



October 16, 2023
Minutes

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting October 16, 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, Vice President Huerta, Mr. Ivker and Mr. Stevenson.
Absent: 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 September 6, 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 6:30 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF September 18, 2023 (Att. #1)

MOTION: Mr. Stevenson

SECOND: Ms. Huerta

VOTE: 4-0 (RC)

Yes
Ivker

Yes
Stevenson

Absent
Tunncliffe

Yes
Huerta

Yes
Rock



VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. Recognition of Write On Sports Award Recipients
- B. Demographics Study Presentation by Dr. Richard Grip
- C. HIB Report

IX. BOARD POLICY(IES)

- A. Second Reading/Adoption of Policy #2421 - Career and Technical Education (Att. #2)

MOTION: Mr. Stevenson

SECOND: Ms. Huerta

VOTE: 4-0 (RC)

Yes
Ivker

Yes
Stevenson

Absent
Tunnicliffe

Yes
Huerta

Yes
Rock

X. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

XI. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS

A. PERSONNEL

1. Resignations / Retirements / Terminations

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

Name	Location	Position	Reason	Effective Date
Andrew Crozier Kelly	WOHS	Lacrosse: Boys' Head Coach	Resignation	10/5/23
Margaret De Costa Pereira	WO-ECLC	Preschool Instruction Coach	Resignation	1/4/2023
Stephanie Julia-Suriano	WOHS	K-12 Science Supervisor	Resignation	12/18/23 amended from 10/16/23
James Galioto	Edison	Physical Education / Health	Retirement 21 years	7/1/24
Roseann Portuese	Hazel	Grade 4	Retirement 20 years	1/1/24

- 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
Mauricio de Souza	WOHS	Paraprofessional	Resignation	10/14/23
Kevan Murphy	WOHS	Paraprofessional	Retirement 15 years	7/1/24
Suzanne White	Central Office	Administrative Assistant	Retirement 22.5 years	1/1/24



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
Kristen Azzato	Edison	Service Club/Junior Interact Co-Advisor	9/18/23
Dianne Cardinali	Liberty	Helping Hands	9/7/23
Debra Coen	WOHS	Gender Sexuality Alliance Co-Advisor	10/10/23

3. Appointments

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Diedre Atherton	Redwood	Grade 4 Extended Assignment Substitute	Laszlo	N/A	N/A	\$200 per diem	9/7/23 - 10/20/23
Sarah Mensah	Roosevelt	Math Academic Support Teacher	Jannah	BA	6	\$65,420 prorated	10/17/23*^ - 6/30/24
Emily Peterson	WOHS	.75 Chemistry	Full-time to Part-time	MA+15	13	\$58,785 prorated	12/1/23 - 6/30/24
Gina Plaitakis	WOHS	Art Leave Replacement	Landosca	MA	4	\$68,648 prorated	9/28/23 - 12/31/23 amended from 9/19/23 - 1/29/24
Alan Reeder	Roosevelt	Social Studies	Chapter 408 Critical Need	MA+30	15	\$88,884 prorated	10/9/23 - 6/30/24

*or upon completion of onboarding process ^upon release from current employer

- 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
Brenna Campanaro	Mt. Pleasant	Paraprofessional	New	BA	3	\$34,002 prorated	10/17/23 - 6/30/24
Jean Cetoute	Transportation	Bus Driver Part-time	New	N/A	N/A	\$26.37 per hour	10/17/23 - 6/19/24
Robert Cetrulo	Mt. Pleasant	Security Officer 10-months	Murray Reassignment	Security	3	\$47,100 prorated	10/17/23* - 6/30/24
Vijaya Coats WOHS	Kelly	Lunch Aide	Student Employee	N/A	N/A	\$14.13 per hour	10/17/23 - 6/14/24
Yvette Cruz	BMELC	Paraprofessional	New	BA	11	\$37,058 prorated	10/17/23* - 6/30/24
Peter Facchiano	Redwood	Custodian	Cruz	Custodian	1	\$40,425 prorated	10/17/23* - 6/30/24



Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Sydney Fenske	BMELC	PSD Paraprofessional	Holt	BA	3	\$34,002 prorated	10/17/23* - 6/30/24
Bruno Foramiglio Pimenta	Hazel	Clerical Aide	Estevez, A Reassignment	N/A	N/A	\$21.27 per hour	10/17/23 - 6/30/24
George Hernandez-Benitez	Hazel	Paraprofessional	New	BA	8	\$35,317 prorated	10/17/23* - 6/30/24
Malika Jackson	Kelly	Lunch Aide	New	N/A	N/A	\$20.62 per hour	10/17/23* - 6/19/24
Kevin Jean Baptiste WOHS	Redwood	Maintenance Worker	Student Employee	N/A	N/A	\$14.13 per hour	10/17/23 - 6/14/24
Ashley Langry	Gregory	Lunch Aide	Lucas	N/A	N/A	\$20.62 per hour	10/17/23* - 6/19/24
Terry Lubin WOHS	Redwood	Maintenance Worker	Student Employee	N/A	N/A	\$14.13 per hour	10/17/23 - 6/14/24
Luis Morales	WOHS	Custodian Night-shift	New	Custodian	9	\$45,432 prorated includes shift differential of \$580	10/17/23* - 6/30/24
David Peart WOHS	Kelly	Lunch Aide	Student Employee	N/A	N/A	\$14.13 per hour	10/17/23 - 6/14/24
Chauncey Riley	Kelly	Security Officer 10 months	New	Security	3	\$47,100 prorated	10/17/23 - 6/30/24
Angelina Smith	Gregory	Lunch Aide	Farrington	N/A	N/A	\$20.62 per hour	10/17/23* - 6/19/24
Doral Smith-Vickers	Redwood	Lunch Aide	Terleus	N/A	N/A	\$20.62 per hour	9/21/23 - 6/19/24
Jelissa Washington	Transportation	Administrative Assistant	Wnek Reassignment	Column III	2	\$52,365 prorated	11/1/23* - 6/30/24

*or upon completion of onboarding process

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

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Lisa Picini-Asman	Gregory	Conflict Resolution	\$1,617	2023-2024
Nicole Kuser	Gregory	Student Council Co-Advisor	\$808.50	2023-2024
Ann Nowak	Gregory	Student Council Co-Advisor	\$808.50	2023-2024
Karen Ciaglia	Hazel	Conflict Resolution	\$1,617	2023-2024
Stephanie Diegmann	Hazel	Student Council Co-Advisor	\$808.50	2023-2024
Ursula McGee	Hazel	Student Council Co-Advisor	\$808.50	2023-2024
Suzanne Grochowski	Edison	Service Club/Jr. Interact Co-Advisor	\$808.50	2023-2024
Daniella Gonzalez	Liberty	Culture Club Co-Advisor	\$808.50 amended from \$1,617	2023-2024



Ezekiel Timen	Liberty	Culture Club Co-Advisor	\$808.50	2023-2024
Francesco Composto Redwood	Liberty	Honors Band/Select Strings	\$1,617	2023-2024
Gabrielle Tenn	Roosevelt	SAY (Feminist Activism) Co-Advisor	\$808.50	2023-2024
Cecily Robinson	Roosevelt	SOUL Mentoring Co-Advisor	\$808.50	2023-2024
Dan Dufresne OOD	WOHS	Color Guard: Winter Instructor	\$1,690	2023-2024
Jennifer Dahl	WOHS	Gender Sexuality Alliance	\$1,617 amended from \$808.50	10/10/23

- e. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following staff to serve as After School Literacy Academy Facilitators for a Professional Development session on October 18, 2023: (Att. #4)
- f. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following staff to serve as PSAT Proctors on October 14, 2023 at West Orange High School: (Att #5)
- g. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following staff to serve as Title IA Homework Club After School Program Instructors for the 2023-2024 school year: (Att. #6)
- h. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional assignments: (Att. #7)
- i. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for salary adjustments for the following training level changes for WOEA certificated and non-certificated staff, retroactive to September 1, 2023. (Att. #8)
- j. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following Buildings and Grounds stipend(s) to be paid in December 2023 and June 2024. (Att. #9)
- k. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following staff to serve as Professional Development instructors on November 8, 2023. (Att. #10 revised)
- l. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following staff to serve as Curriculum Writers for the 2023-2024 School Year at the contracted rate of \$43.93 per hour as assigned. (Att #11)
- m. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following 2023-2024 Student Teacher assignment(s):

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Samantha Dong	Montclair State University	WOHS	10/16/23 - 12/22/23
Ashley Natera	Montclair State University	WOHS	10/17/23 - 6/19/24

- n. 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
Sheyne Clark	Standard		X	X				
Anthony Cortes*	N/A							X
Ayanna Fagg*	N/A							X
Monica Fondacaro	Standard		X					
Andrea Jones	Administrator	X						
Maryanne Mendoza	Substitute		X	X				
Jescica Pacheco	Substitute		X	X				
Cristina Preziosi	Substitute						X	
Alphonso Richardson*	N/A							X
Christopher Vilcachagua	N/A					X		

*pending completion of onboarding process

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
4351 Medical	Hazel	9/26/23 - 11/8/23	N/A	N/A	11/13/23
9032 Family	Central Office	10/4/23 - 12/1/23	12/4/23 - 12/31/23	N/A	N/A
7802 Family	Mt. Pleasant	11/27/23 - 1/30/24	1/31/24 - 6/30/24	N/A	9/1/24
6447 Medical	St. Cloud	11/13/23 - 1/1/24	N/A	N/A	1/2/24
6381 Family	WOHS	11/27/23 - 1/25/24 a.m. only	1/25/24 p.m. only - 5/22/23	N/A	5/23/24
5171 Family	Central Office	N/A	N/A	7/1/23 - 5/31/24 amended from 7/1/12 - 12/31/23	6/3/24 amended from 1/2/24
8354 Family	WOHS	12/1/23 - 1/8/24	1/9/24 - 4/30/24	N/A	5/1/24
5189 Medical (to be rescheduled)	WOHS	11/6/23 - 12/22/23 amended from 10/2/23 - 11/10/23	N/A	N/A	1/2/24 amended from 11/13/23
8995 Family	WOHS	9/11/23 - 9/29/23 amended from 10/16/23 - 11/6/23	10/2/23 - 1/1/24 amended from 11/7/23 - 1/29/24	N/A	1/2/24 amended from 1/30/24
4739 Medical	Redwood	9/1/23 - 11/24/23	N/A	N/A	11/27/23
7247 Family	BMELC	9/11/22 - 11/27/23 amended from 9/11/23 - 10/24/23	11/28/23 - 4/30/24 amended from 10/25/23 - 4/30/24	N/A	5/1/24



- 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
9078 Medical	WOHS	10/10/23 - 11/10/23	N/A	N/A	11/13/23
9248 Medical	WOHS	9/19/23 - 10/3/23 a.m. only	10/3/23 p.m. only - 10/13/23	N/A	10/16/23
7289 Medical	Washington	N/A amended from 9/5/23 - 10/16/23 a.m. only	N/A	N/A amended from 10/16/23 p.m. only - 10/27/23	TBD
8791 Military	BMELC	9/5/23 - 11/23/23 amended from 9/5/23 - 10/17/23	N/A	N/A amended from 10/18/23 - 11/21/23	11/27/23 amended from 11/22/23
6853 Family	Mt. Pleasant	10/9/23 - 11/24/23	11/27/23 - 2/23/24	N/A	2/26/24
7786 Medical	WOHS	10/10/23 - 10/20/23	10/23/23 - 2/9/24	N/A	2/12/2024
4313 Medical	WOHS	N/A	9/18/23 - 10/23/23	N/A	10/24/23

5. Transfer(s):

- a. 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
Brandon Aytch Voluntary	Gregory	Lunch Aide	Redwood	Lunch Aide	10/17/23
Cheryl Young-James Voluntary	St. Cloud	Paraprofessional	Mt. Pleasant	Paraprofessional	9/18/23
Shaliesha Murray Involuntary	Mt. Pleasant	Security Officer	BMELC	Security Officer	10/2/23

MOTION: Mr. Stevenson

SECOND: Ms. Huerta

VOTE: 4-0 (RC)

Yes
Ivker

Yes
Stevenson

Absent
Tunncliffe

Yes
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. #12)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of overnight and out of state field trips for the 2023-2024 school year. (Att. #13)
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of Professional Development on November 8, 2023. (Att. #14)



4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Inspired Instruction, LLC to provide *ongoing* Curriculum Audit and Professional Development for K-1 teachers for the 2023-2024 school year in the amount of \$9,000 funded by local funds.
5. Upon Recommendation of the Superintendent of Schools, approval by the Board of Education of the submission and acceptance of IACE (Italian American Committee on Education) Grant Application for the 2023-2024 year in the total amount of \$30,000.
6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the extended school day Multilingual Learners (ELL) programs to be implemented November 2023 through June 2024 and funded by the ESEA Grant (Title III) and ESSER 3.

MOTION: Ms. Huerta

SECOND: Mr. Stevenson

VOTE: 4-0 (RC)

Yes
Ivker

Yes
Stevenson

Absent
Tunnicliffe

Yes
Huerta

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
1506076	Banyan School	Tuition: \$55,502.45 167 days @ \$ 332.35/day	Unbudgeted
2706092	Burlington Board of Education	Tuition: \$57,010.00 Out of County Fee: \$3,772.00	Budgeted
2213054	Deron School of New Jersey	Tuition: \$64,065.52 163 days @ \$393.04/day 1:1 Aide: \$36,675.00 163 days @ \$225.00/day	Unbudgeted
2305084	P.G. Chambers School	Tuition: \$78,121.26 166 days @ \$470.61/day	Unbudgeted

2. 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 2023-2024 school year:

# of Students	Program	Tuition	Budgeted/Unbudgeted
3	Full Time Regular Education, Newark Tech @ \$5,911.00/each	\$17,733.00	Unbudgeted

3. 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:

4. Upon recommendation of the Superintendent, approval by the Board of Education for the following tuition student(s) for the 2023-2024 school year:

Student #	School	Responsible District	Tuition Received
2301096	West Orange High School	South-Orange-Maplewood	2023-2024 Tuition: \$49,341.00 (prorated: \$43,859.20) Shared Aide: 21,054.89 (prorated: \$18,715.46)

b.) Business Office

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the October 16, 2023 Bills List in the amount of \$16,261,190.35.
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the 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
Playhouse Nursery	4 Nest cameras with floodlight	\$996.28
Playhouse Nursery	1 Dell Optiplex security pc	\$1,455.00

3. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Settlement Agreement between the parents of Student #1610051 and the West Orange Board of Education.
4. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Agreement and General Release between the parents of Student #1506076 and the West Orange Board of Education.
5. Upon the recommendation of the Superintendent of Schools, approval and acceptance by the Board of Education of the Special Olympics New Jersey 2023 - 2024 Unified Champion Schools (UCS) Grant in the amount of \$3,000.00. Funds will be handled directly by the grantor.
6. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the following donations/awards:

Donor	Recipient	Donation
Matthew Kaitila	West Orange School District	6 - 55" LED Samsung TVs (\$3,597.00 value)



Donor	Recipient	Donation
NJ Manufacturers Insurance Company	Youth Advisory Board	\$10,000.00
Dick's Sporting Goods Foundation	WOHS Athletics	\$1,000.00

MOTION: Mr. Stevenson

SECOND: Ms. Huerta

VOTE: 4-0 (RC)

Yes
Ivker

Yes
Stevenson

Absent
Tunnicliffe

Yes
Huerta

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 2022-2023 school year:

School	Score*		School	Score*
Edison Middle School	78		Redwood Elementary School	77
Gregory Elementary School	71		Roosevelt Middle School	74
Hazel Elementary School	77		St. Cloud Elementary School	75
Kelly Elementary School	77		Washington Elementary School	75
Liberty Middle School	78		West Orange High School	77
Mt. Pleasant Elementary School	76		Betty Maddalena Early Learning Center	78

**Total Possible Score 78*

2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending October 16, 2023.

MOTION: Ms. Huerta

SECOND: Mr. Stevenson

VOTE: 4-0 (RC)

Yes
Ivker

Yes
Stevenson

Absent
Tunnicliffe

Yes
Huerta

Yes
Rock

XII. PETITIONS AND HEARINGS OF CITIZENS

XII. NEXT BOARD MEETING to be held at 6:30 p.m. on November 13, 2023 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 8:15 p.m.

MOTION: Ms. Huerta

SECOND: Mr. Ivker

VOTE: 4-0 (VV)

Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary