



July 25, 2023
Minutes

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

Minutes

I. ROLL CALL OF THE MEMBERS

Present: President Rock, Mr. Ivker and Mr. Stevenson.

Absent: Vice President Huerta and Ms. Tunncliffe.

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)

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 3-0 (RC)

Yes
Ivker

Yes
Stevenson

Absent
Tunncliffe

Absent
Huerta

Yes
Rock



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



Name	Location	Position / Reason	Effective Date
Debra Coen	WOHS	Summer Printing Assignment	6/14/23
Yanira Escobar	WOHS	Summer Enrichment Paraprofessional	6/23/23
Yossi Perez-OD	BMELC	ESY Paraprofessional	6/28/23
Anna Priolo-OD	Kelly	ESY Paraprofessional	7/5/23
Donna Ragland	BMELC	Paraprofessional	7/6/23
Shanaelle Sommervil	BMELC	ESY Paraprofessional	6/12/23
Joseph Voza-OD	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	Liberty	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



Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
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
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



Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
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



Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
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
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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
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



Name	From	Position	To	Position	Effective Date
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
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	BMELC	Paraprofessional	BMELC /	Paraprofessional	9/1/23



Voluntary			Washington		
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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)

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 3-0 (RC)

Yes
Ivker

Yes
Stevenson

Absent
Tunnicliffe

Absent
Huerta

Yes
Rock

B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Applications for School Business requests. (Att. #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.

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 3-0 (RC)

Yes
Ivker

Yes
Stevenson

Absent
Tunnicliffe

Absent
Huerta

Yes
Rock

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 2908103	Jeremie Hafitz, LLC	Speech & Feeding Therapy	\$120.00/45 minutes session	\$37,268.00	Budgeted
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



ID Number	Provider	Type of Services	Cost	Not to Exceed	Budgeted/Unbudgeted
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 @ \$25.00/hour	\$1,100.00	Budgeted
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 Golda Och Academy - Upper School Golda Och Academy - Lower School Playhouse	\$116,400.00 \$26,040.00 \$22,440.00 \$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. Marilynn 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	\$7,500.00	Budgeted



		\$375.00 -No-Show Fee		
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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
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)	Aetna
Single	\$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

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 3-0 (RC)

Yes
Ivker

Yes
Stevenson

Absent
Tunnicliffe

Absent
Huerta

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 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.”

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 3-0 (RC)

Yes
Ivker

Yes
Stevenson

Absent
Tunnicliffe

Absent
Huerta

Yes
Rock

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 at 8:54 p.m.**

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 3-0 (VV)

Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary