2,912,178.67
Enrichment Fund - Fund 61	19,557.86	159,825.00		179,382.86
Total Enterprise Funds	2,889,900.33	500,862.38	299,201.18	3,091,561.53
AGENCY FUNDS				
Payroll	5,004.80	6,069,236.69	6,073,910.27	331.22
Total Agency Funds	5,004.80	6,069,236.69	6,073,910.27	331.22
TOTAL ALL FUNDS	19,787,452.66	42,613,975.90	28,448,674.69	33,952,753.87


Treasurer of School Monies

6/28/23
Date

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.”

West Essex YMCA - Peanut Shell

Address: 7 Regent Street, Suite 706, Livingston, NJ 07039

Peanut Shell Phone: 943.533.1511

Total Sq. Footage: 8160

Classroom Summary

Classroom # 1 - Private Pay - Sq. Ft 702 Capacity 20

Classroom # 2 - Private Pay - Sq Ft 700 - Capacity 20

Classroom #3 - Private Pay - Sq Ft 350 - Capacity 10

Classroom #4 - Private Pay - Sq Ft 421 - Capacity 12

Classroom #5 - Private Pay - Sq Ft 631 - Capacity 18

Classroom #6 - UPK - Sq Ft 702 - UPK Capacity 15 - Hallway Bathroom

Classroom #7 - UPK - Sq Ft 701 - UPK Capacity 15 - Hallway Bathroom

Classroom #8 - UPK - Sq Ft 700 - UPK Capacity 15 - Classroom Bathroom

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. To continue the expansion, year two includes serving a total of 330 students at multiple locations. One new location is YMCA Peanut Shell, located at 7 Regent St in Livingston, NJ. The dimensions listed below are just below the requirement. We are applying for the waiver in order to utilize this location for three classrooms for the 2023-2024 school year.

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

A waiver is necessary to hold classes in this location 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 our 3 and 4 year old West Orange residents currently attending YMCA Peanut Shell. This location offers a developmentally appropriate environment to all our families with both an indoor and outdoor spaces. The YMCA Peanut Shell has offered high quality preschool to families that live within various local communities and is also a Grow NJ Kids rated location.

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.

Eligible locations were asked to apply to participate in the Preschool Expansion in 2021-2022. All information pertaining to locations and expansion initiatives were presented during board meetings.

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

July 17, 2023.

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

Hayden Moore
Signature

6/28/23
Date

Please submit the completed application to your executive county superintendent.