



July 21, 2025  
Public Session

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

**Agenda**

**I. ROLL CALL OF THE MEMBERS**

**II. NOTICE OF MEETING:**

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

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

**III. EXECUTIVE SESSION**

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

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

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

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

**V. PLEDGE OF ALLEGIANCE**

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

**VII. STUDENT LIAISON REPORT**

**VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS**

- A. Summer Programs
- B. HIB Report



**IX. BOARD POLICY(IES)**

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

**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):

<b>Name</b>	<b>Location</b>	<b>Position</b>	<b>Reason</b>	<b>Effective Date</b>
Keli Eason	Gregory	Grade 3 Teacher	Resignation	9/8/2025
Karen Lott	Hazel	Academic Support	Retirement 38 years	7/1/2025
Jay Wecht	Roosevelt	English Language Arts	Retirement 30 years	7/1/2025

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

<b>Name</b>	<b>Location</b>	<b>Position</b>	<b>Reason</b>	<b>Effective Date</b>
Renee Boudaheer	St. Cloud	Paraprofessional	Retirement 3 years	1/1/2026
Mary Byrne	Washington	Lunch Aide	Retirement 16 years	6/18/2025
Marcela Silva De Gouveia	Mt. Pleasant	Lunch Aide	Resignation	6/18/2025
Eileen Duggan	Gregory	Paraprofessional	Retirement 17 Years	7/1/2025
Noel Duverge	Transportation	Bus Driver Part-time	Retirement 9 years	07/1/2025
Luann Grasso	Edison	Lunch Aide	Resignation	9/1/2025
Jonathan Nelson	Central Office	Maintenance Plumber	Resignation	7/5/2025
Serina Williams	Transportation	Bus Driver	Resignation	7/31/2025

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

<b>Employee #</b>	<b>Effective Date</b>
9103	8/16/25



## 2. Rescissions

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

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

## 3. Appointments

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Ayesha Aly Ahmed	Kelly	Grade 3 LLD	M. Scott	MA	5	\$70,363	9/1/2025 6/30/2026
Paulina Andolino	Gregory	Grade 3	A Oakley-Nowak Reassigned	MA	5	\$70,363	9/1/2025 6/30/2026
Kimberly Birman	Redwood	Grade 1	J. Hecht Reassigned	MA+15	5	\$74,903	9/1/2025 6/30/2026
Oliver Brantome	WOHS	English Language Arts	Kiczek Transfer	BA+15	6	\$67,876	9/1/2025 6/30/2026
Suzanne Buccolo	Mt Pleasant	School Nurse	N. Feldman	BA	18	\$96,937	9/16/2025 6/30/2026
Jessica Cicerone	WO-ECLC	Preschool Intervention and Referral Specialist	New Position	MA+30	9	\$83,481 PEA Grant Funded	9/1/2025 6/30/2026
Elizabeth Daniel	Redwood	Special Education Resource	S. Hughes	MA	6	\$71,680	9/1/2025 6/30/2026
Anna Favetta	Roosevelt	English Language Arts Leave Replacement	M. Mena	BA	5	\$65,893.00	9/1/2025 6/30/2026
Nikolette Fischetti	WOHS	Mathematics	J. Nuzzi	MA+30	5	\$80,174	9/1/2025- 6/30/2026



Lorin Hannah	Liberty	Special Education Resource Room	New Position	MA+45	7	\$84,264	9/1/2025 6/30/2026
Alexa Hector	Redwood	Special Education Resource	H. Inn	BA	14	\$71,366	9/1/2025 6/30/2026
Marina Kaiafas	Edison	Special Education Resource	A Carrera	MA	5	\$70,363	9/1/2025 6/30/2026
Emily Marino	Kelly	Grade 5 ELA	K. Clancy Reassigned	BA	5	\$65,893	9/1/2025 6/30/2026
Monica Mejia	Gregory	School Counselor	A. James	MA	5	\$70,363	9/1/2025 6/30/2026
Philana Otruba-Fhal	Liberty	Science	V. DeJesus	MA	7	\$72,303	9/1/2025 6/30/2026
Guy Ratki	Kelly	Grade 4 ELA	A. Lampley	MA+45	5	\$82,004	9/1/2025 6/30/2026
Dr. Derek Ressa	Special Services	Director	C. Salimbeno	N/A	N/A	\$185,000	12/1/2025 6/30/2026
Jacklyn Sapp	Mt Pleasant	Grade 3	V. Blazier	MA	12	\$75,040	9/1/2025 6/30/2026
Matthew Schiff	Edison	Mathematics	L. Geraldo	MA	5	\$70,363	9/1/2025 6/30/2026
Hailey Slyvchak	Redwood	Grade 2	J. Burnett	BA	5	\$65,893	9/1/2025 6/30/2026
Alison Soccio-Willemsen	Central Office	Supervisor of Visual and Performing Arts	Lou Quagliato	Supervisor	1	\$113,925 Includes \$5,000 Additional Duties	9/1/2025 6/30/2026
Makenna Tahbaz	Washington	Special Education	M. Lloyd Transfer	MA	5	\$70,363	9/1/2025 6/30/2026
Sushin Wang	Roosevelt	Chinese Teacher Leave Replacement	C. Yu	MA	N/A	\$384.50 Per Diem	9/1/2025 12/5/2025

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Nafisa Aly Ahmed	Central Office	Administrative Assistant	New	Column III	2	\$53,412	7/1/2025 6/30/2026
Tamara Caballero	St. Cloud	Paraprofessional	A. Barnes	BA	4	\$35,363	9/1/2025 6/30/2026
Stephanie Demianicz	Liberty	Registered Nurse	N. Feggins	MA+45	9	\$85,387	9/1/2025 6/30/2026
Patrick Garcia	Central Office	Groundskeeper	J. Flores	N/A	1	\$49,000	7/14/2025 6/30/2026
Ana Lopez Reappointment	Transportation	PT Bus Monitor	N/A	N/A	N/A	\$22,172.25	9/1/2025 6/30/2026
Justin Mault	WOHS	Paraprofessional	C. Flynn	BA	3	\$35,864	9/1/2025 6/30/2026



Maryann Mendoza	WOHS	Greeter	Y. Ward	N/A	N/A	\$36,816.08	9/1/2025 6/30/2026
Kathryn Polsky	Gregory	Registered Nurse	M. Kornegay	BA	17	\$87,416	9/1/2025 6/30/2026
Mark Sprawka Reappointment	Liberty	Custodian Mid Shift	N/A	N/A	2	\$41,155 Includes Mid-Shift Differential of \$285	7/1/2025 6/30/2026
Emilie Zephirin	Transportation	PT Bus Driver	Noel Duverge	N/A	N/A	\$24,392.25	9/1/2025 6/30/2026

\*amended

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

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

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

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



\*amended

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

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

\*amended

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

Name	Certification Code	Administrator	Administrative Assistant	Lunch Aide	Nurse	Custodian
Flamur Aliu						x
Robert Cetrulo						x
Juan Colon						x
Abdoulie Conteh						x
Najee Glenn (Summer Student)						x
Zion Gordon						x
Victor Jean (Summer Student)						x
Weston Lipsey (Summer Student)						x
Clavens Pierre (Summer Student)						x
Mosie Prince (Summer Student)						x



Marcela Silva De Gouveia				x		
Nanci Silvestri (Summer)			x			

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

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

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

#### 5. Transfer(s):

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

Name	From	Position	To	Position	Effective Date
Saira Azad Involuntary	WOHS	ESL	Liberty	ESL	9/1/2025
Jenna Bleeke Voluntary	Mt. Pleasant/Kelly	Library Media Specialist	Mt. Pleasant/Liberty	Library Media Specialist	9/1/2025
Stephanie Bryson Voluntary	Liberty	School Counselor	Edison	School Counselor	9/1/2025
Jean Claude Cenatus Involuntary	Liberty	French	WOHS	French	9/1/2025
Rachel DAndrea Voluntary	Washington	Academic Support	Roosevelt	Academic Support	9/1/2025



Michele DeMatteo Involuntary	WOHS	Career Education	Liberty	STEM/ Computer Applications	9/1/2025
Dan Dufresne Voluntary	Edison	Science	Roosevelt	Science	9/1/2025
Yanira Escobar Voluntary	Edison	ESL	Liberty	ESL	9/1/2025
Leonard Ford Involuntary	Central Office	Technology Integration Specialist	Gregory	Grade 4 (Social Studies/Science)	9/1/2025
Maria Frangos Involuntary	Edison	Computer Applications	Roosevelt	STEM/ Computer Applications	9/1/2025
Meara Franowicz Involuntary	Gregory	Librarian	St. Cloud	Librarian	9/1/2025
Marissa Gerin Voluntary	St Cloud	Music	Washington	Music	9/1/2025
Allison Gibbons Involuntary	Central Office	Technology Integration Specialist	Redwood	Music Teacher	9/1/2025
Floyd Gray Voluntary	Edison	Mathematics	Liberty	Mathematics	9/1/2025
Megan Kiczek Voluntary	WOHS	ELA	Roosevelt	Academic Support ELA	9/1/2025
Jeffrey Lafoon Involuntary	Edison	School Counselor	Liberty	School Counselor	9/1/2025
Jun Lewin Involuntary	Edison	Chinese	WOHS	.5Chinese .5ESL	9/1/2025
Dongmei Li Involuntary	.5Liberty .5WOHS	Chinese	Edison	Chinese	9/1/2025
Kelly McSharry Involuntary	Roosevelt/ Liberty	Computer Applications	Edison	Academic Support	9/1/2025
Marissa Mitterman Voluntary	Redwood / Washington	Library Media Specialist	Edison/Washington	Library Media Specialist	9/1/2025
Jessica Moffett Lee Voluntary	Gregory	Academic Support	Hazel	Grade 3	9/1/2025
Kaitlin Morrell Involuntary	BMELC	Music Teacher	St Cloud	Music Teacher	9/1/2025
Kimberly Pallant Involuntary	St. Cloud	Librarian	Gregory	Librarian	9/1/2025
Shrina Patel Voluntary	Liberty	Mathematics	Edison	Mathematics	9/1/2025
Karen Porreca Voluntary	Redwood	Academic Support	Washington	Academic Support	9/1/2025
Lisette Santa Voluntary	Liberty	ESL	Roosevelt	ESL	9/1/2025
Erin Smith Involuntary	Liberty	Special Education Resource	Hazel	Special Education Resource	9/1/2025
Taylor Tellawy Involuntary	Roosevelt	School Counselor	Liberty	School Counselor	9/1/2025
Lauren Volpe Involuntary	Liberty	School Counselor	Roosevelt	School Counselor	9/1/2025





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

Name	From	Position	To	Position	Effective Date
Brian Green	Washington	Security	Gregory	Security	9/1/2025
Ralph Desmarais	Gregory	Security	Washington	Security	9/1/2025

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

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

7. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the attached Sidebar Agreement between the West Orange Administrators' Association and the West Orange Board of Education to formally remove the position of Director of Assessment, Accountability and Intervention from the current WOAA CBA, and any negotiated successor agreements. (Att: #7)
8. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the attached Sidebar Agreement between the West Orange Administrators' Association and the West Orange Board of Education to formally recognize the position of Supervisor of Visual and Performing Arts, its responsibility for supplemental duties that will result in additional compensation, and the inclusion of this position in any negotiated successor agreements. ([Att: #8](#))
9. Upon recommendation of the Superintendent of Schools approval by the Board of Education to withhold the salary increment for Employee # 4919 for the 2025-2026 school year. Given the impending expiration of the WOEA CBA on June 30, 2025, in the event retroactive pay is negotiated and agreed upon, this employee will not be eligible for such compensation. Upon ratification of a subsequent contract, the employee's placement on the appropriate pay column and step will be effective for the 2026-2027 school year.

## B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Curriculum for the 2025-2026 school year: (Att. #9).
2. Upon recommendation of the Superintendent of Schools, approved by the Board of Education of



2025-2026 annual Program of Study/Textbooks: (Att. #10).

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

Student Teacher/Intern Candidate	Affiliate University	Assigned School	Effective Dates
Abdallah, Omar	Montclair State University	WOHS	9/3/2025 - 5/30/2026
Baca, Edward	Fordham University	WOHS	9/3/2025 - 5/30/2026
Dennerlein, Sara	Montclair State University	Roosevelt	9/3/2025 - 5/30/2026
Falco, Andrea	Montclair State University	WOHS	9/3/2025 - 5/30/2026
Hunczak, Jillian	Seton Hall University	Washington	8/25/2025 - 12/9/2025
Joy, Brooke	Seton Hall University	Washington	8/25/2025 - 12/9/2025
Lehner, Samantha	Montclair State University	WOHS	9/3/2025 - 6/12/2026
Malone, Amanda	Montclair State University	WOHS	9/3/2025 - 5/30/2026
Meola, Sophia	Montclair State University	Redwood / WOHS	9/3/2025 - 5/30/2026
Rodriguez, Tatyana	Caldwell University	Roosevelt	9/2/2025 - 12/12/2025
Sidener, Beckett	Seton Hall University	St. Cloud	8/25/2025 - 12/9/2025
Siegel, Matthew	Rutgers University	Kelly / WOHS	9/3/2025 - 5/30/2026
Steffens, Isabella	Seton Hall University	Hazel	8/25/2025 - 12/9/2025
Valentin, Kaitlyn	Montclair State University	WOHS	9/3/2025 - 5/30/2026

## C. FINANCE

### a.) Special Services

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



Education of the following out of district placements for the 2025-2026 school year:  
(Att. #11)

2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Pillar Care Continuum to provide occupational therapy and physical therapy services for the 2025-2026 school year.

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

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

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

4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Creative Learning Studios LLC to provide occupational therapy services for the 2025-2026 school year.

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

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

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

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



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

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

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

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

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

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

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

**b.) Business Office**

- Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the July 21, 2025 Bills List in the amount of 17,015,547.26.
- Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the May 2025 transfers within the 2024-2025 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #12)
- Upon recommendation of the Superintendent of Schools, acceptance by the Board of Education of the Board Secretary's financial report for the month of May 2025, based



upon the certification of the Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10(c) (3), that no major account or fund has been over-expended, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (Att. #13)

4. Upon recommendation of the Superintendent of Schools, acceptance by the Board of Education of the Report of the Treasurer of School Monies for the month of May 2025, which report is in agreement with the Secretary's Report.
- \* 5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the Student Meal Pricing for the 2025-2026 school year:

Breakfast		
	2024-2025	2025-2026
High School	\$2.65	\$2.75
Middle School	\$2.50	\$2.60
Elementary	\$2.30	\$2.40
Lunch		
	2024-2025	2025-2026
High School	\$4.40	\$4.50
Middle School	\$4.15	\$4.25
Elementary	\$3.85	\$4.00

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

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

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

7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Stipulation of Agreement between the West Orange Board of Education and the parents of Student ID #1506076.
8. Upon recommendation of the Superintendent of Schools, approval by the Board of



Education of the Stipulation of Agreement between the West Orange Board of Education and the parents of Student ID #2205080.

9. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Settlement Agreement between the West Orange Board of Education and the parents of Student ID #2406029, not to exceed \$8,600.
10. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education for the following insurance policies as per the recommendation of the Board of Education's insurance broker, Balken Risk Management Services, LLC for 2025-2026:

Carrier	Type	Term	Amount
NJ Schools Insurance Group	General Liability EDP/Inland Marine Auto Umbrella Restart/Terrorism/Crisis Mgmt	7/01/25 - 6/30/26	\$240,706
NJ Schools Insurance Group	Property Boiler and Machinery Crime	7/01/25 - 6/30/26	\$590,466
NJ Schools Insurance Group	School Board Legal	7/01/25 - 6/30/26	\$173,333
Hudson/Upland/Great American	NJUEP - Excess Liability	7/01/25 - 6/30/26	\$122,344
Philadelphia Insurance Co.	Environmental	7/01/25 - 6/30/26	\$24,973
McCloskey	Student Accident	7/01/25 - 6/30/26	\$92,320
RLI	Bonds	7/01/25 - 6/30/26	\$4,600
Cyber	Cyber Liability	7/01/25 - 6/30/26	\$37,693

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

Business Administrator/Board Secretary	Tonya M. Flowers
Treasurer of School Monies	Dr. Melissa Simmons
Board Attorneys	Cleary Giacobbe Alfieri Jacobs LLC Methfessel & Werbel
Architect	Di Cara   Rubino
Attendance Officers	David Zawacki, Frank Yannuzzi



Health Benefits Insurance Broker	Brown & Brown - Michael Mauro
Property/Casualty Insurance Broker	Balken Risk Management
School Physician	ProCare Medical Associates LLC
Anti-Bullying Coordinator	Michelle Martino
<u>504 Officer</u>	<u>Constance Salimbeno</u>
Substance Assistance Coordinator	Lesley Chung, Ed. D.
<u>Right-to-Know Officer</u>	<u>Nicholas Munoz</u>
<u>AHERA Representative</u> <u>(Asbestos Hazard Emergency Response Act)</u>	<u>Nicholas Munoz</u>
<u>Integrated Pest Management Coordinator</u>	<u>Nicholas Munoz</u>
<u>Indoor Air Quality Coordinator</u>	<u>Nicholas Munoz</u>
<u>Chemical Hygiene Officer</u>	<u>Nicholas Munoz</u>
Public Agency Compliance Officer	Tonya M. Flowers
<u>District Affirmative Action Officer</u>	<u>Michelle Martino</u> Elizabeth Veneziano
Qualified Purchasing Agent	Tonya M. Flowers
Custodian of Records	Tonya M. Flowers
District Liaison to DCP&P (Division of Child Protection and Permanency)	Constance Salimbeno
<u>District Homeless Liaison</u>	<u>Hayden Moore</u>
Bond Counsel	Wilentz, Goldman & Spitzer
Americans with Disabilities Act Coordinator	Constance Salimbeno
Title IX Coordinator	Stephen Zichella Elizabeth Veneziano
Claims Auditor	Tonya M. Flowers
Financial Advisor	Phoenix Advisors
Auditor	Lerch, Vinci & Higgins, LLP
School Safety Specialist	Filipe Santiago, David Marion

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

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



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

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

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

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

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

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

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

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

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

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





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

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

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

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

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

**WHEREAS**, the West Orange Board of Education did submit, and the New Jersey Department of Education (NJDOE) did subsequently approve, the following School Facilities Project Applications for ROD 5 Grant funding from the New Jersey Schools Development Authority (NJSDA); and

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

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

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

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

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

Student #	Placement	Tuition	Budgeted/Unbudgeted
NPS659870	Newark Board of Education: Weequahic High School from 10/14/2024 to 2/26/2025	\$24,637.33	Unbudgeted



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

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

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

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

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

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

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



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

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

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

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

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

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

24. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Lease Agreement between Life Christian Church and the West Orange Board of Education for the rental of property located at 747 Northfield Avenue, West Orange, for the period July 1, 2025 through December 31, 2025 in the



amount of six equal monthly installments of \$27,380.58 totaling \$164,283.48.

25. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of Dr. Michael Kelly of ProCare Associates as the District Physician for the 2025-2026 school year in the amount of \$41,250.

#### **D. REPORTS**

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending July 21, 2025.

2. **Harassment, Intimidation and Bullying**

“Whereas, pursuant to Board Policy and the requirements of N.J.S.A. 18A:37-17(b)(6)(c), at its meeting on June 16, 2025, the Superintendent reported HIB Incident Number(s) 059-072 to the Board; and

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

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

#### **XII. PETITIONS AND HEARINGS OF CITIZENS**

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

#### **XIV. EXECUTIVE SESSION (as deemed necessary)**

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

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

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

#### **XV. ADJOURNMENT**

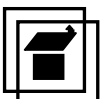
### 5460 HIGH SCHOOL GRADUATION

The Board of Education will recognize the successful completion of the secondary school instructional program by the award of a State-endorsed diploma certifying the student has met all State and local requirements for high school graduation in accordance with N.J.A.C. 6A:8-5.1 et seq. The Board will annually certify to the Executive County Superintendent each student who has been awarded a diploma and has met the requirements for graduation.

As defined in N.J.A.C. 6A:8-1.3, “credit” means the award for the equivalent of a class period of instruction, which meets for a minimum of forty minutes, one time per week during the school year or as approved through N.J.A.C. 6A:8-5.1(a)2 and A.1.b. below.

#### A. High School Graduation Requirements – N.J.A.C. 6A:8-5.1

1. For a State-endorsed diploma, the Board of Education shall develop, adopt, and implement graduation requirements that prepare students for success in post-secondary degree programs, careers, and civic life in the 21<sup>st</sup> century, and that include the following:
  - a. A graduating student must have earned a minimum of 120 credits in courses designed to meet all of the New Jersey Student Learning Standards (NJSLS), including, but not limited to, the following credits:
    - (1) At least twenty credits in English language arts (ELA) aligned to grade nine through twelve standards;
    - (2) At least fifteen credits in mathematics, including Algebra I or the content equivalent; geometry or the content equivalent; and a third year of mathematics that builds on the concepts and skills of algebra and geometry and that prepares students for college and 21<sup>st</sup> century careers;
    - (3) At least fifteen credits in science, including at least five credits in laboratory biology/life science or the content equivalent; one additional



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laboratory/inquiry-based science course, which shall include chemistry, environmental science, or physics; and one additional laboratory/inquiry-based science course;

- (4) At least fifteen credits in social studies, including satisfaction of N.J.S.A. 18A:35-1 and 18A:35-2; five credits in world history; and the integration of civics, economics, geography, and global content in all course offerings;
  - (5) At least two and one-half credits in financial, economic, business, and entrepreneurial literacy;
  - (6) At least three and three-quarters credits in health, safety, and physical education during each year of enrollment, distributed as one hundred fifty minutes per week, as required by N.J.S.A. 18A:35-5, 7, and 8;
  - (7) At least five credits in visual and performing arts;
  - (8) At least five credits in world languages or student demonstration of proficiency as set forth in N.J.A.C. 6A:8-5.1(a)2ii(2) and A.1.b.(2)(b) below;
  - (9) Technological literacy, consistent with the NJSLs, integrated throughout the curriculum;
  - (10) At least five credits in 21<sup>st</sup> century life and careers, or career-technical education; and
  - (11) Electives as determined by the high school program sufficient to total a minimum of 120 credits.
- b. The 120-credit requirement set forth in N.J.A.C. 6A:8-5.1(a)1. and in A.1.a. above may be met in whole or in part through program completion of a range of experiences that enable students to pursue a variety of individualized learning opportunities, as follows:



- (1) The district shall establish a process to approve individualized student learning opportunities that meet or exceed the NJSLs.
  - (a) Individualized student learning opportunities in all NJSLs areas include, but are not limited to, the following:
    - (i) Independent study;
    - (ii) Online learning;
    - (iii) Study abroad programs;
    - (iv) Student exchange programs; and
    - (v) Structured learning experiences, including, but not limited to, work-based programs, internships, apprenticeships, and service learning experiences.
  - (b) Individualized student learning opportunities based upon specific instructional objectives aimed at meeting or exceeding the NJSLs shall:
    - (i) Be based on student interest and career goals as reflected in the Personalized Student Learning Plans;
    - (ii) Include demonstration of student competency;
    - (iii) Be certified for completion based on the district process adopted according to N.J.A.C. 6A:8-5.1(a)2.ii. and A.1.b.(2) below; and
    - (iv) Be on file in the school district and subject to review by the



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Commissioner of Education or  
designee.

- (c) Group programs based upon specific instructional objectives aimed at meeting or exceeding the NJSLs shall be permitted and shall be approved in the same manner as other approved courses.
- (2) The district shall establish a process for granting of credits through successful completion of assessments that verify student achievement in meeting or exceeding the NJSLs at the high school level, including standards achieved by means of the individualized student learning opportunities enumerated at N.J.A.C. 6A:8-5.1(a)2 and A.1.b. above. Such programs or assessments may occur all or in part prior to a student's high school enrollment; no such locally administered assessments shall preclude or exempt student participation in applicable Statewide assessments at grades three through twelve.
- (a) The district shall choose assessments that are aligned with or exceed the NJSLs and may include locally designed assessments.
  - (b) The district shall choose from among the following assessment options to determine if students have achieved the level of language proficiency designated as Novice-High as defined by the American Council on the Teaching of Foreign Languages (ACTFL) and recognized as fulfilling the world languages requirement of the NJSLs:
    - (i) The Standards-based Measurement of Proficiency (STAMP) online assessment;





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- (ii) The ACTFL Oral Proficiency Interview (OPI) or the Modified Oral Proficiency Interview (MOPI); or
  - (iii) New Jersey Department of Education-approved locally designed competency-based assessments.
- (3) The district shall establish a process to approve post-secondary learning opportunities that may consist of Advanced Placement (AP) courses, College-Level Examination Program (CLEP), or concurrent/dual enrollment at accredited higher education institutions.
  - (a) The district shall award credit for successful completion of an approved, accredited college course that assures achievement of knowledge and skills that meets or exceeds the NJSLS.
- c. Local student attendance requirements;
- d. Any statutorily mandated requirements for earning a high school diploma;
- e. The requirement that all students demonstrate proficiency by achieving a passing score on the ELA and mathematics components of the State graduation proficiency test or through the alternative means at N.J.A.C. 6A:8-5.1(h) and A.6. below, if applicable, or for students who take the State graduation proficiency test but do not achieve a passing score through the alternative means set forth at N.J.A.C. 6A:8-5.1(g) and (i) and A.5. and A.7. below.
- f. For students who have not demonstrated proficiency on the ELA and/or mathematics components of the State graduation proficiency test, the opportunity for the following will be provided:
  - (1) Remediation, pursuant to N.J.S.A. 18A:7C-3.; and



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- (2) One or more additional opportunities to demonstrate proficiency on the State graduation proficiency test, pursuant to N.J.S.A. 18A:7C-6; and
  - g. Students graduating from an adult high school shall demonstrate proficiency in the ELA and mathematics components of the State graduation proficiency test, or through alternative means set forth at N.J.A.C. 6A:8-5.1(g) through (i) and A.5. through A.7. below.
- 2. In the development of Personalized Student Learning Plans according to N.J.A.C. 6A:8-3.2(a), the district shall actively encourage all students who have otherwise met the requirements for high school graduation according to N.J.A.C. 6A:8-5.1(a)1 through 3 and A.1.a. through A.1.c. above, to include in their programs of study the following additional credits:
  - a. Five credits in mathematics during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21<sup>st</sup> century careers;
  - b. Five credits in a laboratory science during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21<sup>st</sup> century careers;
  - c. Five credits in social studies during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21<sup>st</sup> century careers; and
  - d. Five credits in world languages during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21<sup>st</sup> century careers.
- 3. The district shall provide to the Executive County Superintendent the district's graduation requirements each year they are evaluated through Quality Single Accountability Continuum (QSAC) and update the district's filed copy each time the graduation policy is revised.
- 4. The district shall provide each student entering high school and their parents with a copy of the district's requirements for a



State-endorsed diploma and the programs available to assist students in attaining a State-endorsed diploma, in accordance with N.J.S.A. 18A:7C-5.

5. All multilingual learners (ML) shall satisfy the requirements for high school graduation, except MLs may demonstrate they have attained State minimum levels of proficiency through passage of the portfolio appeals process in their native language, when available, and passage of a New Jersey Department of Education-approved, English fluency assessment.
6. Students, including students with disabilities as defined in N.J.A.C. 6A:14-1.3 or eligible under Section 504 of the Rehabilitation Act who participate in the alternative assessment for students with disabilities, are not required to participate in repeated administrations of high school assessment components required at N.J.A.C. 6A:8-4.1(c).

B. High School Diplomas – N.J.A.C. 6A:8-5.2

1. The Board of Education shall award a State-endorsed high school diploma to prospective graduates who have met all of the requirements adopted in accordance with N.J.A.C. 6A:8-5.1(a), (c), or N.J.A.C. 6A:8-5.2(d) and A.1 above, C.1. below, or B.4. below.
2. The Board shall not issue a high school diploma to any student not meeting the criteria specified in the rule provisions referenced in N.J.A.C. 6A:8-5.2(a) and B.1. above.
  - a. The district shall provide students exiting grade twelve without a diploma the opportunity for continued high school enrollment to age twenty or until the requirements for a State-endorsed diploma have been met, whichever comes first.
  - b. The district shall allow any out-of-school individual to age twenty who has otherwise met all State and local graduation requirements but has failed to pass the State proficiency test to demonstrate proficiency through alternative means as set forth at N.J.A.C. 6A:8-5.1(a)6 through N.J.A.C. 6A:8-5.1(i) and in A.1.f. through A.7.



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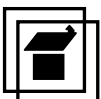
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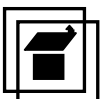
above, as applicable, pursuant to the standards applicable to the student's graduating class.

Upon certification of passing the test applicable to the student's class in accordance with N.J.A.C. 6A:8 and this Policy, a State-endorsed diploma shall be granted by the high school of record.

3. Pursuant to N.J.A.C. 6A:20-1.4, the Commissioner of Education shall award a State-issued high school diploma based on achieving the Statewide standard score on the General Education Development test (GED) or other adult education assessments to individuals age sixteen or older who are no longer enrolled in school and have not achieved a high school credential.
4. The Commissioner shall award a State-issued high school diploma to individuals age sixteen or older and no longer enrolled in high school based on official transcripts showing at least thirty general education credits leading to a degree at an accredited institution of higher education. Included in the thirty general education credits must be a minimum of fifteen credits with at least three credits in each of the five general education categories as follows: English; mathematics; science; social science; and the humanities.
5. The Board shall award a State-endorsed high school diploma to any currently enrolled student, regardless of grade level, who:
  - a. Has demonstrated proficiency in the State graduation proficiency test, pursuant to N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above, or as set forth at N.J.A.C. 6A:8-5.1(g) and A.5. above.
  - b. Has presented official transcripts showing at least thirty general education credits leading to a degree at an accredited institution of higher education; and
  - c. Has formally requested such early award of a State-endorsed high school diploma.
6. Pursuant to N.J.S.A. 18A:7C-7 and 18A:7E-3, the Superintendent shall report annually to the Board at a public meeting not later than September 30, and to the Commissioner:



- a. The total number of students graduated;
  - b. The number of students graduated under the substitute competency test process;
  - c. The number of students graduated under the portfolio appeals process;
  - d. The number of students receiving State-endorsed high school diplomas as a result of meeting any alternate requirements for graduation as specified in their individualized education programs (IEP);
  - e. The total number of students denied graduation from the twelfth grade class; and
  - f. The number of students denied graduation from the twelfth grade class solely because of failure to pass the New Jersey Department of Education-approved high school end-of-course assessments, the State graduation proficiency test, substitute competency tests, or portfolio appeals process based on the provisions of N.J.A.C. 6A:8.
- C. Students with Disabilities – N.J.A.C. 6A:8-5.1(c) and N.J.A.C. 6A:14-4.11
- 1. Through the IEP process set forth at N.J.A.C. 6A:14-3.7 and pursuant to N.J.A.C. 6A:14-4.11, the Board may specify alternate requirements for a State-endorsed diploma for individual students with disabilities as defined at N.J.A.C. 6A:14-1.3.
    - a. The district shall specifically address any alternate requirements for graduation in a student's IEP, in accordance with N.J.A.C. 6A:14-4.11.
    - b. The district shall develop and implement procedures for assessing whether a student has met the specified alternate requirements for graduation individually determined in an IEP.
  - 2. The IEP of a student with a disability who enters a high school program shall specifically address the graduation requirements. The student shall meet the high school graduation requirements pursuant to N.J.A.C. 6A:8-5.1 and A. above, except as specified in



the student's IEP. The IEP shall specify which requirements would qualify the student with a disability for the State-endorsed diploma issued by the Board responsible for the student's education.

3. Graduation with a State-endorsed diploma is a change of placement that requires written notice pursuant to N.J.A.C. 6A:14-2.3(f) and (g).
  - a. As part of the written notice, the parent shall be provided with a copy of the procedural safeguards statement published by the NJDOE.
  - b. As with any proposal to change the educational program or placement of a student with a disability, the parent may resolve a disagreement with the proposal to graduate the student by requesting mediation or a due process hearing prior to graduation.
  - c. In accordance with N.J.A.C. 6A:14-3.8(d), a reevaluation shall not be required.
  - d. When a student graduates or exceeds the age of eligibility, the student shall be provided a written summary of their academic achievement and functional performance prior to the date of the student's graduation or the conclusion of the school year in which the student exceeds the age of eligibility. The summary shall include recommendations to assist the student in meeting their postsecondary goals.
4. If a student attends a school other than that of the school district of residence that is empowered to grant a diploma, the student shall have the choice of receiving the diploma of the school attended or the diploma of the school district of residence.
  - a. If the school the student is attending declines to issue a diploma to the student, the Board of the school district of residence shall issue the student a diploma if the student has satisfied all State and local graduation requirements, as specified in the student's IEP.



5. If the Board grants an elementary school diploma, a student with a disability who fulfills the requirements of their IEP shall qualify for and receive a diploma.
6. Students with disabilities who meet the standards for graduation according to N.J.A.C. 6A:14-4.11 and Section C. of this Policy shall have the opportunity to participate in graduation exercises and related activities on a nondiscriminatory basis.

D. Financial Aid Application Graduation Requirement

1. Beginning with the 2023-2024 grade eleven class, and for two school years thereafter, the Board shall require a student, and the student's parent, if applicable, to complete and submit a financial aid application in a form prescribed by the Higher Education Student Assistance Authority (Authority) as a prerequisite to the student receiving a high school diploma unless a waiver is submitted to the district as set forth in P.L.2023 c.295 and D.1.a. below.
  - a. A student shall be exempt from the requirement in P.L.2023 c.295 and D.1. above if the student or the student's parent submits to the district a waiver form signed by the parent, or by the student if the student is at least eighteen years of age, requesting the exemption from the requirement.
  - b. If the student is under eighteen years of age and a form signed by the parent cannot be reasonably obtained, the student's school counselor may authorize the waiver as permitted by regulations promulgated by the State Board of Education pursuant to P.L.2023 c.295.
2. The district shall annually notify students and the parents of the requirement established pursuant to P.L.2023 c.295 and Section D.
3. No adverse action shall be taken by a Board against any student due to a student's receipt of an exemption from the requirement to complete and submit a financial aid application pursuant to D.1.a. above.
3. Nothing in P.L.2023 c.295 and this Policy shall be construed as requiring school counselors, or any other school employee, to



assist students in completing the financial aid application. Nothing in P.L.2023 c.295 and this Policy shall be construed as creating a private right of action against the district or the State upon compliance or noncompliance with the provisions of P.L.2023 c.295 and this Policy.

E. State Seal of Biliteracy – N.J.A.C. 6A:8-5.3

1. The Board of Education may award a State Seal of Biliteracy to any student who has met all requirements in N.J.A.C. 6A:8-5.2 and B. above and demonstrates proficiency in the following:
  - a. One or more world languages via an approved assessment pursuant to N.J.A.C. 6A:8-5.3(f) and E.6. below during the student's next to last or final year of high school; and
    - (1) Pursuant to N.J.S.A. 18A:7C-15, a foreign language other than English also shall include, but not be limited to, American Sign Language, Latin, and Native American languages.
  - b. ELA as set forth in N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above.
2. A Board that chooses to award the State Seal of Biliteracy shall incorporate the process into the developed, adopted, and implemented Policy 5460 – High School Graduation pursuant to N.J.A.C. 6A:8-5.1(a) and A.1. above, denoting participation in the voluntary program. A Board choosing to participate shall submit, in accordance with N.J.A.C. 6A:8-5.1(d) and A.3. above, a copy of this Policy that reflects the option for students to participate in the State Seal of Biliteracy.
3. The Board shall pay the costs for related assessments and transcript insignias.
4. The Board shall do the following:
  - a. Provide the NJDOE with information regarding students who qualify for the State Seal of Biliteracy pursuant to N.J.A.C. 6A:8-5.3(a) and E.1. above;





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High School Graduation

- b. Present each student who qualifies pursuant to N.J.A.C. 6A:8-5.3(a) and E.1. above with a New Jersey Department of Education-issued certificate;
  - c. Include the Commissioner of Education-developed insignia on the student's transcript; and
  - d. Maintain appropriate records to identify students who have earned the State Seal of Biliteracy.
- 5. The Board shall not award a State Seal of Biliteracy to any student who does not meet the criteria in N.J.A.C. 6A:8-5.3(a) and E.1. above and shall not include the Commissioner of Education-developed insignia on the student's transcript.
- 6. A list of New Jersey Department of Education-approved, nationally recognized assessments and the Statewide scores necessary for a student to satisfy requirements for the State Seal of Biliteracy shall be set by a resolution approved by the New Jersey State Board of Education.
  - a. If an approved assessment, pursuant to N.J.A.C. 6A:8-5.3(f) and E.6. above, does not exist for a particular language, the Board may administer a NJDOE-approved, locally designed proficiency-based assessment.

N.J.S.A. 18A:7C-3; 18A:7C-5; 18A:7C-6, 18A:7C-7; 18A:7C-15; 18A:7E-3  
18A:35-1; 18A:35-2; 18A:35-5; 18A:35-7; 18A:35-8  
N.J.A.C. 6A:8-1.3; 6A:8-5.1 et seq.; 6A:14-1.3; 6A:14-2.3; 6A:14-3.7  
6A:14-3.8; 6A:14-4.11; 6A:20-1.4  
P.L.2023 c.295

Adopted:



2025-2026 Revised Hourly Appointments

Location	Last Name	First Name	Definition	Step	Hourly Rate	Hours Per Day	Days Worked	Annualized Salary
BMELC	GREEN	TIFFANY	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
BMELC	JACKSON	CAROLYN	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
BMELC	MARCHAN	CANDY	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
BMELC	SILAS	VERA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
EDISON	AHRENS	MICHELE	LUNCH AIDE-EDISON	1	\$21.98	3.5	173	\$13,308.89
EDISON	KABA	HAJA	LUNCH AIDE-EDISON	1	\$21.98	3.5	173	\$13,308.89
EDISON	MCARDLE	PATRICIA	LUNCH AIDE-EDISON	1	\$21.98	3.5	173	\$13,308.89
GREGORY	GARVIN	JUANITA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
GREGORY	QUIRK	KATHLEEN	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
GREGORY	THAXTER	BARBARA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
HAZEL	ABOUELNAJA	HEATHER	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
HAZEL	ACOSTA	MARIA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
HAZEL	BATTLE	CLAUDIA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
HAZEL	SHUNG KAM	CONNIE PUI FONG	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
HAZEL	ZEPI	JULIA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
KELLY	ENRIQUEZ	AIDA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
KELLY	JACKSON	MALIKA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
KELLY	JIN	STEFANI	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
KELLY	MARGOTTA	ANN	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
KELLY	QUERQUES	MARIA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
LIBERTY	VEGA	GLORIA	LUNCH AIDE-LIB.RMS	1	\$21.98	3.5	173	\$13,308.89
MT. PLEASANT	ARAUJO	SHIRLEY	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
MT. PLEASANT	COOPER	FIANA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
MT. PLEASANT	KANIEWSKI	DONNA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
MT. PLEASANT	PAUL	VANESSA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
MT. PLEASANT	SALAZAR	MONICA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
REDWOOD	ARANGO	DANIS	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
REDWOOD	AYTCH	BRANDON	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
REDWOOD	BROWN	TASHA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90

2025-2026 Revised Hourly Appointments

Location	Last Name	First Name	Definition	Step	Hourly Rate	Hours Per Day	Days Worked	Annualized Salary
REDWOOD	DIAZ-VILCACHAGUA	ROCIO	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
REDWOOD	GIBSON	ANDRE	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
REDWOOD	PALMIERI	GAYLE	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
REDWOOD	RIVADENEIRA	MARIA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
ROOSEVELT	CAMACHO	KARLA	LUNCH AIDE-LIB.RMS	1	\$21.98	3.5	173	\$13,308.89
ROOSEVELT	HENRIQUEZ	MARIA	LUNCH AIDE-LIB.RMS	1	\$21.98	3.5	173	\$13,308.89
ST. CLOUD	BAZAN	HEATHER	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
ST. CLOUD	BRADY	DIANE	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
ST. CLOUD	DAVENPORT	ALLYSON	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
ST. CLOUD	DELLACQUA	DONA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
ST. CLOUD	DUARTE	SUSAN	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
WASHINGTON	BYRNE	MARY	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
WASHINGTON	FORSHAW	SANDRA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
WASHINGTON	GRAY	KRISTY	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
WASHINGTON	GUZMAN	MARLENE	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
WASHINGTON	MOHABIR	MELISSA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
WASHINGTON	PIERCE	HELENA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
WASHINGTON	TERRERO	ANGELA	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90
WASHINGTON	WERNER	JOANNE	LUNCH AIDE	1	\$21.98	2.5	182	\$10,000.90

WOHS 2025-2026 Coaching Assignments

Season / Sport	Stipends	Name	Location
<b>2025-2026</b>			
Site Manager	\$29,663	Joe Spina	WOHS
<b>Summer 2025</b>			
Strength & Conditioning	\$6,248	David Grant	WOHS
Strength & Conditioning	\$6,248	Darnell Grant	WOHS
<b>Fall 2025</b>			
Cheerleading: Head	\$22,152	Taylor Tellaway	Roosevelt
Cheerleading: Assistant (2)	\$16,115	Michele Spears	WOHS
Cheerleading: Assistant (2)	\$16,115	Gina Piserchio	WOHS
Cross Country: Head	\$9,889	Jason-Lamont Jackson	WOHS
Cross Country: Assistant	\$7,444	Mirian Kargbo Jackson	Redwood
Cross Country: Volunteer	\$0	Dante Fernandez	OOD
Football: Head	\$16,422	Darnell Grant	WOHS
Football: 1st Assistant	\$13,150	Cyrus Harbin	WOHS
Football: 1st Assistant	\$13,150	Peter Pascarella	Liberty
Football: Assistant	\$12,312	Andrew Mazurek	Redwood
Football: Assistant	\$12,312	Richard Forfa	OOD
Football: Assistant	\$12,312	William Keegan	Roosevelt
Football: Assistant	\$12,312	<b>TBD</b>	
Football: Assistant	\$12,312	Anthony Shaw	OOD
Football: Volunteer	\$0	Doug Adams	WOHS
Soccer: Boys' Head	\$13,150	Douglas Nevins	WOHS
Soccer: Boys' Assistant	\$9,889	Ricardo Carrias	OOD
Soccer: Boys' Assistant	\$9,889	Ferdinand Christian	WOHS
Soccer: Boys' Assistant	\$9,889	Brayan Martinez	WOHS
Soccer: Girls' Head	\$13,150	Sean Devore	WOHS
Soccer: Girls' Assistant	\$9,889	Sebastian DePinho	Kelly
Soccer: Girls' Assistant	\$9,889	Chris Maillet	OOD
Soccer: Girls' Assistant	Volunteer	David Perez	WOHS
Strength & Conditioning	\$6,248	David Grant	WOHS
Strength & Conditioning	\$6,248	Joe LaValle	WOHS
Tennis: Girls' Head	\$7,444	Jeffrey Mazurek	WOHS
Tennis: Girls' Assistant	\$5,770	Michael Marini	WOHS
Volleyball: Girls' Head	\$13,150	Sara Voorhees	OOD
Volleyball: Girls' Assistant	\$9,889	Kristen Dellaventura	Liberty
Volleyball: Girls' Assistant	\$9,889	<b>TBD</b>	
<b>Winter 2025</b>			
Basketball: Boys' Head	\$13,150	William Keegan	Roosevelt
Basketball: Boys' Assistant	\$9,889	Edward Duncan	WOHS
Basketball: Boys' Assistant	\$9,889	David Grant	WOHS
Basketball: Boys' Assistant	\$9,889	Gerald Silvera	OOD

**WOHS 2025-2026 Coaching Assignments**

<b>Season / Sport</b>	<b>Stipends</b>	<b>Name</b>	<b>Location</b>
Basketball: Girls' Head	\$13,150	Caniece Williams	WOHS
Basketball: Girls' Assistant	\$9,889	Meghan Colabella	Edison
Basketball: Girls' Assistant	\$9,889	Kianna Montplaisir	WOHS
Basketball: Girls' Assistant	\$9,889	Ryan Jones	OOD
Basketball: Girls' Volunteer	\$0	Douglas Adams	WOHS
Bowling: Head	\$7,444	Anton Carrera	Edison
Fencing: Head	\$13,150	Ferdinand Christian	WOHS
Fencing: Assistant	\$9,889	Sebastian DePinho	Kelly
Ice Hockey: Head	\$13,150	Edward Scafidi	OOD
Ice Hockey: Assistant	\$9,889	Shane Daiek	WOHS
Indoor Track: Head	\$13,150	Jason-Lamont Jackson	WOHS
Indoor Track: Assistant	\$7,444	Dante Fernandez	OOD
Indoor Track: Assistant	\$7,444	Kathy Jackson	Edison
Indoor Track: Assistant	\$7,444	John Prescott	Edison
Strength & Conditioning	\$6,248	Darnell Grant	WOHS
Strength & Conditioning	\$6,248	Cyrus Harbin	WOHS
Swimming: Head	\$13,150	Kayla Negron	OOD
Swimming: Assistant	\$9,889	Leonard Ford	Gregory
Wrestling: Head	\$13,150	Jeffrey Mazurek	WOHS
Wrestling: Assistant	\$9,889	Edward Bejian	Liberty
Wrestling: Assistant	\$9,889	Victor Lopez	WOHS
Wrestling: Assistant	\$9,889	Joe LaValle	WOHS
<b>Spring 2025</b>			
Baseball: Head	\$13,150	Timothy Blumkin	WOHS
Baseball: Assistant	\$9,889	Michael Falzarano	Kelly
Baseball: Assistant	\$9,889	Robert Parisi, Jr.	OOD
Baseball: Assistant	\$9,889	Daniel Krayton	Liberty
Flag Football: Coach	\$9,889	Andrew Mazurek	Redwood
Golf: Head	\$7,444	Thomas Gargiulo	WOHS
Lacrosse: Boys' Head	\$13,150	David Perez	WOHS
Lacrosse: Boys' Assistant	\$9,889	Ferdinand Christian	WOHS
Lacrosse: Girls' Head	\$13,150	Candace Christian	OOD
Lacrosse: Girls' Assistant	\$9,889	Sean Devore	WOHS
Softball: Head	\$13,150	Michael Marini	WOHS
Softball: Assistant	\$9,889	Christina Ciciarelli	WOHS
Softball: Assistant	\$9,889	Jeannie Kivlon	Hazel
Softball: Assistant	\$9,889	Gina Graziosa	WOHS
Strength & Conditioning	\$6,248	Darnell Grant	WOHS
Strength & Conditioning	\$6,248	Cyrus Harbin	WOHS
Tennis: Boys' Head	\$7,444	Jeffrey Mazurek	WOHS
Tennis: Boys' Assistant	\$5,770	Sebastian DePinho	Kelly
Track: Boys' Head	\$13,150	Jason-Lamont Jackson	WOHS
Track: Girls' Head	\$13,150	Kathy Jackson	WOHS

WOHS 2025-2026 Coaching Assignments

Season / Sport	Stipends	Name	Location
Track: Assistant	\$9,889	<b>TBD</b>	
Track: Assistant	\$9,889	<b>TBD</b>	
Track: Assistant	\$9,889	<b>TBD</b>	
Track: Assistant	\$9,889	<b>TBD</b>	
Track: Assistant	\$9,889	<b>TBD</b>	
Volleyball: Boys' Head	\$13,150	Sara Voorhees	WOHS
Volleyball: Boys' Assistant	\$9,889	Kritsten Dellaventura	Liberty
Volleyball: Boys' Assistant	\$9,889	<b>TBD</b>	

### Additional Summer Assignments

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Alyson Abdallah	Liberty / BMELC	ESY Teacher	\$57.13 per hour Not to exceed 5 hours	7/28/25-8/25/25
Katherine Bryant	WOHS	Summer Institute Program	\$57.13 per hour Not to exceed 100 hours	6/23/2025 - 7/24/2025
William Brister	Roosevelt	Middle School Summer School Math Teacher	\$57.13 per hour Not to exceed 60 hours	6/23/2025 - 7/24/2025
Melissa Butler	Liberty / BMELC	ESY OT	\$57.13 per hour Not to exceed 4 hours	6/23/2025 - 7/24/2025
Anton Carrera	Liberty / BMELC	ESY Teacher	\$57.13 per hour Not to exceed 5 hours	8/25/25-8/28/25
Suzanne Crownover	Liberty / BMELC	ESY Substitute Teacher/Para	\$57.13 / \$26.80 per hour As needed	6/23/2025 - 7/24/2025
Pamela Halstead Stewart	Edison	Additional Summer Counseling	\$466.38 per diem Not to exceed 15 days	7/7/2025-8/31/25
Tahira Hill	Liberty / BMELC	ESY Substitute Nurse	\$62.89 As needed	6/23/2025 - 7/24/2025
Colleen Horan	Liberty / BMELC	Speech Therapist AAC Evaluations/Report Writing	\$300.00 per eval Not to exceed 10 evals	6/23/2025 - 8/29/2025
Jeff Lafoon	Liberty	Additional Summer Counseling	\$466.38 per diem Not to exceed 15 days	7/7/2025-8/31/25
Ashley Natera	Liberty / BMELC	ESY Case Manager	\$75.80 per hour Not to exceed 75 hours	6/23/2025 - 7/24/2025
Morgan O'Neil	WOECLC	CPIS	\$219.55 half day Not to exceed 17.5 hours	7/15/2025 - 7/25/2025
Morgan O'Neil	WOECLC	CPIS	\$438.11 per day Not to exceed 35 hours	8/25/25 - 8/29/2025
Pete Pascarella	Liberty / BMELC	ESY Teacher	\$57.13 per hour Not to exceed 15 hours	7/28/25-8/25/25
Karen Peyragrosse	Roosevelt	Additional Summer Counseling	\$466.38 per diem Not to exceed 5 days	7/7/2025-8/31/25
Nicole Silvagni	Liberty / BMELC	ESY Substitute Teacher/Para	\$57.13 / \$26.80 per hour As needed	6/23/2025 - 7/24/2025
Maryann Solimo	Liberty	ESY Substitute Teacher/Para	\$57.13 / \$26.80 per hour As needed	6/23/2025 - 7/24/2025
Taylor Tellaway	Roosevelt	Additional Summer Counseling	\$466.38 per diem Not to exceed 5 days	7/7/2025-8/31/25
Laura Urato	Liberty / BMELC	ESY Substitute Teacher/Para	\$57.13 / \$26.80 per hour As needed	6/23/2025 - 7/24/2025

Board approved July 21, 2025



**West Orange Public Schools**  
West Orange, New Jersey

<b>Title:</b> Director of Assessment, Accountability, and Intervention
<b>Location:</b> Central Office
<b>Reports to:</b> Superintendent
<b>Supervises:</b> Directors & Supervisors
<b>Terms of Employment:</b> Twelve-month unaffiliated position
<b>Job Goal:</b> Lead district-wide efforts to enhance student achievement through effective assessment, accountability, and intervention systems. Ensure data-informed decision-making, federal and state compliance, and targeted instructional leadership to improve outcomes and close achievement gaps.
<b>Qualifications:</b> <ol style="list-style-type: none"><li>1. Valid Principal Certificate</li><li>2. Minimum five (5) years of administrative experience</li><li>3. Expertise in instruction, assessment, and data analysis</li><li>4. Strong leadership and communication skills</li><li>5. Knowledge of formative, common, and summative assessment practices</li><li>6. Experience in collecting and analyzing student performance data</li><li>7. Deep understanding of intervention services and MTSS principles</li><li>8. Required criminal background check and proof of U.S. citizenship or legal residency</li></ol>
<b>Key Responsibilities:</b> <b>Assessment &amp; Data Analysis:</b> <ol style="list-style-type: none"><li>1. Oversee implementation of all state and district assessments; develop testing calendars, coordinate logistics, and ensure compliance with NJDOE.</li><li>2. Analyze assessment data to guide instruction, inform curriculum, and report results to stakeholders.</li><li>3. Prepare diagnostic reports, longitudinal studies, and specialized data for internal and external audiences.</li><li>4. Supervise data collection, integration, and reporting via NJSMART.</li></ol>



5. Administer Gifted & Talented program.
6. Train staff on assessment systems and test administration protocols.

**District Test Coordination:**

1. Manage secure test administration and materials across all schools.
2. Develop student data uploads and ensure timely, accurate submissions.
3. Facilitate benchmarking using platforms such as Unify/ Performance Matters.
4. Support data-informed entrance/exit decisions for specialized programs.
5. Oversee school test coordinators

**Accountability & Intervention:**

1. Lead planning and monitoring of Title I and ESEA programs.
2. Submit ESEA grants aligned with student needs.
3. Interpret ESSA requirements and student outcome benchmarks.
4. Develop district Needs Assessments and improvement plans.
5. Support intervention strategies for diverse learners including multilingual learners and students with disabilities.
6. Provide technical assistance and professional development aligned to data-driven goals.

**Curriculum & Instruction:**

1. Supervise content directors & supervisors and coordinate regular leadership meetings.
2. In collaboration with content directors and supervisors:
  - a. Guide curriculum development, program evaluations, and textbook adoptions.
  - b. Monitor implementation of New Jersey Student Learning Standards (NJSLS).
  - c. Analyze assessment data to support curriculum improvements.
  - d. Oversee instructional staff evaluations and Professional Growth Plans.

**Professional Development:**

1. Oversee approval process for all School Business and Course and Tuition Pre-Approval
2. In collaboration with content directors and supervisors:
  - a. Design and implement in-service training, including a 3-year new staff orientation program.in partnership with the Office of Human resources & Personnel Management.
  - b. Coordinate professional development sessions aligned with instructional priorities.
  - c. Monitor effectiveness and usage of training programs.

**Program & Policy Oversight:**

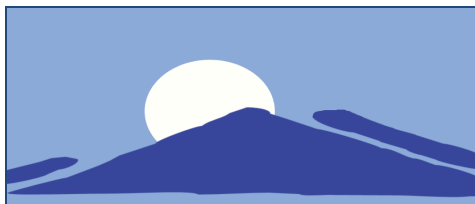
1. Serve as Affirmative Action Officer for Curriculum & Instruction.
2. Address and investigate issues raised by staff, students, and families.
3. Revise and maintain instructional program handbooks and policy compliance.
4. Serve as District HIB Coordinator
5. Serves as a member of the Superintendent's cabinet

Performs other related duties which may be assigned by the Superintendent/designee or required by law, code, and regulation/Board policy.

**Evaluation:**

Performance evaluated by the Superintendent per Board policy, applicable regulations, and this job description.

**Board Approval Date:**



**West Orange Public Schools**  
West Orange, New Jersey

**Title:**

Supervisor of Visual and Performing Arts

**Location:**

District

**Organizational Responsibilities**

**Reports to:**

Director of Assessment, Accountability and Intervention

**Supervises:**

All Visual and Performing Arts certified and non-certified personnel

**Terms of Employment:**

Salary Guide: WOAA Supervisor

Work Year: 10.5 months; September 1 through June 30, plus 10 summer days

**Job Goal:**

To provide leadership and direction in the development, implementation, and coordination of the district's Visual and Performing Arts Program, K-12.

**Qualifications:**

1. Valid New Jersey Supervisor Certificate or Certificate of Eligibility.
2. Master's Degree
3. Minimum of 5 years classroom experience.
4. Demonstrated leadership in school improvement, program development, curriculum integration, and application of technology across the curriculum.
5. Ability to plan, organize, and administer a district-level professional development program.
6. Strong leadership and communication skills.

Required criminal history background check and proof of U.S. citizenship or legal resident alien status

**Performance Responsibilities:**

1. Works with principals, subject matter specialists and teachers in developing the total school curriculum, and assists in the formulation of a philosophy and objectives for the instructional plan.
2. Researches, evaluates, and, as appropriate, recommends to the Superintendent the adoption of new instructional materials, methods and programs.
3. Supervises and monitors the implementation of curriculum writing projects.
4. Assists Human Resources in locating, interviewing, and recommending candidates for positions for the Visual and Performing Arts Department.
5. Provides leadership in the development of the K-12 instructional program and achievement of state core curriculum content standards and district goals and objectives.
6. Provides and coordinates professional development for staff on state and district initiatives.
7. Supervises, coordinates, and evaluates tenured and non-tenured staff based on state requirements and the evaluation model adopted by the District; and all other requirements relative to the implementation of state mandates.
8. Assists in the implementation of the District's in-service education program for the instructional staff and recommends teacher attendance at conferences participation in other professional growth activities.
9. Participates in the work of state and national curriculum study organizations and groups.
10. Recommends to the Superintendent the addition of new courses, grade placement and credit allowance, and graduation requirements.
11. Produces curriculum bulletins, guides or directories to be distributed to the staff as required.
12. Schedules and organizes grade level and departmental meetings in order to effect horizontal and vertical continuity and articulation of the instructional program of the schools.
13. Plans and presents a series of meetings each year for the purpose of interpreting to the Board of Education and to the parents and public at large the educational program of the schools.
14. Maintains a curriculum reference library for the use of the staff and collaborates with principals and teachers to develop a common file of community resources to enhance the instructional program.
15. Secures and makes available to the staff samples of various instructional materials, textbooks, and curriculum guides.
16. Coordinates the selection of textbooks and instructional materials throughout the district through the use of faculty committees and recommends those selected to the Superintendent for adoption by the Board of Education.
17. Keeps abreast of and interprets to the staff the current research in the area of curriculum development, teaching and learning.

18. Attends County and State meetings regarding latest developments in the area of Visual and Performing Arts.
19. Cooperates with the school counseling services coordinators, principals and staff in planning the instructional program and support services for special education pupils and other students with special needs.
20. Performs other duties which may be assigned or required by law, code and regulation or Board policy.
21. Calculates and prepares the District's art and music department's annual budget for submission to the School Business Administrator.
22. Assists in the implementation of the District's in-service education program for the instructional staff and recommends teacher attendance at conferences and participation in other professional growth activities.
23. Provides and coordinates professional development for staff on state and district initiatives.
24. Organizes and updates the district's inventory of musical instruments.
25. Collects and disseminates information regarding summer instrument repairs and requests quotes from vendors to perform appropriate repairs.
26. Coordinates and monitors the calendar of music and art events, concerts, competitions and art receptions for the school year.
27. Attends and evaluates all scheduled concerts, art receptions and other community functions associated with the Visual and Performing Arts Department.
28. Provide guidance, oversight and coordination of the annual home marching band competition.
29. Maintains communication with the district's public relations personnel to promote the district's concerts, art shows and student accomplishments.
30. Coordinating the selection of the annual High School Spring Musical and provide oversight in all aspects of the production.
31. Coordinate with staff and building principals to design SGO's, record student growth and develop a schedule to implement the evaluation model adopted by the District.
32. Supervises, coordinates, and evaluates tenured and non-tenured staff based on state requirements and the evaluation model adopted by the District, and all other requirements relative to the implementation of state mandates.
33. Manages responsibilities associated with the preparation for Summer Enrichment Program which includes: preparation of the brochure, publicity, supply orders, interviewing/staff recommendations and the creation of the master schedule, etc.
34. Daily management (20 days) of the Summer Enrichment Program including articulation with the building principal to coordinate room allocations, safety procedures and the culminating concert performances which will be compensated at the contractual daily rate for supervisors, paid by the Summer Enrichment Program budget.
35. Performs other related duties which may be assigned by the Superintendent or required

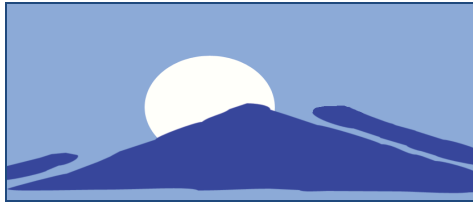
by law, code and regulation/Board policy.

**Evaluation**

Annual performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation of certified staff.

Board Approval Date: **7/22/2013**

Revised:



**West Orange Public Schools**  
West Orange, New Jersey

<b>Title:</b> Assistant Transportation Supervisor
<b>Location:</b> Transportation
<b>Organizational Responsibilities</b>  <b>Reports to:</b> Transportation Supervisor  <b>Supervises:</b> Bus Drivers, Bus Monitors, Substitute Drivers/Monitors, Office Staff (as delegated)
<b>Terms of Employment:</b> Twelve-month unaffiliated position; salary determined by the Board of Education
<b>Job Goals:</b> To support the Transportation Supervisor in managing and coordinating all student transportation operations, ensuring safety, compliance, efficiency, and timely services—while also assisting with mandated state transportation reporting.
<b>Qualifications:</b> <ul style="list-style-type: none"><li>• High school diploma or equivalent required; associate's or bachelor's degree preferred</li><li>• Valid Commercial Driver's License (CDL) with appropriate endorsements preferred</li><li>• NJ Transportation Supervisor certificate preferred; (must obtain within four years or employment)</li><li>• Minimum of three years of experience in school or commercial transportation, with supervisory experience preferred</li><li>• Knowledge of New Jersey Department of Education (NJDOE) transportation regulations and reporting requirements</li><li>• Experience with transportation routing software and GPS fleet tracking systems preferred</li><li>• Strong communication, problem-solving, and organizational skills</li><li>• Demonstrated ability to manage personnel and resolve conflicts</li></ul>

- Required criminal background check and proof of U.S. citizenship or legal resident alien status
- Residency in New Jersey or compliance with state residency requirements

### **Performance Responsibilities:**

#### **Operational Support**

- Assist in the daily scheduling, dispatching, and supervision of bus routes, including home-to-school transportation, field trips, and extracurricular activities
- Serve as liaison between transportation staff, school administrators, and parents to resolve concerns
- Monitor and revise routes for efficiency, safety, and cost-effectiveness
- Serve as acting Transportation Supervisor when needed

#### **Personnel Management & Training**

- Assist with the recruitment, orientation, scheduling, supervision, and evaluation of drivers, monitors, and clerical staff
- Provide or coordinate regular safety and procedural training for all transportation personnel
- Support staff with compliance related to licensing, certifications, drug/alcohol testing, and performance monitoring

#### **Safety, Maintenance & Compliance**

- Support implementation of preventive maintenance schedules and ensure buses meet NJ MVC inspection standards
- Monitor and document all safety drills, incident investigations, and emergency responses
- Assist with compliance related to driver time logs, trip logs, and daily vehicle inspections
- Review and maintain driver discipline and incident reports

#### **Administrative & State Reporting**

- Assist in preparing and submitting required reports to the New Jersey Department of Education (e.g., DRTRS – District Report of Transported Resident Students)
- Maintain accurate records for NJDOE transportation compliance, including student eligibility, mileage, vehicle utilization, and contractor data if applicable

- Compile and maintain fuel usage, vehicle maintenance, and route efficiency data for district analysis and audit readiness
- Assist in the preparation of data for financial reports, reimbursements, and audits

**Parent & Community Relations**

- Address transportation-related questions and complaints from parents, staff, and community members professionally and promptly
- Communicate route delays, changes, or emergencies clearly and in a timely manner

**Other Duties**

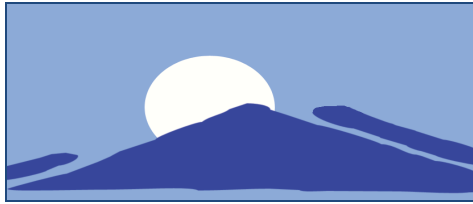
- Attend workshops and trainings to remain current with state laws and best practices in student transportation
- Perform other duties as assigned by the Transportation Supervisor or Business Administrator

**Evaluation:**

Annual performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation of certified staff.

Board Approved Date:





**West Orange Public Schools**  
West Orange, New Jersey

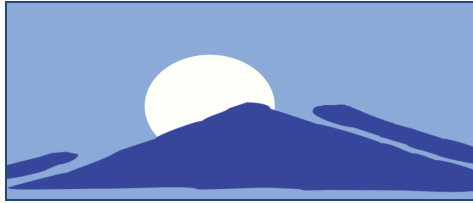
<b>Title:</b> Dispatcher
<b>Location:</b> Transportation
<b>Organizational Responsibilities</b>  <b>Reports to:</b> Transportation Supervisor/ Assistant Transportation Supervisor  <b>Supervises:</b> Bus Drivers and Bus Monitors, as assigned
<b>Terms of Employment:</b> 12 Months, I.U.O.E Local 68 Stipend position
<b>Job Goals:</b> To support the Transportation department by providing effective dispatch operations, maintaining compliance records, and contributing to the overall safety and efficiency of the district's transportation services.
<b>Qualifications:</b> <ul style="list-style-type: none"><li>• Valid New Jersey Driver's License with CDL, including Passenger (P), School Bus (S), and Air Brake endorsements</li><li>• High School Diploma or equivalent</li><li>• Demonstrated knowledge of transportation department operations and dispatching functions</li><li>• Experience with routing and fleet management systems (e.g., VersaTrans) preferred</li><li>• Strong interpersonal, organizational, and communication skills</li><li>• Required criminal history background check and proof of U.S. citizenship or legal resident alien status</li></ul>
<b>Performance Responsibilities:</b> <ol style="list-style-type: none"><li>1. Provide daily dispatch services during designated hours, ensuring all routes are covered.</li><li>2. Assign drivers and substitutes for regular routes, athletic trips, and other transportation needs.</li></ol>

3. Dispatch monitors as needed for PM routes.
4. Assist in maintaining and updating driver certification information in VersaTrans and weekly vehicle sheets.
5. Assist in preparing vehicles for biannual MVC inspections with drivers and the Supervisors.
6. Support and attend vehicle inspections twice annually.
7. Substitute as a bus driver to cover routes when necessary.
8. Manage athletic trips in VersaTrans as assigned by Transportation Supervisor and/or Assistant Transportation Supervisor.
9. Assist drivers in completing mirror grid forms, repair logs, and required paperwork.
10. Assist with the Educational Services Commission for vehicle repairs, supporting drivers and the Supervisors.
11. Support biannual bus evacuation drills for all transportation staff and students.
12. Perform other transportation-related duties as assigned within the scope of the position.

**Evaluation:**

Annual performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation of certified staff.

Board Approved Date:



**West Orange Public Schools**  
West Orange, New Jersey

**Title:** Fiscal Specialist

**Location:** Central Office- Business Office

**Organizational Responsibilities**

**Reports to:**

School Business Administrator (SBA) / Assistant SBA

**Terms of Employment:**

12 month, unaffiliated

**Job Goals:**

Under the direction of the School Business Administrator (SBA), the Fiscal Specialist performs complex financial, budgetary, and accounting work in support of the school district's financial operations. This position ensures compliance with New Jersey Department of Education (NJDOE) regulations, the Uniform Minimum Chart of Accounts, and all applicable federal, state, and local financial reporting requirements. The Fiscal Specialist assists with budget development, monitoring, grant reporting, and audit preparation, and serves as a key resource for school and department administrators.

**Qualifications:**

- Bachelor's degree.
- Three (3) years of professional-level experience in public finance, school business, or municipal accounting preferred.
- Experience in New Jersey public school finance or government accounting strongly preferred.
- Must have knowledge of:
  - New Jersey school law, fiscal regulations, and budget procedures (NJDOE, QSAC, N.J.A.C. 6A:23A)
  - Uniform Minimum Chart of Accounts for NJ Public Schools, Governmental accounting standards (GAAP, GASB)
  - NJ public purchasing procedures and fund accounting

- Financial software systems used in NJ school districts (e.g., Systems 3000, PaySchools).

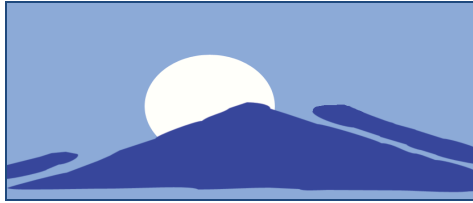
**Performance Responsibilities:**

- Regularly compare bank statements and other financial records to the district's books to ensure accuracy and identify any discrepancies.
- Process invoices, manage payments, and handle collections if necessary.
- Assists in the preparation and monitoring of the annual district budget in compliance with NJDOE requirements and N.J.A.C. Title 6A:23A.
- Assist in the preparation of financial statements, budget transfers, and supporting schedules in accordance with NJ GAAP and New Jersey Uniform Chart of Accounts (NJ UCOA).
- Assists in the opening and monthly financial closeouts.
- Monitors revenues and expenditures, and verifies funding for expenditures.
- Ensures proper coding and tracking of expenditures by fund, location, and account classification.
- Works with district administrators to develop and maintain state/federal grant budgets.
- Assist in the preparation of interim and year-end reports including the User-Friendly Budget, Audsum, and CAFR (Annual Financial Report).
- Supports internal control compliance and assists with state monitoring reviews, Single Audit, and other external audits.
- Provides assistance and training to school secretaries and department personnel when needed.
- Reviews and prepares budget transfers, purchase orders, journal entries and grant funding reimbursement requests.
- Assists with enrollment projections, cost analyses, and multi-year budget planning.
- Performs other financial duties as required by the SBA or Assistant SBA.

**Evaluation**

Annual performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation of certified staff.

Board Approved Date:



**West Orange Public Schools**  
West Orange, New Jersey

**Title:** Food Service Fiscal Manager

**Location:** Central Office-Business Office

**Organizational Responsibilities**

**Reports to:** Reports to Assistant Business Administrator

**Terms of Employment:**

Twelve (12) Month Position, Unaffiliated

**Job Goals:** To optimize financial performance, ensure compliance with regulations, and support the overall success of the school nutrition/food service operations of the district.

**Qualifications:**

- Bachelor's Degree
- Minimum experience in general or school office work as determined by the Board
- Knowledge of automated office equipment and excellent work processing and secretarial skills
- Strong analytical and human relations skills
- Strong written and verbal communication skills in both English and Spanish (preferred)
- Knowledge of Payschools, PowerSchool, Quicken, Systems 3000 and SNEARS preferred
- Ability to work independently
- Required criminal history background check and proof of U.S. Citizenship or Legal Resident

**Performance Responsibilities:**

- Instruct parents/guardians on usage of access to online payment systems and applications systems. Communicate information regarding student eligibility for state and federal child nutrition program benefits to parents/guardians
- Provide paper applications for meal benefits to each household and approve and/or deny applications for meal benefits under the National School Breakfast and lunch Programs based on federal guidelines
- Obtain knowledge of Food Service Operation, State, Federal and District policies and procedures. And assist in the monitoring and review of breakfast and lunch

program procedures in order to maintain compliance with the National School Breakfast and Lunch Program guidelines

- Work with district technology staff to resolve errors, problems, and updates with food service software.
- End of month lunch balance reports; manage regular meal student accounts, make phone calls to families on a weekly basis and send correspondence on behalf of the regular student meal accounts
- Upload direct certification and submit to DOE
- Provide student eligibility information to a variety of entities when directed or as requested
- Maintain complete and accurate computer and hard copy records of all students eligible
- Process, determine codes, and submit food service invoices for payment
- Attend and participate in professional development opportunities.
- Complete the annual verification collection report according to USDA established % for free and reduced price applications
- On or before February 1, each school year, perform an annual onsite review of each school breakfast and lunch program, forms NSLP 142 & form SBP 292.
- Attend parent orientations and back to school nights
- Enter and review purchase orders for approval
- On or before Oct. 15th of each school year complete the Civil Rights Compliance form and maintain on file
- Complete the annual School Nutrition Meals Site Data Collection form
- Perform other duties as assigned

**Evaluation**

Annual performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation of certified staff.

