



July 21, 2025  
Minutes

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting July 21, 2025**  
**5:30 P.M. Executive Session**  
**6:30 P.M. Public Session**  
**West Orange High School**  
**51 Conforti Avenue**

**Minutes**

**I. ROLL CALL OF THE MEMBERS**

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

**II. NOTICE OF MEETING:**

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

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

**III. EXECUTIVE SESSION**

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

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

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

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

**V. PLEDGE OF ALLEGIANCE**

**VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF June 16, 2025 (Att. #1)**

**MOTION:** Mr. Stevenson

**SECOND:** Vice President Ivker

**VOTE:** 5-0 (RC)

Yes  
Bryant

Yes  
Stevenson

Yes  
Vera

Yes  
Ivker

Yes  
Rock



**VII. STUDENT LIAISON REPORT**

**VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS**

- A. Summer Programs
- B. HIB Report

**IX. BOARD POLICY(IES)**

- A. Second Reading and Adoption: Policy #5460 High School Graduation (Att. #2)

**MOTION:** Mr. Stevenson

**SECOND:** Ms. Vera

**VOTE:** 5-0 (RC)

Yes  
Bryant

Yes  
Stevenson

Yes  
Vera

Yes  
Ivker

Yes  
Rock

**X. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS**

**XI. 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
Keli Eason	Gregory	Grade 3 Teacher	Resignation	9/8/2025
Karen Lott	Hazel	Academic Support	Retirement 38 years	7/1/2025
Jay Wecht	Roosevelt	English Language Arts	Retirement 30 years	7/1/2025

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

Name	Location	Position	Reason	Effective Date
Renee Boudaher	St. Cloud	Paraprofessional	Retirement 3 years	1/1/2026
Mary Byrne	Washington	Lunch Aide	Retirement 16 years	6/18/2025
Marcela Silva De Gouveia	Mt. Pleasant	Lunch Aide	Resignation	6/18/2025
Eileen Duggan	Gregory	Paraprofessional	Retirement 17 Years	7/1/2025
Noel Duverge	Transportation	Bus Driver	Retirement	07/1/2025



		Part-time	9 years	
Luann Grasso	Edison	Lunch Aide	Resignation	9/1/2025
Jonathan Nelson	Central Office	Maintenance Plumber	Resignation	7/5/2025
Serina Williams	Transportation	Bus Driver	Resignation	7/31/2025

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

Employee #	Effective Date
9103	8/16/25

## 2. Rescissions

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

Name	Location	Position	Effective Date
Oliver Brantome	WOHS	Academic Support Leave Replacement	9/1/2025
Stephanie Bryson	Liberty	Summer Counseling	6/12/2026
Jennifer Dahl	WOHS	Newspaper - The Pioneer	9/1/2025
Salma Hassan	Roosevelt	Middle School Summer School Math Teacher	6/23/2025
Jason Lamont Jackson	WOHS	School Store Management Club	9/1/2025
Megan Kiczek	WOHS	Yearbook Advisor	9/1/2025
Nube Nieves Flores	Transportation	PT Bus Driver	9/1/2025
Lisa Rodino	WOHS	Curriculum Council	9/1/2025
Lauren Volpe	Liberty	Summer Counseling	6/13/2025

## 3. Appointments

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Ayesha Aly Ahmed	Kelly	Grade 3 LLD	M. Scott	MA	5	\$70,363	9/1/2025 6/30/2026
Paulina Andolino	Gregory	Grade 3	A Oakley-Nowak Reassigned	MA	5	\$70,363	9/1/2025 6/30/2026
Kimberly Birman	Redwood	Grade 1	J. Hecht Reassigned	MA+15	5	\$74,903	9/1/2025 6/30/2026



Oliver Brantome	WOHS	English Language Arts	Kiczek Transfer	BA+15	6	\$67,876	9/1/2025 6/30/2026
Suzanne Buccolo	Mt Pleasant	School Nurse	N. Feldman	BA	18	\$96,937	9/16/2025 6/30/2026
Jessica Cicerone	WO-ECLC	Preschool Intervention and Referral Specialist	New Position	MA+30	9	\$83,481 PEA Grant Funded	9/1/2025 6/30/2026
Elizabeth Daniel	Redwood	Special Education Resource	S. Hughes	MA	6	\$71,680	9/1/2025 6/30/2026
Anna Favetta	Roosevelt	English Language Arts Leave Replacement	M. Mena	BA	5	\$65,893.00	9/1/2025 6/30/2026
Nikolette Fischetti	WOHS	Mathematics	J. Nuzzi	MA+30	5	\$80,174	9/1/2025- 6/30/2026
Lorin Hannah	Liberty	Special Education Resource Room	New Position	MA+45	7	\$84,264	9/1/2025 6/30/2026
Alexa Hector	Redwood	Special Education Resource	H. Inn	BA	14	\$71,366	9/1/2025 6/30/2026
Marina Kaiafas	Edison	Special Education Resource	A Carrera	MA	5	\$70,363	9/1/2025 6/30/2026
Emily Marino	Kelly	Grade 5 ELA	K. Clancy Reassigned	BA	5	\$65,893	9/1/2025 6/30/2026
Monica Mejia	Gregory	School Counselor	A. James	MA	5	\$70,363	9/1/2025 6/30/2026
Philana Otruba-Fhal	Liberty	Science	V. DeJesus	MA	7	\$72,303	9/1/2025 6/30/2026
Guy Ratki	Kelly	Grade 4 ELA	A. Lampley	MA+45	5	\$82,004	9/1/2025 6/30/2026
Dr. Derek Ressa	Special Services	Director	C. Salimbeno	N/A	N/A	\$185,000	12/1/2025 6/30/2026
Jacklyn Sapp	Mt Pleasant	Grade 3	V. Blazier	MA	12	\$75,040	9/1/2025 6/30/2026
Matthew Schiff	Edison	Mathematics	L. Geraldo	MA	5	\$70,363	9/1/2025 6/30/2026
Hailey Slyvchak	Redwood	Grade 2	J. Burnett	BA	5	\$65,893	9/1/2025 6/30/2026
Alison Soccio-Willemsen	Central Office	Supervisor of Visual and Performing Arts	Lou Quagliato	Supervisor	1	\$113,925 Includes \$5,000 Additional Duties	9/1/2025 6/30/2026
Makenna Tahbaz	Washington	Special Education	M. Lloyd Transfer	MA	5	\$70,363	9/1/2025 6/30/2026
Sushin Wang	Roosevelt	Chinese Teacher Leave Replacement	C. Yu	MA	N/A	\$384.50 Per Diem	9/1/2025 12/5/2025

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



Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Nafisa Aly Ahmed	Central Office	Administrative Assistant	New	Column III	2	\$53,412	7/1/2025 6/30/2026
Tamara Caballero	St. Cloud	Paraprofessional	A. Barnes	BA	4	\$35,363	9/1/2025 6/30/2026
Stephanie Demianicz	Liberty	Registered Nurse	N. Feggins	MA+45	9	\$85,387	9/1/2025 6/30/2026
Patrick Garcia	Central Office	Groundskeeper	J. Flores	N/A	1	\$49,000	7/14/2025 6/30/2026
Ana Lopez Reappointment	Transportation	PT Bus Monitor	N/A	N/A	N/A	\$22,172.25	9/1/2025 6/30/2026
Justin Mault	WOHS	Paraprofessional	C. Flynn	BA	3	\$35,864	9/1/2025 6/30/2026
Maryann Mendoza	WOHS	Greeter	Y. Ward	N/A	N/A	\$36,816.08	9/1/2025 6/30/2026
Kathryn Polsky	Gregory	Registered Nurse	M. Kornegay	BA	17	\$87,416	9/1/2025 6/30/2026
Mark Sprawka Reappointment	Liberty	Custodian Mid Shift	N/A	N/A	2	\$41,155 Includes Mid-Shift Differential of \$285	7/1/2025 6/30/2026
Emilie Zephirin	Transportation	PT Bus Driver	Noel Duverge	N/A	N/A	\$24,392.25	9/1/2025 6/30/2026

\*amended

- c. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the Revised Hourly Staff Members, Lunch Aides, for the 2025-2026 school year. (Att. #3)
- d. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated WOHS 2025-2026 Coaching assignment(s): (Att. #4)
- e. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following: staff salary adjustments for the 2025-2026 school year:

Name	Location	Position	Salary Guide	Step	Base Salary	Longevity	Longevity effective Date	Salary	Effective Dates	FTE
Jodi Costanza	WOHS	Supervisor of Science, K-12	Supervisor	3	\$113,925	\$3000	12/1/2025	\$116,925	2025-2026	100
Anthony Estevez	Central Office	Administrative Assistant	WOEA	3	\$55,548	N/A	N/A	\$55,548	7/1/2025	100
Michelle Martino	Central Office	Director of Assessment, Accountability and Intervention	N/A	N/A	\$170,425	\$6,404	7/1/2025	\$176,829	2025-2026	100

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



Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Christina Biddle	WOHS	Newspaper - The Pioneer	\$2,057.50	2025 -2026
Oliver Brantome	WOHS	Lambda Equity & Diversity Alliance (LEAD)	\$1673.00	9/1/2025
Danniel Gavrelli	WOHS	Newspaper - The Pioneer	\$2,057.50	2025-2026
Molly Gelo	WOHS	Yearbook Advisor	\$4934.00	2025-2026
Janelle Morales	WOHS	School Store Management Club	\$874.50*	2025-2026
Matthew Pacheco OOD	WOHS	Jubilee Pit	\$1673.00	2025-2026
Kim Szalkai	WOHS	School Store Management Club	\$874.50*	2025-2026
LMani Viney	WOHS	The Circle (Pilot) Advisor	\$836.50	2025-2026

\*amended

- g. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional summer assignment(s): (Att. #5)
- h. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Romina Casenta	St. Cloud	Curriculum Writing: Reading & Writing Differentiation Strategies for Multilingual Learners K-2	\$45.47 per hour Not to exceed 45* hours	7/1/2024
Cindy Celi	WOHS	Coordinator Technology and Engineering	\$4,927.33	9/1/2025 - 6/30/2026
Jeff Lafoon	Liberty	Relocation of Office	\$339.29 per diem Not to exceed 3 days	7/1/25-8/29/25
Jennifer Moran	Gregory	Curriculum Writing: Reading & Writing Differentiation Strategies for Multilingual Learners 3-5	\$45.47 per hour Not to exceed 45* hours	7/1/2025
Taylor Tellawy	Edison	Relocation of Office	\$339.29 per diem Not to exceed 3 days	7/1/25-8/29/2025
Jessica Tineo	Washington	Clerical Aide	\$158.69 per day Not to exceed 16 days	7/1/2025- 8/13/25
Lauren Volpe	Roosevelt	Relocation of Office	\$339.29 per diem Not to exceed 3 days	7/1/25-8/29/2025

\*amended

- i. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following substitute appointment(s) at the appropriate substitute rates for 2025-2026:

Name	Certification Code	Administrator	Administrative Assistant	Lunch Aide	Nurse	Custodian
Flamur Aliu						x
Robert Cetrulo						x



4.

Juan Colon						x
Abdoulie Conteh						x
Najee Glenn (Summer Student)						x
Zion Gordon						x
Victor Jean (Summer Student)						x
Weston Lipsey (Summer Student)						x
Clavens Pierre (Summer Student)						x
Mosie Prince (Summer Student)						x
Marcela Silva De Gouveia				x		
Nanci Silvestri (Summer)			x			

**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
8991 Family	St. Cloud	9/2/25 - 9/30/25	10/1/25 - 11/5/25	N/A	11/10/25

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

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4598 Medical	WOECLC	3/17/25 - 4/21/25, a.m. only  7/1/25-8/20/25	4/21/25, p.m. only - 7/8/25 amended from 4/21/25, p.m. only - 5/2/25	8/21/25-8/25/25	8/26/25 amended from 7/9/25
9127 N/A	WOHS	N/A	N/A	6/23/2025-6/30/2025	N/A
7806 Medical	Transportation	N/A	N/A	1/10/2025-1/28/2025	1/29/2025
7989 Medical	Transportation	N/A	N/A	6/5/2025 -6/23/2025	6/24/2025
9331 Medical	Gregory	5/16/25-6/6/25	6/9/2025-6/30/2025 amended from 6/3/2025 - 6/13/2025	N/A	7/1/2025



## 5. Transfer(s):

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

Name	From	Position	To	Position	Effective Date
Saira Azad Involuntary	WOHS	ESL	Liberty	ESL	9/1/2025
Jenna Bleeke Voluntary	Mt. Pleasant/Kelly	Library Media Specialist	Mt. Pleasant/Liberty	Library Media Specialist	9/1/2025
Stephanie Bryson Voluntary	Liberty	School Counselor	Edison	School Counselor	9/1/2025
Jean Claude Cenatus Involuntary	Liberty	French	WOHS	French	9/1/2025
Rachel DAndrea Voluntary	Washington	Academic Support	Roosevelt	Academic Support	9/1/2025
Michele DeMatteo Involuntary	WOHS	Career Education	Liberty	STEM/ Computer Applications	9/1/2025
Dan Dufresne Voluntary	Edison	Science	Roosevelt	Science	9/1/2025
Yanira Escobar Voluntary	Edison	ESL	Liberty	ESL	9/1/2025
Leonard Ford Involuntary	Central Office	Technology Integration Specialist	Gregory	Grade 4 (Social Studies/Science)	9/1/2025
Maria Frangos Involuntary	Edison	Computer Applications	Roosevelt	STEM/ Computer Applications	9/1/2025
Meara Franowicz Involuntary	Gregory	Librarian	St. Cloud	Librarian	9/1/2025
Marissa Gerin Voluntary	St Cloud	Music	Washington	Music	9/1/2025
Allison Gibbons Involuntary	Central Office	Technology Integration Specialist	Redwood	Music Teacher	9/1/2025
Floyd Gray Voluntary	Edison	Mathematics	Liberty	Mathematics	9/1/2025
Megan Kiczek Voluntary	WOHS	ELA	Roosevelt	Academic Support ELA	9/1/2025
Jeffrey Lafoon Involuntary	Edison	School Counselor	Liberty	School Counselor	9/1/2025
Jun Lewin Involuntary	Edison	Chinese	WOHS	.5Chinese .5ESL	9/1/2025
Dongmei Li Involuntary	.5Liberty .5WOHS	Chinese	Edison	Chinese	9/1/2025
Kelly McSharry Involuntary	Roosevelt/ Liberty	Computer Applications	Edison	Academic Support	9/1/2025
Marissa Mitterman Voluntary	Redwood / Washington	Library Media Specialist	Edison/Washington	Library Media Specialist	9/1/2025
Jessica Moffett Lee Voluntary	Gregory	Academic Support	Hazel	Grade 3	9/1/2025
Kaitlin Morrell Involuntary	BMELC	Music Teacher	St Cloud	Music Teacher	9/1/2025





Kimberly Pallant Involuntary	St. Cloud	Librarian	Gregory	Librarian	9/1/2025
Shrina Patel Voluntary	Liberty	Mathematics	Edison	Mathematics	9/1/2025
Karen Porreca Voluntary	Redwood	Academic Support	Washington	Academic Support	9/1/2025
Lisette Santa Voluntary	Liberty	ESL	Roosevelt	ESL	9/1/2025
Erin Smith Involuntary	Liberty	Special Education Resource	Hazel	Special Education Resource	9/1/2025
Taylor Tellawy Involuntary	Roosevelt	School Counselor	Liberty	School Counselor	9/1/2025
Lauren Volpe Involuntary	Liberty	School Counselor	Roosevelt	School Counselor	9/1/2025

- 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
Brian Green	Washington	Security	Gregory	Security	9/1/2025
Ralph Desmarais	Gregory	Security	Washington	Security	9/1/2025

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

Job Descriptions	New	Revised
Director of Assessment, Accountability, and Intervention		X
Supervisor of Visual and Performing Arts		X
Assistant Transportation Supervisor	X	
Dispatcher	X	
Fiscal Specialist	X	
Food Service Fiscal Manager	X	

7. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the attached Sidebar Agreement between the West Orange Administrators' Association and the West Orange Board of Education to formally remove the position of Director of Assessment, Accountability and Intervention from the current WOAA CBA, and any negotiated successor agreements. (Att: #7)
8. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the attached Sidebar Agreement between the West Orange Administrators' Association and the West Orange Board of Education to formally recognize the position of Supervisor of Visual and Performing Arts, its responsibility for supplemental duties that will result in additional compensation, and the inclusion of this position in any negotiated successor agreements.(Att: #8)



9. Upon recommendation of the Superintendent of Schools approval by the Board of Education to withhold the salary increment for Employee # 4919 for the 2025-2026 school year. Given the impending expiration of the WOECA CBA on June 30, 2025, in the event retroactive pay is negotiated and agreed upon, this employee will not be eligible for such compensation. Upon ratification of a subsequent contract, the employee's placement on the appropriate pay column and step will be effective for the 2026-2027 school year.

**MOTION:** Mr. Stevenson

**SECOND:** Vice President Ivker

**VOTE:** 5-0 (RC)

Yes  
Bryant

Yes  
Stevenson

Yes  
Vera

Yes  
Ivker

Yes  
Rock

## B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Curriculum for the 2025-2026 school year: (Att. #9).
2. Upon recommendation of the Superintendent of Schools, approved by the Board of Education of 2025-2026 annual Program of Study/Textbooks: (Att. #10).
3. Upon recommendation of the Superintendent of Schools, approval of the Project Acceleration High School Program Agreement between Seton Hall University and West Orange High School to provide courses for college credit commencing August 1, 2025.
4. Recommend approval of the West Orange High School and Middle School Newcomer ML Orientation Sessions for the 2025-2026 School Year to provide student orientation and screening to newcomer MLs in the total amount of \$6,500, funded by local funds.
5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of Houghton Mifflin Harcourt Education Company (“HMH”) to provide Into Reading-Coachley Professional Development for the 2025-2026 School Year in the amount of \$5,400.
6. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following 2025-2026 Student Teacher assignment(s):

