



March 18, 2024
Minutes

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting March 18, 2024
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 Vera, Dr. Bryant, Mr. Ivker and Mr. Stevenson.
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 8, 2024.
- That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and by email to the Star-Ledger.
- That said notice was posted in the lobby of the Administration Building of the Board of Education and posted on the district website at www.woboe.org
- Please be advised that this meeting is being recorded and may be broadcasted on local TV and the district's website at a future date.

III. EXECUTIVE SESSION

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

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

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

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

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF February 26, 2024
(Att. #1)

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock



VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. Oath of Office- New Board Member Dr. Dia Bryant
- B. Transportation Department - Mike Schaaf
- C. Governor's Educator of the Year Recognition
- D. Recognition for Excellence in Athletics
- E. ELA Presentation
- F. 2024/2025 Preliminary Budget Presentation
- G. HIB Report

IX. BOARD POLICY (IES)

- A. First Reading of the following revised policy(ies):
 - i. 5111- Eligibility of Resident/Non Resident Students (Att. #2)

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
Amanda Hilsinger	Kelly	Special Education	Resignation	5/3/24
Marisa Leokumovich	Washington	Grade 2	Resignation	6/19/24
Mallory O'Connell	Kelly	Grade 5	Resignation	5/1/24
David Sehr	WOHS	Social Studies	Retirement 26 years	7/1/24
Tynia Thomassie	Central Office	Technology Integration Specialist	Retirement 21 years	10/1/24

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

Name	Location	Position	Reason	Effective Date
Deborah Daniel	Central Office	Administrative Assistant	Retirement 34.5 years	7/1/24
Elise Ruder	Central Office	Management Information Systems Coordinator	Retirement 20.5 years	4/1/24
Richard Zarro	WOHS	Paraprofessional	Resignation	4/2/24
Cynthia Zoon	Kelly	Paraprofessional	Retirement 1.5 years	7/1/24



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

Employee #	Effective Date
8910	4/2/24

2. Appointments

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Chrystine Gaffney	Kelly	Grade 5 Leave Replacement	Amendola	MA	N/A	\$375 per diem	4/8/24 - 6/30/24

- 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
Michael Calderara	WOHS	Head Custodian	Housel	HS Head Custodian	5	\$70,694 prorated	3/19/24 - 6/30/24
Satchmo Hastings	Transportation	Bus Driver Part-time	Tutt	N/A	N/A	\$26.37 per hour	3/12/24 - 6/19/24
Jasmine Louissaint	Transportation	Bus Driver Part-time	Headley	N/A	N/A	\$26.37 per hour	3/12/24 - 6/19/24
Ryan Reilly	Central Office	IT Support Specialist	Bennett	Technology	2	\$69,104 prorated	4/8/24 - 6/30/24

- c. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the amendment of the Board approved Head Custodian Local 68 longevity adjustment for the following non-certificated staff:

Last Name	First Name	Due Date as per Schedule 1	Amount	Effective Dates
Smith	James	3/1/21	\$6,774	3/1/21 - 6/30/21
Smith	James	3/1/21	\$6,774	7/1/21 - 7/31/22

- d. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional teaching assignment(s): (Att. #3)
- e. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following negotiated co-curricular assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Nicole Eoon	Roosevelt	Team Leader-Grade 8	\$3,105.83 prorated	9/1/24 - 2/28/24
Telmo Nunes	Roosevelt	Team Leader-Grade 8	\$3,105.83 prorated	2/29/24 - 6/19/24



Cindy Celi	WOHS	National Society of Black Engineers (NSBE) Junior Chapter Advisor	\$800	3/1/24 - 6/19/24
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- f. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional assignment(s): (Att. #4)
- g. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following Diversity, Equity, Access, and Inclusion Committee assignment(s): (Att. #5)
- h. Upon recommendation of the Superintendent of Schools approval by the Board of Education of or the following mentor assignments to be funded by the provisional teacher.

Mentor	Provisional Teacher	Location	Mentor Fee	Effective Dates
Jennifer Barta	Leah Perez	Mt. Pleasant	\$220	3/8/24 - 6/30/24

- 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 2023-2024:

Name	Certification Code	Administrator	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Marcela Silva de Gouveia	N/A				X	X		
Gloria Vega	N/A					X		

3. Leaves of Absence:

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

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
9006 Family	Kelly	N/A	9/1/24 - 11/22/24	N/A	11/25/24
6927 Family	WOHS	9/5/23 - 10/6/23	10/9/23 - 1/5/24	1/8/24 - 6/30/25 amended from 1/8/24 - 6/30/24	9/1/25 amended from 9/1/24
8224 Family	Roosevelt	6/5/24 - 6/30/24	9/1/24 - 11/22/24	11/25/24 - 1/1/25	1/2/25
8104 Medical	Kelly	2/21/24 - 3/5/24 amended from 2/21/24 - 3/20/24	N/A	N/A	3/6/24 amended from 3/21/24
7143 Family	Hazel	N/A	9/1/24 - 11/22/24	11/25/24 - 1/1/25	1/2/25
9003 FMLA	WOHS	N/A	5/6/24 - 5/31/24	N/A	6/3/24
4987 Medical	Liberty	5/14/24 - 6/30/24	N/A	N/A	9/1/24



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

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4175 Medical	WOHS	3/4/24 - 4/8/24 amended from 3/4/24 - 3/28/24	N/A amended from 3/11/24 - 4/8/24	N/A	4/9/24
9097 Family	Kelly	3/6/24 - 3/14/24 amended from 3/18/24 - 3/27/24	3/18/24 - 6/14/24 amended from 3/28/24 - 6/30/24	6/17/24 - 6/30/24 amended from N/A	9/1/24
9266 Deployment	Redwood	N/A	2/2/24 - 3/8/24	N/A	3/11/24

4. 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
Information Systems Manager		X

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

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. #7)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the overnight and out-of-state field trips for the 2023-2024 school year. (Att. #8)
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the adoption of K-5 Into Reading by Houghton Mifflin Harcourt for implementation in the 2024-2025 school year.
4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the purchase of Into Reading Instructional Materials by Houghton Mifflin Harcourt in the amount of \$518,940.27 funded by ARP ESSER funds.
5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for Houghton Mifflin Harcourt to provide continuous professional development on the implementation of Into Reading instructional materials to K-5 Staff, throughout the duration of the 2023-2024 school year, in the amount of \$57,120.00 funded by ARP ESSER funds.
6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for Houghton Mifflin Harcourt to provide support for the development of K-5 English Language Arts



Curriculum for implementation in the 2024-2025 school year, in the amount of \$17,850.00 funded by local funds.

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

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 2023-2024 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1404031	Cornerstone Day School	Tuition: \$39,472.28 86 days @ \$458.98/day	Unbudgeted
2304117	Mount Carmel Guild Academy	Tuition: \$62,000.00 78 days @ \$310.00/day Extraordinary Services \$9,594.00 @ \$123.00/day	Budgeted
1606062	Passaic Valley Regional High School	Tuition: \$28,795.50 75 days @ \$383.95 1:1 Aide: \$8,395.50 75 days @ \$111.94/day	Budgeted

2. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following tuition/extraordinary aide services adjustments as certificate by the State of NJ Division of Administration and Finance:
3. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following service providers for Independent Specialist Evaluations for the 2023-2024 School Year:

Student #	Provider	Type of Service	Cost	Not to Exceed	Budgeted/Unbudgeted
1207143	Dr. L. Hanes & Associates	Reading Assessment with Report	\$450.00	\$450.00	Unbudgeted

b.) Business Office

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the March 18, 2024 Bills List in the amount of \$20,769,573.28.
2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the February 2024 transfers within the 2023-2024 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #9)



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 February 2024, 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. #10)
4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education acknowledgement and acceptance of the Report of the Treasurer of School Monies for the month of February 2024, which report is in agreement with the Secretary's Report. (Att. #11)
5. Upon the recommendation of the Superintendent of Schools **Be It Resolved**, that the West Orange Board of Education approves the Board Designations:

Association/Committee	Delegate(s)/Chairperson(s)	Alternate
NJ School Boards Association	Brian Rock	Maria Vera
Essex County School Boards Association	Maria Vera	Brian Rock
Legislative Chairperson(s)	Brian Rock	Not Applicable
Negotiations Committee	Eric Stevenson, Chairperson Dia Bryant	Not Applicable
Policy Chairperson	Eric Stevenson, Chairperson Brian Rock	Not Applicable
Board/Township Liaison	Robert Ivker, Chairperson Maria Vera	Not Applicable
Curriculum Committee	Maria Vera, Chairperson Dia Bryant	Not Applicable

6. 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	<ul style="list-style-type: none">• Security Cameras• Multi-Purpose Sensors	\$5,530.00

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



School	Description	Amount
Playhouse Nursery	Dell OptiPlex 7010	\$748.68

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

Donor	Recipient	Donation
Gregory School PTA	Gregory Elementary School	\$100,000.00 - to be used toward the purchase of a playground to be installed

9. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following Tentative Budget Resolution:

Be It Resolved, that the preliminary budget be approved for the 2024-2025 School Year using the 2024-2025 State Aid figures and the Secretary to the Board of Education be authorized to submit the following tentative budget to the Executive County Superintendent of Schools for approval:

	General Fund	Special Revenues	Debt Service	Total
2024-2025 Total Appropriations	\$204,738,219	\$13,899,437	\$5,897,821	\$224,535,477
Less: Anticipated Revenues	\$48,904,846	\$13,899,437	\$812,169	\$63,616,452
Taxes to be raised	\$155,833,373	\$0	\$5,085,652	\$160,919,025

Be It Further Resolved, that a public hearing be held on May 6, 2024 for the purpose of conducting a public hearing on the budget for the 2024-2025 school year.

10. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following Tentative Budget Resolution:

Be It Resolved, that the Board of Education includes in the final budget the adjustment for enrollment in the amount of \$192,402. The district intends to utilize this adjustment for supplies and materials necessary for the additional students.

11. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following Tentative Budget Resolution:

Be It Resolved, that the West Orange School District includes in the proposed budget the adjustment for banked cap in accordance with N.J.A.C. 6A:23A-10.3(b). The district has fully exhausted all eligible statutory spending authority and must increase the base budget in the amount of \$972,006 for the purpose of funding educational needs within the 2024-2025 budget. The district intends to complete said purposes by June 2025 and they cannot be deferred or incrementally completed over a longer period of time.



12. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following Tentative Budget Resolution:

Be It Resolved, that included in the general fund appropriations, budget line 620 is a withdrawal from Capital Reserve – Other Capital Projects in the amount of \$5,000,000 for Other Capital Project costs of \$5,000,000. The total cost of this project is approximately \$10,000,000. which represents expenditures for construction elements or projects that are in addition to the facilities efficiency standards determined by the Commissioner as necessary to achieve the New Jersey Student Learning Standards.

13. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the Maximum Travel Expenditures for the Pre-Budget Year, the YTD Expenditures, and the Ensuing Budget Year:

Object Code	Pre-Budget Year 2023-2024	YTD Expenditures	Proposed 2024-2025
58X	\$112,438	\$26,394	\$165,682

14. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the submission of the Final PEA 2024-2025 Budget Planning Workbook.
15. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with HighScope Educational Research Foundation for training for the 2023-2024 school year in the amount of \$12,840.
16. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the submission of the amended Federal American Rescue Plan Homeless II Grant and acceptance of the grant revision of allocation of these funds upon subsequent approval of the amended application. The amendment does not change the total amounts from the initial grant of \$30,457 only the allocation of the remaining funds.
17. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of a new location for our preschool program at the Roseland Child Development Center, located at 3-A ADP Boulevard, Roseland, New Jersey 07068. This new location will provide a six-hour comprehensive preschool educational program for up to 15 three and four year old students as a qualified private preschool provider for the 2024-2025 school year, to be funded by Preschool Expansion Aid.

MOTION: Mr. Stevenson

SECOND: Ms. Vera

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

D. REPORTS

1. Upon recommendation of the Superintendent of Schools, acceptance by the Board of Education of



the 2022-2023 School Safety Data System (SSDS) Report and the 2023-2024 School Safety Data System Report for period 1 (September 2023 - December 2023). (Att. #12)

2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending March 18, 2024.

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

XII. PETITIONS AND HEARINGS OF CITIZENS

XIII. NEXT BOARD MEETING to be held at 6:30 p.m. on April 15, 2024 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 9:05 p.m.

MOTION: Mr. Stevenson

SECOND: Dr. Bryant

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary