



**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting June 16, 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 and Mr. Stevenson.  
**Absent:** Ms. Vera.

**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 May 5, 2025 (Att. #1)**

**MOTION:** Vice President Ivker

**SECOND:** Mr. Stevenson

**VOTE:** 4-0 (RC)

Yes  
Bryant

Yes  
Stevenson

Absent  
Vera

Yes  
Ivker

Yes  
Rock



## VII. STUDENT LIAISON REPORT

## VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. Student Recognition
- B. HIB Report

## IX. BOARD POLICY(IES)

- A. First Reading: Policy #5460 High School Graduation (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
Laura Amendola	Kelly	Grade 5	Resignation	6/30/25
Paige Battista	Mt. Pleasant	Grade 4	Resignation	6/30/25
Veronica Blazer	Mt. Pleasant	Grade 5	Resignation	6/30/25
Vincent DeJesus	Liberty	Science	Retirement 13 years	7/1/25
Lizandra Geraldo	Roosevelt	Mathematics	Resignation	6/30/25
Kavita Gordon	Kelly	Special Education	Resignation	6/30/25
Sarah Mensah	Roosevelt	Mathematics	Resignation	6/30/25
Jessica Nuzzi	WOHS	Mathematics	Resignation	6/30/25
Constance Salimbeno	Central Office	Director of Special Education	Retirement 21 years	1/1/26
Melanie Scott	Kelly	Special Education	Resignation	6/30/25
Claire Snyder	Liberty	English Language Arts	Resignation	6/30/25
James Weidenborner	WOHS	Social Studies	Retirement 25 years	7/1/25
Tom Ziv	Roosevelt	Science	Resignation	6/30/25

- 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
Gregory Cohen	Transportation	Director of Transportation	Resignation	6/30/25
Francois Douge	WOHS	Paraprofessional	Retirement	7/1/25



			6 years	
Danielle Fastiggi	Roosevelt	Paraprofessional	Resignation	6/30/25
Luann Grasso	Edison	Lunch Aide	Resignation	6/18/25
Katherine Jimenez	Transportation	Bus Driver-Part time	Resignation	6/18/25
Jasmine Louissaint	Transportation	Bus Driver-Part time	Resignation	7/25/25
Chloe Nardone	Roosevelt	Paraprofessional	Resignation	6/30/25

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

## 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
Eleanora Ackerman	WOHS	Nurse to provide student support during Commencement	6/4/25
Karla Arruda	Washington	2025 Extended School Year Program	6/2/25
Mercedes Asqui-Arroba	Gregory / Hazel	Curriculum Writing: Grade 4 Spanish	5/8/25
Elsa Batista	Mt. Pleasant / St. Cloud	Curriculum Writing: Grade 2 Spanish	5/8/25
Renee Boudaher	Kelly	2025 Extended School Year Program	6/3/25
Wendy Born	WOHS	Summer Enrichment Program	6/9/25
Shena Brown	St. Cloud	2025 Extended School Year Program	6/3/25
Patricia Burke	Kelly	2025 Extended School Year Program	6/3/25
Madelyn Castler	Kelly	2025 Extended School Year Program	6/9/25
Paula Correia	Kelly	2025 Extended School Year Program	6/5/25
Amanda James	Gregory	Summer Counseling Assignment	5/6/25
Jeannie Kivlon	Kelly	2025 Extended School Year Program	6/12/25
Kristina Moyet	WOHS	Summer Enrichment	5/29/25
Wendy Paul	Kelly / Redwood	Curriculum Writing: Grade 3 Spanish	5/8/25
Maria Pirovano	Washington	Curriculum Writing: Grade 5 Spanish	5/8
Nydia Texidor Leverett	WOHS	Summer Enrichment	5/29/25

## 3. Appointments

### a. 2024-2025 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
Jaime Garcia Edustaff	Kelly / WOHS	Music Extended Assignment Sub	Rhone	N/A	N/A	\$200 per diem	5/6/25 - 6/18/25



- 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
Esther Paredes	Gregory	Lunch Aide	Olan	N/A	N/A	\$9,603 annualized	5/14/25 - 6/18/25

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

Name	DOH	Location	Type	Stipend / Rate of Pay	Effective Dates
Ryan Dubinin	9/14/24	Maintenance	Plumber License	\$1,500 prorated	9/14/24 - 6/30/25

- 4) 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
Deborah Cohen	Liberty	Social Studies Leave Replacement-Gonzales	6/3/25 - 6/18/25
William Dowd	Liberty	Social Studies Leave Replacement-Gonzales	6/3/25 - 6/18/25
Samantha Miller	Liberty	Social Studies Leave Replacement-Gonzales	6/3/25 - 6/18/25
Chris Todd	Liberty	Social Studies Leave Replacement-Gonzales	6/3/25 - 6/18/25

- 5). Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated Co-Curricular assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Lisa Picini-Asman	Gregory	Conflict Resolution	\$1,673	2024-2025
Lori DeRosa	St. Cloud	Conflict Resolution	\$1,673	2024-2025
Lainie Epitropakis	St. Cloud	Student Council Co-Advisor	\$836.50	2024-2025
Emma Pacifico	St. Cloud	Student Council Co-Advisor	\$836.50 amended from \$1,673	2024-2025
Daniella Gonzales	Liberty	Environmental Activism / Garden Club	\$1,673 prorated	9/1/24 - 5/21/25

- 6). 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
Colleen Horan	District	AAC Evaluation Report Writing	5 evaluations \$300 per evaluation amended from \$85.11 per hour not to exceed 15 hours	2024-2025



Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Cristina Delaney	WOHS	After School Tutorial: Math	\$57.13 per hour not to exceed 2 hours per week	1/2/25 - 6/5/25 amended from 1/2/25 - 5/30/25
Elizabeth Kelleher	WOHS	After School Tutorial: Math	\$57.13 per hour not to exceed 2 hours per week	1/2/25 - 6/5/25 amended from 1/2/25 - 5/30/25
Robert Lomoriello	WOHS	After School Tutorial: Math	\$57.13 per hour not to exceed 2 hours per week	1/2/25 - 6/5/25 amended from 1/2/25 - 5/30/25
Nicole Massoud	WOHS	After School Tutorial: Math	\$57.13 per hour not to exceed 2 hours per week	1/2/25 - 6/5/25 amended from 1/2/25 - 5/30/25
Jessica Nuzzi	WOHS	After School Tutorial: Math	\$57.13 per hour not to exceed 2 hours per week	1/2/25 - 6/5/25 amended from 1/2/25 - 5/30/25
Ahmad Sehwal	WOHS	After School Tutorial: Math	\$57.13 per hour not to exceed 2 hours per week	1/2/25 - 6/5/25 amended from 1/2/25 - 5/30/25
Nicole Eoon	WOHS	Curriculum Writing: Math 6-8 Workshop	\$45.47 per hour not to exceed 30 hours	2024-2025
Christina Ferinde	WOHS	Curriculum Writing: Math 6-8 Workshop	\$45.47 per hour not to exceed 30 hours	2024-2025
Dana Peart	WOHS	Curriculum Writing: French 2 (Title Change)	\$45.47 per hour not to exceed 60 hours	2024-2025
Dana Peart	WOHS	Curriculum Writing: French 2 Honors (Title Change)	\$45.47 per hour not to exceed 60 hours	2024-2025
Tahira Hill	WOHS	Nurse to support student during Commencement practice and ceremony	\$62.89 per hour	6/19/25
Elena Peres	WOHS	Professional Development Instructor	\$85.11 per hour not to exceed 6 hours	2/3/25, 3/3/25
Amanda Best	WOHS	Para to provide 1:1 student support for Coffee House	\$26.82 per hour not to exceed 4 hours	6/4/25
Ferdinand Christian	WOHS	Para to provide student support during Commencement practice and Ceremony	\$26.82 per hour not to exceed 10 hours	6/19/25
Maria Navarette	WOHS	Para to provide student support during Commencement practice and Ceremony	\$26.82 per hour not to exceed 10 hours	6/19/25
Maria Navarette	WOHS	Para to provide student support for Jubilee choir	\$26.82 per hour not to exceed 20 hours	2024-2025
Erica Guerino	WOHS	Para to provide student support during Commencement practice and Ceremony	\$26.82 per hour not to exceed 10 hours	6/19/25
Leshia Rose	WOHS	Para to provide student support during Commencement practice and Ceremony	\$26.82 per hour not to exceed 10 hours	6/19/25
Jamae Sippio	WOHS	Para to provide student support for Commencement Concert Band	\$26.82 per hour not to exceed 6 hours	6/19/25

- 7) 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 2024-2025:



Name	Certification Code	Administrator	Administrative Assistant	Lunch Aide	Nurse	Custodian
Christopher Barrino	N/A					X
Eddie Reaves	N/A					X

**a. 2025-2026 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
Meghan Bachert	St. Cloud	Grade 4	Ash Reassigned	MA	8	\$72,731	9/1/25 - 6/30/26
Olivia Baldacci	Washington	Special Education Preschool	Sinisi	BA	5	\$65,893	9/1/25 - 6/30/26
Gabriela Bonghanoy	Redwood	Speech Language Specialist	Oliver	MA+30	7	\$82,384	9/1/25 - 6/30/26
Oliver Brantome	Roosevelt	ELA Academic Support Leave Replacement	Mena	BA	5	\$65,893	9/1/25 - 6/30/26
Lisandro Castro	WOHS	School Psychologist	Lyons	MA+30	5	\$80,174	9/1/25 - 6/30/26
Alexis DeRosa	St. Cloud	Grade 4	Capra	MA	5	\$70,363	9/1/25 - 6/30/26
Caitlyn Kelly	WOHS	Library Media Specialist	Thompson	MA	5	\$70,363	9/1/25 - 6/30/26
Joann Mace	Edison	Science Leave Replacement	Brewer	MA	N/A	\$384.50 per diem	9/1/25 - 11/7/25
Gregory O'Brien	Gregory	Physical Ed & Health	Picini-Asman	BA+30	15	\$78,387	9/1/25 - 6/30/26
Kelly Palermo	Mt. Pleasant	Grade 4	Battista	MA	5	\$70,363	9/1/25 - 6/30/26
Leah Perez	Mt. Pleasant	Grade 3	Lee	MA	5	\$70,363	9/1/25 - 6/30/26
Hailey Scaff	Mt. Pleasant	Special Education	Ataide Reassigned	BA	5	\$65,893	9/1/25 - 6/30/26
Jamani Thompson	Edison	Science Leave Replacement	Thompson	BA	5	\$65,893	9/1/25 - 6/30/26
Emi Wang	Liberty	Mathematics	Kolkka	MA	17	\$100,016	9/1/25 - 6/30/26

- 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
Rosa Ardon	Transportation	Bus Monitor Part-time	Rodriguez	N/A	N/A	\$22,172.25 annualized	9/1/25 - 6/17/26



Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Doris Chavarria	Transportation	Bus Monitor Part-time	New	N/A	N/A	\$22,172.25 annualized	9/1/25 - 6/17/26
Gregory Cohen	Transportation	Acting Director of Transportation	Vacant	N/A	N/A	\$488.61 per diem	7/1/25 - 7/11/25
Gina Ibarra	Transportation	Bus Monitor Part-time	New	N/A	N/A	\$22,175.25 annualized	9/1/25 - 6/17/26
Nicholas Munoz	Central Office	Facilities Manager Buildings & Grounds	New	N/A	N/A	\$123,623 includes longevity of \$3,623	7/1/25 - 6/30/26
Nube Nieves Flores	Transportation	Bus Monitor Part-time	New	N/A	N/A	\$22,172.25 annualized	9/1/25 - 6/17/26

- 3) Upon recommendation of the Superintendent recommends approval to the Board of Education for the renewal of contracts for the following staff members for the 2025-2026 school year:
  - (a) Tenured and non-tenured Administrators (Att. #3)
  - (b) Unaffiliated staff (Att. #4)
- 4) Upon recommendation of the Superintendent of Schools approval to the Board of Education for the following Hourly Staff Members (Clerical Aides, Lunch Aides, Residency Officers, Greeters) for the 2025-2026 school year. (Att. #5)
- 5) Upon recommendation of the Superintendent of Schools to the Board of Education for following staff salary adjustments for the 2025-2026 school year: (Att. #6)
- 6) Upon recommendation of the Superintendent of Schools to the Board of Education for 2025-2026 revised rate(s) for hourly and per diem employees/assignments: (Att. #7)
- 7) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following Summer assignment(s): (Att. #8)
- 8) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2025 Summer Transportation assignment(s): (Att. #9)
- 9) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated WOHS 2025 Summer Institute/Summer Step Up assignment(s): (Att. #10)
- 10) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated WOHS 2025-2026 Co-Curricular assignment(s): (Att. #11)
- 11) 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
Rebecca Beutel	Redwood	School Counseling Coordinator: Elementary	\$4,927.33	2025-2026
Sarah McIntosh	St. Cloud	School Counseling Coordinator: Elementary	\$4,927.33	2025-2026



Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Karen Peyragrosse	Roosevelt	School Counseling Coordinator: Middle School	\$4,927.33	2025-2026
Montrisa Bradford	WOHS	HIBster Coordinator	\$4,927.33	2025-2026
Jeanina Abramo	WOHS	LMC Afterschool Program Substitute when assigned	\$40.81 per hour not to exceed 5 hours per week	2025-2026
Christina Binns	WOHS	LMC Afterschool Program	\$40.81 per hour not to exceed 7 hours per week	2025-2026
Bard Goodrich	WOHS	LMC Before School Program	\$40.81 per hour not to exceed 3 hours per week	2025-2026
Heather Young	WOHS	LMC Afterschool Program Substitute when assigned	\$40.81 per hour not to exceed 3 hours per week	2025-2026
Patricia Aldworth	WOHS	LMC Before/Afterschool Program Substitute	\$40.81 per hour as assigned	2025-2026
Kimberlee Chiarolanzio	WOHS	LMC Before/Afterschool Program Substitute	\$40.81 per hour as assigned	2025-2026
Jiwon Choe	WOHS	LMC Before/Afterschool Program Substitute	\$40.81 per hour as assigned	2025-2026
Kim Robinson	WOHS	LMC Before/Afterschool Program Substitute	\$40.81 per hour as assigned	2025-2026
Ashley Roxas	WOHS	LMC Before/Afterschool Program Substitute	\$40.81 per hour as assigned	2025-2026
Timothy Smith	WOHS	LMC Before/Afterschool Program Substitute	\$40.81 per hour as assigned	2025-2026
Jonathan Tick	WOHS	LMC Before/Afterschool Program Substitute	\$40.81 per hour as assigned	2025-2026
Mary Kehoe	WOHS	School Counseling Coordinator: High School	\$4,927.33	2025-2026
Karen Peyragrosse	Roosevelt	Naviance	\$4,927.33	2025-2026
Mary Kehoe	WOHS	ACT Counselor	\$1,371	2025-2026
Mary Kehoe	WOHS	PSAT Counselor	\$45.47 per hour not to exceed 40 hours	2025-2026
Mary Kehoe	WOHS	SAT Counselor	\$1,371	2025-2026
Louis Pallante	WOHS	PA Counselor	\$2,886	2025-2026
Rachel Rosen	WOHS	Naviance 9-12 College and Career Planning	\$3,784.19	2025-2026
Montrisa Bradford	WOHS	Naviance Communications	\$1,143.14	2025-2026

- 12) Upon recommendation of the Superintendent of Schools; approval of the following substitute reappointment(s) at the appropriate substitute rates for the 2025-2026 school year: (Att. #12)

#### 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
8502 Medical	WOHS	11/26/24 - 2/28/25	3/3/25 - 5/30/25	6/2/25 - 6/30/25	N/A amended from 6/2/25
7350 Family	Washington	9/2/25 - 10/7/25	10/8/25 - 1/9/26	1/12/26 - 1/30/26	2/2/26
9486 Personal	Liberty	N/A	N/A	5/1/25 - 6/30/25	N/A
7243 Family	Gregory	12/15/25 - 2/2/26	N/A	2/3/26 - 5/1/26	5/4/26
8517 Family	Gregory	9/2/25 - 10/24/25	N/A	10/27/25 - 1/16/26	1/20/26
7675 Medical	Kelly	5/22/25 - 6/30/25	N/A	N/A	9/1/25
5144 Family	Kelly	N/A	6/3/25 - 6/30/25	N/A	9/1/25
8568 Family	WOHS	9/2/25 - 9/25/25	9/26/25 - 12/12/25	12/15/25 - 1/2/26	1/5/26
7867 Family	WOHS	10/6/25 - 12/4/25	N/A	12/5/25 - 6/17/26	9/1/26
9469 Medical	Gregory	N/A	N/A	6/9/25 - 6/18/25	N/A

- 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
8276 Family	Mt. Pleasant	9/2/25 - 9/18/25	9/19/25 - 1/2/26	N/A	1/5/26
5055 Medical	Hazel	5/14/25 - 6/6/25	N/A	N/A	6/9/25
5010 Family	Transportation	4/21/25 - 6/18/25	N/A	N/A	9/1/25
7134 Medical	WOHS	N/A	N/A	5/1/25 - 6/12/25	6/13/25
4924 Medical	Redwood	N/A	N/A	5/28/25 - 6/10/25	6/11/25
4598 Medical	WOECLC	3/17/25 - 4/21/25, a.m. only	4/21/25, p.m. only - 7/8/25 amended from 4/21/25, p.m. only - 5/2/25	N/A	7/9/25 amended from 5/5/25
8884 Medical	Gregory	3/3/25 - 3/5/25 a.m. only	3/5/25, p.m. only - 5/23/25	5/27/25 - 7/29/25 amended from 5/27/25 - 6/30/25	7/30/25 amended from 7/1/25
4452 Medical	Hazel	N/A	N/A	9/18/25 - 6/18/25 amended from 9/18/24 - 5/5/25	N/A amended from 5/6/25
9061 Medical	Transportation	N/A	N/A	5/12/25 - 5/23/25	5/27/25



Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
7807 Medical	Transportation	N/A	N/A	3/10/25 - 5/12/25 consecutive Mondays amended from 3/10/25 - 5/19/25	5/13/25 amended from 5/20/25
9331 Medical	Gregory	5/16/25 - 6/2/25	6/3/25 - 6/13/25	N/A	6/16/25
9191 Personal	St. Cloud	N/A	5/20/25 - 5/30/25	N/A	6/2/25

- 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
8787	5/22/25 - 6/30/25	Paid Administrative	N/A
9318	6/12/25 - 6/30/25	Paid Administrative	TBD

## 5. Transfer(s):

- Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following transfer(s) of certificated staff: (Att. #13)
  - Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following transfer(s) of non-certificated staff: (Att. #14)
- Upon recommendation of the Superintendent of Schools, approval by the Board of Education of a resolution to abolish the positions of Assistant Superintendent of Curriculum and Instruction, Director of Buildings and Grounds, Assistant Director of Buildings and Grounds. (Att. #15)
  - Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following job description(s): (Att. #16)

Job Description	New	Revised
Facilities Manager	X	
Supervisor of Early Childhood Education	X	
Transportation Supervisor	X	

- Upon recommendation of the Superintendent of Schools approval and adoption by the Board of Education of the 2025-2028 Comprehensive Equity Plan as prepared by the district Affirmative Action Team and, upon Board authorization, shall be submitted to the Executive County Superintendent for final review and approval: (Att. #17)
- Upon recommendation of the Superintendent of Schools approval by the Board of Education of the Memorandum of Agreement between Kean University, College of Education, for the placement of Clinical II Intern Students and the West Orange Public Schools for a period of 3 years commencing May 30, 2025 through June 1, 2028. (Att. #18)
- Upon recommendation of the Superintendent of Schools approval by the Board of Education of the Memorandum of Agreement between Montclair State University, College of Humanities and Social



Sciences, Department of Psychology, to provide training for their students, and the West Orange Public Schools for the period of 2025-2026 school year. (Att. #19)

11. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the Affiliation Agreement between Seton Hall University, College of Human Development, Culture and Media, Department of Educational Studies, to provide Clinical Placements for their students, and the West Orange Public Schools for the period of 2025-2026 school year. (Att. #20)
12. Upon recommendation of the Superintendent of Schools; approval of the employment contract for Tonya Flowers, School Business Administrator, from July 1, 2025 to June 30, 2026. The Executive County Superintendent reviewed and approved the contract on June 3, 2025. (Att. #21)

**MOTION:** Vice President Ivker

**SECOND:** Mr. Stevenson

**VOTE:** 4-0 (RC)

Yes  
Bryant

Yes  
Stevenson

Absent  
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 Applications for School Business requests. (Att. #22)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the 2025-2026 Advancement Via Individual Determination (AVID) Implementation Agreement Membership Fees in the amount of \$6,159.00.

**MOTION:** Dr. Bryant

**SECOND:** Mr. Stevenson

**VOTE:** 4-0 (RC)

Yes  
Bryant

Yes  
Stevenson

Absent  
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 2024-2025 and 2025-2026 school years (Att. #23).
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Heidi Miller Speech, L.L.C. to provide Speech Language Pathology services for May 19, 2025, through June 18, 2025.

Services	Rate	Not to Exceed	Budgeted/Unbudgeted
Speech Language Pathology	\$140/hour	\$22,960.00	Budgeted



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 2025-2026 School Year:

Provider	Type of Service	Cost	Not to Exceed	Budgeted/Unbudgeted
Advancing Opportunities	AAC/AT Evaluation/Report & Support	AT Evaluation - \$1250 AAC Evaluation - \$1450 AT Support & Training - \$180/hr AAC Support & Training - \$200/hr	\$20,000.00	Budgeted
Leslie Nagy, MD	Psychiatric Evaluation/Report 24 hour cancellation fee No show	\$850 per evaluation \$425 \$425	\$10,000	Budgeted
Marilyn Kubichek, MD	Neurological Evaluation/Report	\$725 per Evaluation \$100 no show fee	\$30,000	Budgeted
Kid Clan Services	Bilingual Evaluations/Reports	Bilingual Educational \$475 Bilingual Psychological \$475 Bilingual Speech \$475	\$30,000	Budgeted

4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education, approval by provider of home instruction to students of the West Orange Schools for the 2025-2026 School Year:

Name of Facility	Rate	Not to Exceed
Center for Children's Behavioral Health	\$99.00 per hour	\$65,000.00
Educational Services Commission of New Jersey	\$95.00 per hour	\$10,000.00
Learnwell	\$72.00 per hour	\$50,000.00
North Jersey Outreach	\$125.00 per hour	\$30,000.00
Para Plus Translations	\$105.00 per hour	\$1,000.00
Prime Healthcare/St. Clare's	\$57.00 per hour	\$5,000.00
Silvergate	\$68.00 per hour	\$35,000.00
Stepping Forward	\$100.00 per hour	\$20,000.00

5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with special education service providers for the 2024-2025 and 2025-2026 school years:

Vendor	Services	Not to exceed	Budgeted/Unbudgeted
Bergen County Special Services School District	2024-2025 Educational Audiology Services	\$1,365.00	Budgeted



Bergen County Special Services School District	2025-2026 Educational Audiology Services	\$1,950.00	Budgeted
Bergen County Special Services School District	2025-2026 Interpretation Services	\$11,460.00	Budgeted
Harbor Haven Day Camp	Summer Program Services	\$13,360.00	Budgeted
North Jersey Outreach	Home Instruction Services	\$70,250.00	Budgeted

6. Upon recommendation of the Superintendent of Schools approval by the Board of Education of tuition contracts with Essex County Vocational Technical School, Newark, NJ for the 2024-2025 school year\*:

Number of Students	Services	Tuition	Budgeted/Unbudgeted
12	Full Time Regular Education, Essex County Vocational Technical Schools	Tuition: \$70,932.00 12 students @ \$5,911.00/student	Budgeted

(\*amended from the January 27, 2025)

7. 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 chapters 192-193 and 226 for the 2025-2026 school year

Provider	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	TBD by the State of NJ

8. Upon recommendation of the Superintendent, approval by the Board of Education for the following service contract agreements for the 2025-2026 school year for Related Services to Nonpublic Schools IDEA grant funded:

Provider	Services	Rate
Kornerstone Kids, LLC	Golda Och Academy Lower School Golda Och Academy Upper School Seton Hall Preparatory School	\$90.00 per session

9. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Heidi Miller Speech, L.L.C. to provide Feeding Therapy services for May and June 2025.

Services	Rate	Not to exceed	Budgeted/Unbudgeted
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Feeding Therapy	\$140/hour	\$43,060.00	Budgeted
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10. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Essex Regional Educational Services Commission to provide Child Study Team services for the 2025-2026 school year.

Services	Rate	Budgeted/Unbudgeted
CST Services	Social Assessment: \$486.20/student Educational Evaluation: \$486.20/student Psychological Evaluation: \$486.20/student Speech Evaluation: \$486.20/student Bilingual Evaluation: \$607.75/student Physical Therapy Evaluation: \$546.98/student Occupational Therapy Evaluation: \$546.98/student  LDTC meeting attendance: \$151.94/meeting Social Worker meeting attendance: \$151.94/meeting School Psychologist meeting attendance: \$151.94/meeting	Budgeted

11. 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
Homecare Therapies 20 Jerusalem Avenue Hicksville, NY 11801	Substitute Nursing is needed in the district	\$72.00 per hour RN (field trip) \$85.00 per hour RN (School nurse) \$72.00 per hour RN (overnight school trip from 7:30am-lights out) \$10.00per hour RN (overnight school trip from lights out-7:30 am)
Starlight Homecare	Substitute Nursing is needed in the district	\$66 per hour RN \$56 per hour LPN
Bayada	Substitute Nursing is needed in the district	\$70 per hour RN/LPN

**b.) Business Office**

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the June 16, 2025 Bills List in the amount of 34,333,396.83.
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the April 2025 transfers within the 2025-2026 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #24)
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 April 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. #25)

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 April 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 of the 2025 - 2026 Tax Levy Payment Schedule:

Date	General	Debt Service	Total
07/15/25	\$13,284,608.66	\$444,882.66	\$13,729,491.32
08/15/25	\$13,284,608.66	\$444,882.66	\$13,729,491.32
09/15/25	\$13,284,608.66	\$444,882.66	\$13,729,491.32
10/15/25	\$13,284,608.66	\$444,882.66	\$13,729,491.32
11/15/25	\$13,284,608.66	\$444,882.66	\$13,729,491.32
12/15/25	\$13,284,608.66	\$444,882.66	\$13,729,491.32
01/15/26	\$13,284,608.66	\$444,882.66	\$13,729,491.32
02/15/26	\$13,284,608.66	\$444,882.66	\$13,729,491.32
03/13/26	\$13,284,608.66	\$444,882.66	\$13,729,491.32
04/15/26	\$13,284,608.66	\$444,882.66	\$13,729,491.32
05/15/26	\$13,284,608.66	\$444,882.66	\$13,729,491.32
06/15/26	\$13,284,608.66	\$444,882.74	\$13,729,491.40
<b>Total</b>	\$159,415,304.00	\$5,338,592.00	\$164,753,896.00

6. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of Cleary Giacobbe Alfieri Jacobs LLC, Oakland, NJ as general counsel for the West Orange Schools, effective July 1, 2025 for the 2025 - 2026 school year, not to exceed \$150,000, at the following hourly rates:

Rates per Hour	Service of:
\$180	All Attorneys
\$85	All Paralegals

7. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of Methfessel & Werbel, Edison, NJ as special education counsel for the West Orange Schools, effective July 1, 2025 for the 2025 - 2026 school year, in an amount not to exceed \$250,000, at the following hourly rates:

Rates per Hour	Service of:
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\$195	All Attorneys
\$85	All Paralegals

8. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of Lerch, Vinci & Higgins, LLP to perform the annual audit for the fiscal year ending June 30, 2025 in the amount of \$68,700.
9. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the re-appointment of Dr. Melissa Simmons as Treasurer of School Monies for the 2025 - 2026 school year for an annual fee of \$13,390.
10. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the following resolution to allow for the Transfer of Current Year Surplus to Maintenance Reserve:

**WHEREAS**, NJAC 6A:23A-14.3 and 6A:23A-14.4 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

**WHEREAS**, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

**WHEREAS**, the West Orange Board of Education wishes to transfer unanticipated excess current year revenue or unexpended appropriations from the general fund into an Maintenance Reserve account at year end, and

**WHEREAS**, the West Orange Board of Education has determined that an amount not to exceed \$2,000,000 is available for such purpose of transfer;

**NOW THEREFORE BE IT RESOLVED** by the West Orange Board of Education that it hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

11. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the following resolution to allow for the Transfer of Current Year Surplus to Capital Reserve:

**WHEREAS**, NJAC 6A:23A-14.3 and 6A:23A-14.4 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

**WHEREAS**, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

**WHEREAS**, the West Orange Board of Education wishes to transfer unanticipated





excess current year revenue or unexpended appropriations from the general fund into a Capital Reserve account at year end, and

**WHEREAS**, the West Orange Board of Education has determined that an amount not to exceed \$2,000,000 is available for such purpose of transfer;

**NOW THEREFORE BE IT RESOLVED** by the West Orange Board of Education that it hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

12. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of Health Benefits Costs for the 2025 - 2026 school year:

West Orange Board of Education	
July 1, 2025 Renewal Rates	
Medical	Monthly Rates
	Effective 7/1/25-6/30/26
<b>Open Access \$10/\$20</b>	<b>SHIF - Aetna</b>
Single	\$1,474.00
Parent/Child(ren)	\$2,401.00
2 Adults	\$2,816.00
Family	\$4,347.00
Single - Dependent Age 31	\$894.00
<b>Open Access \$10/\$20/Carveout (over 65)</b>	<b>SHIF - Aetna</b>
Single	\$774.00
Parent/Child(ren)	\$1,156.00
2 Adults	\$1,349.00
Family	\$2,080.00
<b>Open Access \$10/\$20/Carveout (under 65)</b>	<b>SHIF - Aetna</b>
Single	\$1,481.00
Parent/Child(ren)	\$2,415.00
2 Adults	\$2,828.00
Family	\$4,367.00
<b>HDHP-HRA</b>	<b>SHIF - Aetna</b>
Single	\$1,109.00
Parent/Child(ren)	\$1,804.00
2 Adults	\$2,219.00
Family	\$3,279.00
Single - Dependent Age 31	\$733.00
<b>HDHP-HRA/Carveout (over 65)</b>	<b>SHIF - Aetna</b>
Single	TBD
Parent/Child(ren)	TBD
2 Adults	TBD



Family	TBD
<b>HDHP-HRA/Carveout (under 65)</b>	<b>SHIF - Aetna</b>
Single	\$1,109.00
Parent/Child(ren)	\$1,804.00
2 Adults	\$2,119.00
Family	\$3,279.00
<b>NJ Educators Health Plan</b>	<b>SHIF - Aetna</b>
Single	\$1,252.00
Parent/Child(ren)	\$2,038.00
2 Adults	\$2,394.00
Family	\$3,703.00
Single - Dependent Age 31	\$762.00
<b>NJ Educators Health Plan (over 65)</b>	<b>SHIF - Aetna</b>
Single	TBD
Parent/Child(ren)	TBD
2 Adults	TBD
Family	TBD
<b>NJ Educators Health Plan (under 65)</b>	<b>SHIF - Aetna</b>
Single	\$1,252.00
Parent/Child(ren)	\$2,038.00
2 Adults	\$2,394.00
Family	\$3,703.00
<b>West Orange Board of Education</b>	
<b>July 1, 2025 Renewal Rates</b>	
Medical	Monthly Rates
	Effective 7/1/25-6/30/26
<b>NJ Garden State Health Plan</b>	<b>SHIF - Aetna</b>
Single	\$1,110.00
Parent/Child(ren)	\$1,805.00
2 Adults	\$2,121.00
Family	\$3,281.00
Single - Dependent Age 31	\$675.00
<b>NJ Garden State Health Plan (over 65)</b>	<b>SHIF - Aetna</b>
Single	TBD
Parent/Child(ren)	TBD
2 Adults	TBD
Family	TBD
<b>NJ Garden State Health Plan (under 65)</b>	<b>SHIF - Aetna</b>
Single	\$1,110.00
Parent/Child(ren)	\$1,805.00



2 Adults	\$2,121.00
Family	\$3,281.00
<b>West Orange Board of Education</b>	
<b>July 1, 2025 Renewal Rates</b>	
<b>Prescription</b>	<b>Effective 7/1/25-6/30/26</b>
<b>RX</b>	<b>SHIF - Express Scripts</b>
Single	\$268.00
Parent/Child(ren)	\$417.00
2 Adults	\$489.00
Family	\$747.00
<b>Single-Dependent Age 31</b>	\$177.00
<b>Rx - Educators Health Plan</b>	<b>SHIF - Express Scripts</b>
Single	\$236.00
Parent/Child(ren)	\$366.00
2 Adults	\$431.00
Family	\$657.00
Single-Dependent Age 31	\$155.00
<b>Rx - Garden State Health Plan</b>	<b>SHIF - Express Scripts</b>
Single	\$236.00
Parent/Child(ren)	\$366.00
2 Adults	\$431.00
Family	\$657.00
Single-Dependent Age 31	\$155.00
<b>Dental (Active Employees)</b>	<b>Effective 7/1/25-6/30/26</b>
<b>Dental - High Option (Active Employees)</b>	<b>Delta</b>
Single	\$54.50
Parent/Child(ren)	\$111.72
2 Adults	\$119.32
Family	\$187.52
<b>Dental - Low Option (Active Employees)</b>	<b>Delta</b>
Single	\$26.51
<b>Dental (Retirees)</b>	<b>Effective 7/1/25-6/30/26</b>
<b>Dental - High Option (Retirees)</b>	<b>Delta</b>
Single	\$62.68
Parent/Child(ren)	\$128.47
2 Adults	\$137.22
Family	\$215.65
<b>Dental - Low Option (Retirees)</b>	<b>Delta</b>
Single	\$30.48



13. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with PowerSchool Group LLC for the 2025 - 2026 school year in the amount of \$169,734.16 for the following:
  - SIS Maintenance, Performance and Hosting \$27,803.82
  - PowerSchool SIS Maintenance & Support \$49,693.38
  - PowerSchool SIS Customizations Maintenance & Support Transportation \$1,791.90
  - PD + Subscription \$4,102.59
  - PowerSchool SIS Hosting SSL Certificate \$1,092.20
  - PowerSchool SIS Hosting Test Bed Annual \$2,107.38
  - PowerSchool Performance Matters Assessment Analytics Core+ \$60,425.91
  - PowerSchool School Messenger Communication \$22,716.98
14. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the renewal contract for Naviance Achieve Works with PowerSchool Group LLC in the amount of \$28,902.66 for the 2025 - 2026 school year.
15. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract for Professional Software for Nurses district wide for the 2025 - 2026 school year in the amount of \$15,419.60
16. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Raptor Technologies for the 2025 - 2026 school year in the amount of \$13,617.00 for the following:
  - Raptor Visitor Management Annual Access
  - Raptor Contactless Sign In (Building License)
17. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract for IEP Direct with Frontline Technologies Group LLC in the amount of \$35,826.25 for the 2025 - 2026 school year.
18. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract renewal with Frontline Technologies Group LLC for the 2025 - 2026 school year for the following:
  - Employee Evaluation Management with Evaluation Frameworks with Danielson, \$41,985.51
  - Applicant Tracking, \$7,470.51
  - Absence and Substitute Management, \$47,113.57
  - Frontline Central Solution, \$26,006.31
  - Frontline 504/RTI Direct \$21,193.75 (includes a one time \$5,100 implementation fee)
19. Upon recommendation of the Superintendent of Schools, approval by the Board of



Education to contract with Curriculum Associates for the licensing, maintenance and support of the company's proprietary iReady diagnostic tool used as a district benchmark assessment tool. The total cost of the contract is \$527,906.29. This contract is an exception to bidding pursuant to N.J.S.A. 18A:18A-5 (a) (19). The term of contract is from July 1, 2025 through June 30, 2026, funded by LEA.

- iReady Classroom
- iReady
- Professional Learning
- iReady Partner Services

20. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with EDS for the 2025 - 2026 school year in the amount of \$10,750 for the following:
  - HIBster anti-bullying software
  - Title IX software
21. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the NJ Statewide Recruitment of Diverse Educators (NJ STRIDE) Shared Services Agreement renewal for the 2025 - 2026 school year in the amount of \$450.00. (Att. #26)
22. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Pearson for the 2025-2026 school year in the amount of \$6,600 for NNAT 3 Licensing.
23. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the submission of the application for the Perkins Grant application for 2025 - 2026 school year.
24. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Mediation Agreement between the Parents of Student ID #1308008 and the West Orange Board of Education.
25. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to **contract with Temple B'nai Abraham, located at E. 300 Northfield Road, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 60 three and four year old students as a qualified private preschool provider for the 2025 - 2026 school year, to be funded by Preschool Expansion Aid.
26. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with **The Kids Palace II - Day Care & Preschool, located at 85 Whittlesey Avenue, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 15 three and four year old students as a qualified private preschool provider for the 2025 - 2026 school year, to be funded by



Preschool Expansion Aid.

27. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the submission of the Final PEA 2025-2026 Budget Planning Workbook and Narrative.
28. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the submission of the 2025-2026 Facility Waiver Application.
29. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following 2024 - 2025 district projects procured through the use of cooperative purchasing agreements, the cost of which exceeded the bid threshold:

Co-op bid Number	Vendor	Location	Description of Project	Amount not to exceed
ESCNJ 20/21-02	Ben Shaffer Recreation Inc.	Mount Pleasant Elementary	Replace Mt. Pleasant's Playground	\$226,105.
Ed Data Bid 11060	ACT-Alarm & Communication Technologies	West Orange High School	Replacement of the intercom system and analog classroom staff station telephones	\$344,229.
Ed Data Bid 11060	ACT-Alarm & Communication Technologies	Liberty Middle	Replace the intercom system	\$132,193.
Ed Data Bid 11060	ACT-Alarm & Communication Technologies	Administration Building	Installation of a new intercom system	\$78,452.
ESCNJ 23/24-23	Environcon, LLC	Liberty Middle	Replacement of 10 Rooftop Units	\$1,730,059.

30. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Transportation Agreement between Mercer County Special Services School District (MCSSSD) and the West Orange Board of Education for the 2025 - 2026 school year.
31. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Intern Affiliation Agreement between Kean University and West Orange Board of Education from May 30, 2025 through June 1, 2028.
32. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Agreement between LearnWell and the West Orange Board of Education for the 2025 - 2026 school year.
33. Upon the recommendation of the Superintendent of Schools: Acceptance of quotes for Lease Purchase Financing for the acquisition of three (3) 20 passenger buses in the amount of \$373,113.00 over a five (5) year term:



Respondent	Rate Lock 60days/ 90/days	Purchase Option Penalty (% of outstanding principal balance )	Rate Bid (actual yield including fees)	Additional Fees	Recommend
Flagstar Public Funding Corp., MD	Rate hold for 30 days from date of bid	101%	4.26%	None	Recommended for Award
First American Equipment Finance, NY	Rate hold for 60 days from date of bid	Yield Maintenance	4.38%	None	
First Hope Bank, N.A., NJ	Rate hold for 45 days from date of bid	101%	4.99%	None	

34. Upon recommendation of the Superintendent of Schools, approval of IT Asset Removal Agreement with UPCYCLE to remove retired/obsolete IT equipment and to compensate at the District total amount of \$675. (Att. #27)
35. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to the proposal with Federal Fund Optimizers LLC, for consulting services and support for the district's Special Education Medicaid Initiative (SEMI) and Medicaid Administrative Claiming (MAC) programs, from July 1, 2025 to June 30, 2026, amount not to exceed \$39,000.
36. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the following donation(s):

Donor	Recipient	Donation
The Blackbaud Giving Fund	West Orange Public Schools	\$350.00
Dr. Joanne Pollara	Kelly Elementary School	\$1,000.00
PSE&G Foundation (Sustainable Jersey)	Hazel Elementary School	\$5,000.00

37. **WHEREAS**, pursuant to **N.J.A.C. 6A:23A-16.10(c)3**, as of **April 30, 2025**, no budgetary line-item accounts, inclusive of encumbrances and expenditures, exceed the total line-item appropriation in violation of the above regulation; and

**WHEREAS**, certain district budgetary accounts now reflect expenditures that exceed the original line-item appropriations due to unexpected and unanticipated costs incurred during the 2024-2025 fiscal year; and

**BE IT RESOLVED**, that the Board of Education hereby approves the appropriation not to exceed the maximum amount of **\$3,989,552** from the unassigned fund balance as of June 30, 2024, to address said unanticipated expenditures; and



**BE IT FURTHER RESOLVED**, that any remaining balance shall continue to be maintained in the district's unassigned fund balance for future needs, in accordance with applicable statutes and regulations.

**MOTION:** Mr. Stevenson

**SECOND:** Dr. Bryant

**VOTE:** 4-0 (RC)

Yes  
Bryant

Yes  
Stevenson

Absent  
Vera

Yes  
Ivker

Yes  
Rock

## D. REPORTS

1. Upon recommendation of the Superintendent of Schools to the Board of Education acceptance of the HIB Self-Assessment Score for the 2023-2024 school year:

School	Score*		School	Score*
Edison Middle School	76		Redwood Elementary School	76
Gregory Elementary School	76		Roosevelt Middle School	76
Hazel Elementary School	76		St. Cloud Elementary School	76
Kelly Elementary School	76		Washington Elementary School	76
Liberty Middle School	76		West Orange High School	76
Mt. Pleasant Elementary School	76		Betty Maddalena Early Learning Center	76
			West Orange Early Learning Center	76

*\*Total Possible Score 78*

2. Upon recommendation of the Superintendent of Schools acceptance by the Board of Education of the HIB Report ending June 16, 2025.
3. **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 May 5, 2025, the Superintendent reported HIB Incident Number(s) 054, 055 to the Board; and

**WHEREAS**, on May 9, 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 of Schools concerning HIB Incident Number(s) 054,055 for the 2024-2025 school year for the reasons conveyed to the Board.”

4. **NOW, THEREFORE, BE IT RESOLVED**, that in the matter of HIB Case #180-001, the West





Orange Board of Education does hereby affirm the recommendation of the Superintendent of Schools.

**MOTION:** Mr. Stevenson

**SECOND:** Dr. Bryant

**VOTE:** 4-0 (RC)

Yes  
Bryant

Yes  
Stevenson

Absent  
Vera

Yes  
Ivker

Yes  
Rock

**XII. PETITIONS AND HEARINGS OF CITIZENS**

**XIII. NEXT BOARD MEETING to be held at 6:30 p.m. on July 21, 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 8:44 p.m.**

**MOTION:** Vice President Ivker

**SECOND:** Dr. Byant

**VOTE:** 4-0 (VV)

Yes  
Bryant

Yes  
Stevenson

Absent  
Vera

Yes  
Ivker

Yes  
Rock

**Respectfully submitted,**

*Tonya M. Flowers*

**Tonya M. Flowers, Board Secretary**