Student Teacher/Intern Candidate	Affiliate University	Assigned School	Effective Dates
Abdallah, Omar	Montclair State University	WOHS	9/3/2025 - 5/30/2026
Baca, Edward	Fordham University	WOHS	9/3/2025 - 5/30/2026
Dennerlein, Sara	Montclair State University	Roosevelt	9/3/2025 - 5/30/2026
Falco, Andrea	Montclair State University	WOHS	9/3/2025 - 5/30/2026
Hunczak, Jillian	Seton Hall University	Washington	8/25/2025 - 12/9/2025
Joy, Brooke	Seton Hall University	Washington	8/25/2025 - 12/9/2025



Lehner, Samantha	Montclair State University	WOHS	9/3/2025 - 6/12/2026
Malone, Amanda	Montclair State University	WOHS	9/3/2025 - 5/30/2026
Meola, Sophia	Montclair State University	Redwood / WOHS	9/3/2025 - 5/30/2026
Rodriguez, Tatyana	Caldwell University	Roosevelt	9/2/2025 - 12/12/2025
Sidener, Beckett	Seton Hall University	St. Cloud	8/25/2025 - 12/9/2025
Siegel, Matthew	Rutgers University	Kelly / WOHS	9/3/2025 - 5/30/2026
Steffens, Isabella	Seton Hall University	Hazel	8/25/2025 - 12/9/2025
Valentin, Kaitlyn	Montclair State University	WOHS	9/3/2025 - 5/30/2026

**MOTION:** Dr. Bryant

**SECOND:** Mr. Stevenson

**VOTE:** 5-0 (RC)

Yes  
Bryant

Yes  
Stevenson

Yes  
Vera

Yes  
Ivker

Yes  
Rock

## C. FINANCE

### a.) Special Services

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following out of district placements for the 2025-2026 school year: (Att. #11)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Pillar Care Continuum to provide occupational therapy and physical therapy services for the 2025-2026 school year.

Services	Rate	Not to Exceed	Budgeted/Unbudgeted
Occupational Therapy and Physical Therapy	Occupational and Physical Therapy: \$135.00/hour Initial evaluations and reevaluations: \$415.00/each	\$220,000.00	Budgeted

3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Jeremie Hafitz LLC to provide feeding therapy and speech therapy services for the 2025-2026 school year.

Student #	Rate	Not to Exceed	Budgeted/Unbudgeted
2908102 and 2908103	Feeding therapy: \$125.00/45 minutes Individual speech therapy: \$167.00/hour Group speech therapy: \$100.00/hour	\$45,000.00	Budgeted

4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Creative Learning Studios LLC to provide occupational



therapy services for the 2025-2026 school year.

Student #	Rate	Not to Exceed	Budgeted/Unbudgeted
2908102	Individual session:: \$90.00/30 minutes Group session: \$45.00/30 minutes	\$20,000.00	Budgeted
2908103	Individual session:: \$90.00/30 minutes Group session: \$45.00/30 minutes	\$20,000.00	Budgeted

5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Kid Clan Services Inc. to provide services for the 2025-2026 school year.

Services	Rate	Not to Exceed	Budgeted/Unbudgeted
Physical Therapy Occupational Therapy Speech Therapy BCBA ABA	Physical Therapy: \$105.00/hour Occupational Therapy: \$105.00/hour Speech Therapy: \$105.00/hour BCBA: \$125.00/hour ABA: \$75.00/hour	\$300,000.00	Unbudgeted

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Bergen County Special Services to provide services for the 2025-2026 school year.

Student #	Services	Not to Exceed	Budgeted/Unbudgeted
1705068	Sign Language Interpretation	\$114,800.00	Budgeted

7. Upon recommendation of the Superintendent, approval by the Board of Education for the following service provider district substitute nursing services and field trip for the 2025-2026 school year:

Provider	Type of Services	Rate
St Monica HealthCare Agency	Substitute Nursing is needed in the district	\$70 per hour RN
Delta-T Group	Substitute Nursing as needed in the district	\$60 per hour RN/LPN
Bayada	Substitute Nursing as needed in the district	\$75 per hour RN/LPN
SunBelt	Substitute Nursing as needed in the district	\$80-85 per hour RN/LPN

8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Cross County to provide services for the 2025-2026 school year.

Services	Rate	Not to Exceed	Budgeted/Unbudgeted
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CST Evaluations:		\$10,000	Unbudgeted
English	\$875		
Bilingual	\$980		

9. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with HMS & Associates to provide feeding therapy services for the 2025-2026 school year.

Services	Rate	Not to Exceed	Budgeted/Unbudgeted
Feeding Therapy	\$140.00/hour	195,000.00	Unbudgeted

**b.) Business Office**

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the July 21, 2025 Bills List in the amount of 17,015,547.26.
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the May 2025 transfers within the 2024-2025 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #12)
3. Upon recommendation of the Superintendent of Schools, acceptance by the Board of Education of the Board Secretary's financial report for the month of May 2025, based upon the certification of the Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10(c) (3), that no major account or fund has been over-expended, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (Att. #13)
4. Upon recommendation of the Superintendent of Schools, acceptance by the Board of Education of the Report of the Treasurer of School Monies for the month of May 2025, which report is in agreement with the Secretary's Report.
- \* 5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the Student Meal Pricing for the 2025-2026 school year:

Breakfast		
	2024-2025	2025-2026
High School	\$2.65	\$2.75
Middle School	\$2.50	\$2.60
Elementary	\$2.30	\$2.40
Lunch		



	2024-2025	2025-2026
High School	\$4.40	\$4.50
Middle School	\$4.15	\$4.25
Elementary	\$3.85	\$4.00

*\* On June 19, 2025, DeShawn Johnson, at the direction of Tonya M. Flowers, the Board Secretary, polled the Board via email and recorded that three (3) of the five (5) Board Members approved and consented to this Resolution being on the Agenda.*

- \*6.** Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Settlement Agreement and Release between the West Orange Board of Education and Employee #7855.

*\* On June 26, 2025, DeShawn Johnson, at the direction of Tonya M. Flowers, the Board Secretary, polled the Board via email and recorded that three (3) of the five (5) Board Members approved and consented to this Resolution being on the Agenda.*

7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Stipulation of Agreement between the West Orange Board of Education and the parents of Student ID #1506076.
8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Stipulation of Agreement between the West Orange Board of Education and the parents of Student ID #2205080.
9. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Settlement Agreement between the West Orange Board of Education and the parents of Student ID #2406029, not to exceed \$8,600.
10. 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 for 2025-2026:

Carrier	Type	Term	Amount
NJ Schools Insurance Group	General Liability EDP/Inland Marine Auto Umbrella Restart/Terrorism/Crisis Mgmt	7/01/25 - 6/30/26	\$240,706
NJ Schools Insurance Group	Property Boiler and Machinery Crime	7/01/25 - 6/30/26	\$590,466



NJ Schools Insurance Group	School Board Legal	7/01/25 - 6/30/26	\$173,333
Hudson/Upland/Great American	NJUEP - Excess Liability	7/01/25 - 6/30/26	\$122,344
Philadelphia Insurance Co.	Environmental	7/01/25 - 6/30/26	\$24,973
McCloskey	Student Accident	7/01/25 - 6/30/26	\$92,320
RLI	Bonds	7/01/25 - 6/30/26	\$4,600
Cyber	Cyber Liability	7/01/25 - 6/30/26	\$37,693

11. Upon the recommendation of the Superintendent of Schools BE IT RESOLVED, that the West Orange Board of Education approves the following Designation of Positions - The following positions are filled by the person(s) or firm names through Tuesday, January 6, 2026 (next Reorganization of the Board):

Business Administrator/Board Secretary	Tonya M. Flowers
Treasurer of School Monies	Dr. Melissa Simmons
Board Attorneys	Cleary Giacobbe Alfieri Jacobs LLC Methfessel & Werbel
Architect	Di Cara   Rubino
Attendance Officers	David Zawacki, Frank Yannuzzi
Health Benefits Insurance Broker	Brown & Brown - Michael Mauro
Property/Casualty Insurance Broker	Balken Risk Management
School Physician	ProCare Medical Associates LLC
Anti-Bullying Coordinator	Michelle Martino
<u>504 Officer</u>	<u>Constance Salimbeno</u>
Substance Assistance Coordinator	Lesley Chung, Ed. D.
<u>Right-to-Know Officer</u>	<u>Nicholas Munoz</u>
<u>AHERA Representative</u> (Asbestos Hazard Emergency Response Act)	<u>Nicholas Munoz</u>
<u>Integrated Pest Management Coordinator</u>	<u>Nicholas Munoz</u>
<u>Indoor Air Quality Coordinator</u>	<u>Nicholas Munoz</u>
<u>Chemical Hygiene Officer</u>	<u>Nicholas Munoz</u>
Public Agency Compliance Officer	Tonya M. Flowers
<u>District Affirmative Action Officer</u>	<u>Michelle Martino</u>



	Elizabeth Veneziano
Qualified Purchasing Agent	Tonya M. Flowers
Custodian of Records	Tonya M. Flowers
District Liaison to DCP&P (Division of Child Protection and Permanency)	Constance Salimbeno
<u>District Homeless Liaison</u>	<u>Hayden Moore</u>
Bond Counsel	Wilentz, Goldman & Spitzer
Americans with Disabilities Act Coordinator	Constance Salimbeno
Title IX Coordinator	Stephen Zichella Elizabeth Veneziano
Claims Auditor	Tonya M. Flowers
Financial Advisor	Phoenix Advisors
Auditor	Lerch, Vinci & Higgins, LLP
School Safety Specialist	Filipe Santiago, David Marion

12. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the resolution to increase the bid threshold:

**WHEREAS**, Tonya M. Flowers, School Business Administrator/Board Secretary, possesses a Qualified Purchasing Agent (QPA) certificate;

**WHEREAS**, the State Treasurer, in consultation with the Governor and pursuant to N.J.S.A. 52:34-7 and N.J.S.A. 18A:18A-3 (b), has increased the bid threshold amount for school districts with a Qualified Purchasing Agent, from \$44,000 to \$53,000, effective July 1, 2025;

**NOW, THEREFORE BE IT RESOLVED**, that the Board of Education, pursuant to N.J.S.A. 18A:18A-3 (a), establishes and sets the bid threshold amount of \$53,000 for the school district, and further authorizes the School Business Administrator/Board Secretary, the Qualified Purchasing Agent, to award contracts, in full accordance with N.J.S.A. 18A:18A-3 (a), for those purchases that do not exceed the aggregate of the newly established bid threshold amount.

**FURTHERMORE**, for contracts in the aggregate that are less than the bid threshold but fifteen (15%) or more of the amount, the School Business Administrator/Board Secretary shall award contracts after soliciting at least two competitive quotations. The School Business Administrator/Board Secretary, pursuant to N.J.S.A. 18A:18A-37 (c), is authorized to award contracts that are in the aggregate less than fifteen (15%) percent of the bid threshold without soliciting competitive quotations.

13. Upon recommendation of the Superintendent of Schools, approval by the Board of





Education of the:

**RESOLUTION AWARDING A CONCESSION FOR ATHLETIC APPAREL AND EQUIPMENT FOR THE BOYS AND GIRLS VARSITY BASKETBALL TEAMS**

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

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

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

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

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

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

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

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

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

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

**WHEREAS**, the West Orange Board of Education did submit, and the New Jersey Department of Education (NJDOE) did subsequently approve, the following School



Facilities Project Applications for ROD 5 Grant funding from the New Jersey Schools Development Authority (NJSDA); and

School Name	Project Scope	SDA Grant #	DOE Project#	Final Eligible Cost	State Share	Local Share
West Orange HS	HVAC System Upgrades	G5-7048	4540-010-23-R502	\$ 93,500	\$ 37,400	\$ 56,100
West Orange HS	HVAC Controls	G5-6938	4540-040-23-R501	\$ 48,400	\$ 19,360	\$ 29,040

**WHEREAS**, the NJSDA did, on or about February 12, 2024, offer Section 15 Capital Grants for the State Share of the cost of each project indicated above; now

**THEREFORE**, the West Orange BOE does authorize the execution and delivery of each Section 15 Grant Agreement to the NJSDA, pursuant to N.J.A.C. 19:32-1.1, and does hereby delegate authority to the School Business Administrator to supervise each of the School Facilities Projects indicated above.

**FURTHERMORE**, the Board hereby authorizes the use of Capital Reserve Account Funds for the Local Share of the cost of the Projects indicated above.

15. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following out of district placements for McKinney-Vento Homeless students for the 2024-2025 academic year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
NPS659870	Newark Board of Education: Weequahic High School from 10/14/2024 to 2/26/2025	\$24,637.33	Unbudgeted
NPS680713	Newark Board of Education: Avon Avenue School from 10/14/24 to 6/25/2025	\$47,426.87	Unbudgeted
NPS659871	Newark Board of Education: Weequahic High School from 10/14/2024 to 2/26/2025	\$21,008.17	Unbudgeted

16. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Resolution to join the New Jersey Schools Insurance Group North Jersey Educational Insurance Fund Indemnity and Trust Agreement. (Att. #14)
17. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following contracts for vendors with exceptions to bidding Library and Educational Materials:

Vendor	Content	Not To Exceed Amount
Savvas Learning Company	Social Studies 1 year Digital Courseware	\$113,000



18. 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 allocated \$58,260 for the 2025-2026 school year.
19. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the submission of the amended Individuals with Disabilities Education Act (IDEA) Consolidated Grant for fiscal year 2026:

Basic	
Public	\$1,906,709.
Non Public	\$302,042.
Total	\$2,208,751.

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

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

School	Description	Amount
Seton Hall Prep	Armed School Security Professional	\$149,892.36

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

Donor	Recipient	Donation
Explore the Trades Grant (funded by Ferguson)	WOHS	\$30,000 - go towards creating a Home Maintenance and Repair Training Lab for Plumbing, Electrical and HVAC
Parent (anonymous)	Kelly Elementary School	5 round tables, 3 rectangular tables-total estimated value of \$6,000.

22. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of a contract to TGI Office Automation (TGIOA), Edison, NJ for a total of \$15,167.00 per month for 60 months, managed print services—costs per copy overages billed, mono @ \$.0042/page and color @ \$.04/page.



23. Upon recommendation of the Superintendent of Schools, acceptance by the Board of Education of awarding the following bids for the 2025 - 2026 school year (Att. #15):

Bid #	Description	Award	Amount
25-01	Roof Repair and New Work - All Schools	TNT Construction Group Garfield, NJ	\$79.11 straight time labor rate
25-02	Schindler Elevator Parts - WOHS	None	None
25-03	Fire Alarm Services - District Wide	HAIG Service Corp. Green Brook Township, NJ	\$110 for the hourly rate for a technician's straight time labor for year 1
25-04	Building Hardware Material - All Schools	Continental Hardware Newark, NJ	18% discount off MSRP/list price for year 1
25-05	Electrical Parts - District Wide	Cooper Electric Supply LLC Cranbury, NJ	30% discount of MSRP/list price for year 1
25-06	Hardware and Construction Material - District Wide	Bid Rejected	None
25-07	Door Locks and Parts - All Schools	Weilgus and Sons NJ Inc. Livingston, NJ	For a period of two (2) years, July 22, 2025 - June 30, 2026, with a 1 year renewal

24. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Lease Agreement between Life Christian Church and the West Orange Board of Education for the rental of property located at 747 Northfield Avenue, West Orange, for the period July 1, 2025 through December 31, 2025 in the amount of six equal monthly installments of \$27,380.58 totaling \$164,283.48.
25. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of Dr. Michael Kelly of ProCare Associates as the District Physician for the 2025-2026 school year in the amount of \$41,250.

**MOTION:** Mr. Stevenson

**SECOND:** Vice President Ivker

**VOTE:** 5-0 (RC)

Yes  
Bryant

Yes  
Stevenson

Yes  
Vera

Yes  
Ivker

Yes  
Rock

## D. REPORTS

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending July 21, 2025.
2. **Harassment, Intimidation and Bullying**

“Whereas, pursuant to Board Policy and the requirements of N.J.S.A. 18A:37-17(b)(6)(c), at its



meeting on June 16, 2025, the Superintendent reported HIB Incident Number(s) 059-072 to the Board; and

Whereas, on June 19, 2025 the parents and/or guardians of the students who are parties to the investigation received information about the investigation pursuant to N.J.S.A. 18A:37-17(b)(6)(d); and

Now, therefore, be it resolved that the Board affirms the decision of the Superintendent concerning HIB Incident Number(s) 059-072 for the 2024-2025 school year for the reasons conveyed to the Board.”

**MOTION:** Mr. Stevenson

**SECOND:** Vice President Ivker

**VOTE:** 5-0 (RC)

Yes  
Bryant

Yes  
Stevenson

Yes  
Vera

Yes  
Ivker

Yes  
Rock

**XII. PETITIONS AND HEARINGS OF CITIZENS**

**XIII. NEXT BOARD MEETING to be held at 6:30 p.m. on August 18, 2025 at West Orange High School.**

**XIV. 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.

**XV. ADJOURNMENT at 7:07 p.m.**

**MOTION:** Vice President Ivker

**SECOND:** Ms. Vera

**VOTE:** 5-0 (VV)

Yes  
Bryant

Yes  
Stevenson

Yes  
Vera

Yes  
Ivker

Yes  
Rock

**Respectfully submitted,**

*Tonya M. Flowers*

**Tonya M. Flowers, Board Secretary**