Board Approved Date:

## SIDEBAR AGREEMENT

This agreement, made on this \_\_\_\_\_ day of July, 2025, is between the West Orange Board of Education (WOBOE) and the West Orange Administrator Association (WOAA) and serves to amend the current Collective Bargaining Agreement (CBA) between our parties.

WHEREAS the Job Description for the Director of Assessment, Accountability and Intervention has been revised to encompass additional responsibilities that may result in obligatory participation in matters of confidentiality beyond the purview of the West Orange Administrators Association; and

WHEREAS given these changes, the BOE proposes to remove this position from the WOAA CBA; and

THEREFORE, we agree to the following:

1. Effective July 1, 2025, the Director of Assessment, Accountability and Intervention position will be removed from the WOAA collective bargaining unit; and
2. The language in Article I, Recognition, Item A., of the WOAA CBA will be modified to reflect the removal of this position during collective negotiations for future contracts.
3. The WOAA reserves the right to file a Clarification of Unit position during bargaining for a successor agreement.

WEST ORANGE BOARD OF EDUCATION

WEST ORANGE ADMINISTRATOR ASSOC

BY: \_\_\_\_\_ BY: \_\_\_\_\_

West Orange Board of Education  
Brian Rock, President

West Orange Administrators' Association  
Felix Plata, President

## **SIDEBAR AGREEMENT**

This agreement is made this \_\_\_\_day of July, 2025, between the West Orange Administrators' Association (WOAA) and the West Orange Board of Education (WOBOE).

WHEREAS, a revision to the job description for the administrative leadership of the Department of Visual and Performing Arts has been enacted, changing the title to Supervisor and establishing a 10.5-month work year spanning September 1st through June 30th, with an additional 10 summer days, and designating the position with supplemental responsibilities for oversight of the Summer Enrichment Program;

WHEREAS, both parties acknowledge the necessity of the Supervisor's on-site presence during the designated summer recess due to the aforementioned additional duties;

WHEREAS, the West Orange Board of Education (WOBOE) and the West Orange Administrators Association (WOAA) mutually recognize the appropriateness of supplementary compensation for this position;

NOW, THEREFORE, the parties hereby agree to the following stipulations:

1. An annual stipend of \$5,000.00 shall be awarded as additional compensation for the position of Supervisor of Visual and Performing Arts;
2. This additional compensation shall be pensionable;
3. Furthermore, it is mutually agreed that this accord modifies the terms and conditions of the current Collective Bargaining Agreement, specifically ARTICLE IX, Salaries, Item H, and shall be incorporated into all subsequently negotiated Contracts.

WEST ORANGE BOARD OF EDUCATION

WEST ORANGE ADMINISTRATORS' ASSOC.

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West Orange Board of Education  
Brian Rock, President

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West Orange Administrators' Association  
Felix Plata, President



## Curriculum 2025-2026

Department	Title of Curriculum
<b>Career Education &amp; Library Science</b>	World of Wall Street
	Global Cuisine 1
	Global Cuisine 2
	Microsoft Office
	Fashion Design 1
	Fashion Design 2
<b>Early Childhood</b>	High Scope Curriculum*
<b>ELA K-5</b>	Unit Sequence & Pacing - Grade K
	Unit Sequence & Pacing - Grad 1
	Unit Sequence & Pacing - Grade 2
	Unit Sequence & Pacing - Grade 3
	Unit Sequence & Pacing - Grade 4
	Unit Sequence & Pacing - Grade 5
<b>ELA 6-12</b>	AP Language & Composition
	Literary Study of Rock & Hip Hop
	Updated 2024-25 Standards: ELA Grades 6-12
<b>ESL</b>	ESL Level 3
	ESL Level 4
	ESL Study Skills
<b>World Language K-12</b>	Chinese AP
	French 2
	French 2 Honors
<b>Mathematics 6 - 12</b>	AP Calculus AB
	AP Calculus BC
	AP Computer Science A

	Programming in Python
	Algebra I Workshop
	Math 6-8 Workshops*
<b>Physical Education &amp; Health</b>	Grade 6 Health
	Grade 7 Health
	Grade 8 Health
<b>Science</b>	Grade 6
	Grade 7
	Grade 7 Honors
	Grade 8
	Grade 8 Honors
	College Prep Biology
	College Prep Physics
	Dynamics of Healthcare and Society/Healthcare Organization & Interprofessional Practice
	Honors Biology
<b>Social Studies</b>	Ancient World History
	Ancient World History Honors
	AP African American Studies
	Modern America Through The Media (and Film)
	Modern World History
	Modern World History Honors
<b>Technology &amp; Engineering</b>	Automotive Technology
	Engineering & Design Solutions
	Stem 8
<b>Visual &amp; Performing Arts</b>	Art and Creativity (Autistic) (Grades 9-12)
	Piano Labs (Grades 9-12)
	Three-Dimensional Design 5 (Grades 11-12)

\*Pending Curriculum Council Approval

Course of Study	Grade	Textbook Title	Publisher	Copyright	Additional Resources
<b>AFJROTC</b>					
AFROTC- Aviation History & Leadership	9-12	Milestones in Aviation History 2nd Ed and Traditions, Wellness, and Foundations of Citizenship	Pearson (Both)	2016 and 2015, respectively	
AFROTC- Science of Flight and Leadership	9-12	The Science of Flight: A Gateway to New Horizons 2nd Ed and Communication, Awareness, and Leadership 2nd Ed	C2 Technologies and Pearson, respectively	2023 and 2016, respectively	
AFJROTC- Exploring Space and Leadership	9-12	Exploring Space: The High Frontier 2nd Ed and Life Skills and Career Opportunities 2nd Ed	C2 Technologies and Pearson, respectively	2019 and 2013, respectively	
AFJROTC Principals of Management & Leadership	9-12	Fundamentals of Management	C2 Technologies	2018	
<b>BUSINESS EDUCATION</b>					
Business Organization and Management	9-12	Business Management	South-Western Cengage 14th Edition	2017	E-Text
Career Education B	9-12	Succeeding in the World of Work	McGraw-Hill	2013	E-Text
Concepts of Entrepreneurship	9-12	Entrepreneurship Owning Your Future	Pearson	2012	
Honors College Accounting	10-12	Financial and Managerial Accounting, Fourteenth Edition	Cengage	2018	Introduction to Accounting: An Integrated Approach; etext and online resources
The World of Wall Street	9-12	NO TEXT / Supplemental Resources			
Business Law	10-12	Law for Business and Personal Use	South Western	2017	E-text
Marketing	10-12	Marketing Essentials	Glencoe McGraw-Hill	2016	E-text
Marketing and Advertising Applications	11-12	Marketing Essentials	Glencoe McGraw-Hill	2016	E-text
Accounting 1A and 1B	9-12	Century 21 South-Western Accounting Edition 9E General Journal	South Western-Cengage	2019	Online Working Papers that go with Text
Personal Finance A	9-12	Personal Financial Literacy 2e Various Publications	South Western	2012	<a href="#">Next Gen Personal Finance</a>
Honors College Accounting	10-12	Introduction to Accounting: An	Wiley	2019	
Excel	9-12	Perspectives Microsoft Office Excel 2013	Cengage	2018	
Microsoft Office	9-12	Technology for Success: Microsoft Office 365 & Office 2019	Cengage	2020	
Advertising	10-12	Contemporary Media and Internet	Current Magazines, Newspapers and Mass Media		
Career Education A	9-12	Succeeding in the World of Work	McGraw-Hill	2013	e-text
Digital Design and Multi-Media Applications	9-12	The Design Collection Revealed Creative Cloud	Cengage	2015	
Cybersecurity Level 1: IT Essentials	9-12	IT Essentials: PC Hardware Cisco Systems and Software	Cisco Systems	Current	
Cybersecurity Level 2: Honors Python and Networking	10-12	Cisco Curriculum	Cisco Systems	Current	
Cybersecurity Level 3: Honors Linux	10-12	Cisco Curriculum	Cisco Systems	Current	
Cybersecurity Level 4: Honors CyberSecurity	10-12	Cisco Curriculum	Cisco Systems	current	
Honors Virtual Enterprise	11-12	NO TEXT / Technology / Supplemental		Current	VEI Online Portal
Supply Chain Management Level 1	9-12	Fundamentals of Supply Chain Management Ed.2	Kendall-Hunt	2017	e text
Supply Chain Management Level 2	9-12	Fundamentals of Supply Chain Management Ed.2	Kendall-Hunt	2017	etext
Supply Chain Management Level 3	9-12	Fundamentals of Supply Chain Management Ed.2	Kendall-Hunt	2017	etext
<b>ENGLISH LANGUAGE ARTS</b>					
English Language Arts	K-2	Foundations (Phonics)	Wilson	2016	
English Language Arts	K-1	Heggeerty (Phonemic Awareness)	Heggerty	2022	
English Language Arts	K-3	Leveled Literacy Intervention System	Heinemann	2013	
English Language Arts	K-5	Fountas & Pinnell Guided Reading	Scholastic, Inc	2011	
English Language Arts	K-5	Fountas and Pinnell Benchmark	Heinemann	2010	
English Language Arts	K-5	iReady Diagnostic	Curriculum Associates	2024	
English Language Arts	K-5	Leveled Libraries	Trade Books	Various	
English Language Arts	K-5	Decodable Library	Trade Books	Various	
English Language Arts	K-5	Raz Kids Plus (e-book platform)	Learning A-Z		assessments, paired texts, fluency
English Language Arts	K-5	NO TEXT / Supplemental Resources (Units			
English Language Arts	K-5	NO TEXT / Supplemental Resources (Units			
English Language Arts	K-5	NO TEXT / Supplemental Resources (Units			
English Language Arts	3	NO TEXT / Supplemental Resources (Units			
English Language Arts	4-5	NO TEXT / Supplemental Resources (Units			
English Language Arts (Regular & Honors)	6	<a href="#">ELA 6-8 Text List</a>		Various	Supplemental Resources
English Language Arts (Regular & Honors)	7	<a href="#">ELA 6-8 Text List</a>		Various	Supplemental Resources
English Language Arts (Regular & Honors)	8	<a href="#">ELA 6-8 Text List</a>		Various	Supplemental Resources
English 9	9	<a href="#">WOHS 9-12 Anchor</a>		Various	Supplemental Resources
Honors English 9 & IH	9	<a href="#">WOHS 9-12 Anchor</a>		Various	Supplemental Resources
English 10	10	<a href="#">WOHS 9-12 Anchor</a>		Various	Supplemental Resources
Honors English 10 & IH	10	<a href="#">WOHS 9-12 Anchor</a>		Various	Supplemental Resources
Survey of American Literature and Composition	11	<a href="#">WOHS 9-12 Anchor</a>		Various	Supplemental Resources
Honors Survey of American Literature and	11	<a href="#">WOHS 9-12 Anchor</a>		Various	Supplemental Resources
Survey of British and World Literature	12	<a href="#">WOHS 9-12 Anchor</a>		Various	Supplemental Resources
Honors Survey of British and World Literature	12	<a href="#">WOHS 9-12 Anchor</a>		Various	Supplemental Resources
Contemporary World Literature	12	<a href="#">WOHS 9-12 Anchor</a>		Various	Supplemental Resources
Honors Contemporary World Literature	12	<a href="#">WOHS 9-12 Anchor</a>		Various	Supplemental Resources
Advanced Placement Language and Composition	11	NO TEXT / Supplemental Resources		Various	Supplemental Resources
Advanced Placement Literature Composition	12	NO TEXT / Supplemental Resources		Various	Supplemental Resources

Course of Study	Grade	Textbook Title	Publisher	Copyright	Additional Resources
Introduction to Journalism	9-10	NO TEXT / Supplemental Resources		Various	Supplemental Resources
Newspaper 1, 2, 3	11-12	NO TEXT / Supplemental Resources		Various	Supplemental Resources
Creative Writing	9-12	NO TEXT / Supplemental Resources		Various	Supplemental Resources
Mythology	12	NO TEXT / Supplemental Resources		Various	Supplemental Resources
Public Speaking	11-12	NO TEXT / Supplemental Resources		Various	Supplemental Resources
SAT Preparation: ELA	10-11	NO TEXT / Supplemental Resources		Various	Supplemental Resources
Literary Study of Rock & Hip Hop	9-12	NO TEXT / Supplemental Resources		Various	Supplemental Resources
Black Authors & Voices	10-12	NO TEXT / Supplemental Resources		Various	Supplemental Resources
Young Adult Literature & Graphic Novels	9-12	<a href="#">YA Text List</a>		Various	Supplemental Resources
ESL					
ESL Grades K-5 (Levels A-F)	K-5	National Geographic REACH	Cengage	2016	E-Text
ESL Grades 6-8 (Levels A-B)	6-8	National Geographic INSIDE	Cengage	2016	E-Text
ESL Grades 9-12; Levels 1-5 (Levels A-D)	9-12	National Geographic EDGE	Cengage	2016	E-Text
ESL Study Skills 1-2	9-12	NO TEXT / Supplemental Resources		Various	Supplemental Resources
FAMILY Consumer SCIENCE					
Early Childhood and Family Studies III	11-12	Child Care Today	Glencoe	2012	
Global Cuisine 1	10-12	Guide to Good Food	Goodheart Wilcox	2022	E-Text
Global Cuisine 2	10-12	Guide to Good Food	Goodheart Wilcox	2022	E-Text
Apparel Design Production	11-12	Fashion!	Goodheart Wilcox	2018	E-Text
		Successful Sewing	Goodheart Wilcox	2013	
Early Childhood and Family Studies I	9-12	The Developing Child	Glencoe/McGraw Hill Education	2016	E-Text
		Working with Young Children	Goodheart Wilcox	2024	
Fashion Design 1	9-12	Fashion!	Goodheart	2018	E-Text
Fashion Design 2	9-12	Fashion!	Goodheart	2018	E-Text
Fashion Business Management	11-12	Fashion Marketing and Merchandising	Goodheart Wilcox	2014	
Production and Culinary Arts Level 2	9-12	Professional Cooking	Wiley	2018	E-Text; Culinary Essentials
		Child Care Today	Glencoe	2012	E-Text
Early Childhood and Family Studies II	10-12	Working with Young Children	Goodheart Wilcox	2024	
Interior Design A / B	9-12	Interior Design	Goodheart Wilcox	2017	E-Text
Introduction to Culinary Arts Level 1	9-12	Professional Cooking	Wiley	2018	E-Text; Culinary Essentials
Creativity and Innovation in the Culinary Arts	11-12	Culinary Essentials	McGraw Hill	2016	E-Text
Bakeshop	11-12	On Baking	Pearson	2020	
Tomorrow's Teacher					
	11-12	NO TEXT / Supplemental Resources		Current	Teacher Cadet Student Workbook (11 Edition)
VISUAL AND PERFORMING ARTS-Updated 3/31/2025					
ART 1A DRAWING AND PAINTING	9-12	NO TEXT / Supplemental Resources			
ART 1B DRAWING CONCEPTS	9-12	NO TEXT / Supplemental Resources			
ART 2A DRAWING AND MIXED MEDIA	10-12	NO TEXT / Supplemental Resources			
ART 2B PAINTING AND PRINT MAKING	10-12	NO TEXT / Supplemental Resources			
ART 3 PORTFOLIO DEVELOPMENT	11-12	NO TEXT / Supplemental Resources			
HONORS ART 4 ADV. DRAWING PORTFOLIO	11-12	NO TEXT / Supplemental Resources			
ART 4 2D (2nd AP section)	11-12	NO TEXT / Supplemental Resources			
AP STUDIO ART 2-D	11-12	NO TEXT / Supplemental Resources			
URBAN ART AND COMMUNICATION	9-12	NO TEXT / Supplemental Resources			
GENERAL MUSIC	9-12	NO TEXT / Supplemental Resources			
GENERAL ART	9-12	NO TEXT / Supplemental Resources			
THEATRE ARTS	9-12	Supplemental/Contemporary Stage	Penguin Random House		
MASTER SCENE STUDY & PERFORMANCE	10-12	Supplemental/Contemporary Stage	Penguin Random House		
HONORS ADVANCED THEATER	11-12	Supplemental/Contemporary Stage	Penguin Random House		
3 D DESIGN 1 CERAMICS AND SCULPTURE	9-12	NO TEXT / Supplemental Resources			
3 D DESIGN 2 CERAMICS AND SCULPTURE	9-12	NO TEXT / Supplemental Resources			
3 D DESIGN 3 CERAMICS AND SCULPTURE	10-12	NO TEXT / Supplemental Resources			
3 D DESIGN 4 CERAMICS AND SCULPTURE	10-12	NO TEXT / Supplemental Resources			
3 D DESIGN 5 CERAMICS AND SCULPTURE	11-12	NO TEXT / Supplemental Resources			
ELEMENTS OF DANCE	9-12	NO TEXT / Supplemental Resources			
DANCE PERFORMANCE SKILLS	10-12	NO TEXT / Supplemental Resources			
HONORS ADVANCED DANCE	11-12	NO TEXT / Supplemental Resources			
NINTH GRADE BAND	9-12	NO TEXT / Supplemental Resources			
CONCERT BAND	10-12	NO TEXT / Supplemental Resources			
SYMPHONIC WINDS	10-12	NO TEXT / Supplemental Resources			
HONORS WIND ENSEMBLE	10-12	NO TEXT / Supplemental Resources			
9TH GRADE ORCHESTRA	9-12	NO TEXT / Supplemental Resources			
ORCHESTRA	10-12	NO TEXT / Supplemental Resources			
HONORS CHAMBER ORCHESTRA	10-12	NO TEXT / Supplemental Resources			
CHAMBER ORCHESTRA	10-12	NO TEXT / Supplemental Resources			
NINTH GRADE CHOIR	9-12	NO TEXT / Supplemental Resources			
CONCERT CHOIR	10-12	NO TEXT / Supplemental Resources			
HONORS CHAMBER CHOIR	10-12	NO TEXT / Supplemental Resources			
MUSIC THEORY	10-12	Tonal Harmony	McGraw Hill.		
AP MUSIC THEORY	10-12	Tonal Harmony	McGraw Hill.		
PIANO LAB	9-12	SoundTree Keyboard Lab Curriculum	Alfred Music Publishing		
Art	K-5	NO TEXT / Supplemental Resources			
General Music	K-5	NO TEXT / Supplemental Resources			
Instrumental Music - Band	4-5	Sound Innovations for Concert Band	Alfred Music Publishing		
Instrumental Music - Orchestra	4-5	NO TEXT / Supplemental Resources			
Art	6-8	NO TEXT / Supplemental Resources			
Vocal Music/Chorus	6-8	NO TEXT / Supplemental Resources			
Band	6-8	NO TEXT / Supplemental Resources			
Orchestra	6-8	NO TEXT / Supplemental Resources			
SCHOOL COUNSELING					
Middle School Counseling Program	6 - 8	Naviance*			
High School Counseling Program	9-12	Naviance*			
Elementary School Counseling Program	K-5	NO TEXT / Supplemental Resources			

Course of Study	Grade	Textbook Title	Publisher	Copyright	Additional Resources
Library Media Center, PreK	PreK	NO TEXT / Supplemental Resources			
Library Media Center, Elementary	K-5	NO TEXT / Supplemental Resources			
Library Media Center, Middle School	6-8	NO TEXT / Supplemental Resources			
Library Media Center, High School	9-12	NO TEXT / Supplemental Resources			
<b>MATHEMATICS</b>					
Pre-Calculus/ Honors Pre-Calculus	10-12	Precalculus, Miller Gerken	Glencoe McGraw Hill	2017	Precalculus E-Textbook and ALEKS
Algebra 1/ Honors Algebra 1	7-9	Algebra 1	McGraw-Hill/Glencoe	2015	Algebra I E-textbook and resources
Algebra 2/ Honors Algebra 2 / LEP Algebra	9-11	Algebra 2	McGraw-Hill/Glencoe	2015	Algebra II E-Textbook and Resource
Advanced Placement Calculus AB	11-12	Thomas' Calculus; Early Transcendentals	Pearson	2014	Thomas' Calculus E-Textbook.
Advanced Placement Calculus BC	11-12	Calculus	Houghton Mifflin	2006	
Advanced Calculus and Differential Equations	12	Thomas' Calculus; Early Transcendentals	Pearson	2014	Calculus Textbook, Thomas' Calculus
Mathematics, 6-8	6-8	iReady Classroom Mathematics	Curriculum Associates	2024	
Mathematics, K-5	K-5	iReady Classroom Mathematics	Curriculum Associates	2024	Student Toolbox, My Path tutorials
Mathematics, K-12	K-12	iReady Diagnostic	Curriculum Associates	2024	
Geometry and Analysis / Honors Geometry and	9-10	Geometry	Glencoe	2012	Geometry E-Textbook and Resources
Mathematics, Pre-Algebra	6-7	Pre-Algebra	Glencoe	2015	Prealgebra E-Textbook and Resource
Advanced Placement Statistics	11-12	Stats: Modeling the World	Pearson	2015	
Programming in Visual Basic	9-12	NO TEXT / Supplemental Resources			
SAT Preparation	10-11	SAT Study Guide	College Board	2020	
Computer Programming C++	10-12	NO TEXT / Supplemental Resources			
Programing in Python New Course	10-12	NO TEXT / Supplemental Resources			
Advanced Placement Computer Science A	11-12	NO TEXT / Supplemental Resources			
Java	11-12	NO TEXT / Supplemental Resources			
Calculus	11-12	Thomas' Calculus; Early Transcendentals	Pearson	2014	Thomas' Calculus E-Textbook.
Statistics	11-12	Understanding Basic Statistics (7th	Cengage	2016	
College Math	11-12	Mathematical Ideas (13th Edition)	Pearson	2016	
<b>PHYSICAL EDUCATION</b>					
First Aid and CPR 12	12	American Red Cross First Aid/CPR/AED Participant's Manual 1st Edition	The American Red Cross	2014	
Health Education	K-6	NO TEXT / Supplemental Resources			
Physical Education	K-12	NO TEXT / Supplemental Resources			
Health 6	6	NO TEXT / Supplemental Resources			
Health 7	7	NO TEXT / Supplemental Resources			
Health 8	8	NO TEXT / Supplemental Resources			
Health 9	9	NO TEXT / Supplemental Resources			
Driver Education Theory 10	10	The NJ Driver Manual	NJ Motor Vehicle Commission	2023	
Health 11	11	NO TEXT / Supplemental Resources			
<b>PRE-SCHOOL</b>					
Preschool	Preschool	Tools of the Mind	Pearson Education, Merrill / Prentice Hall	2007	
Preschool	Preschool	HighScope	HighScope Press	2009	
<b>SCIENCE</b>					
Elementary Science Curriculum	K-5	Exploring Science	Cengage National Geographic	2017	
Middle School Science Curriculum/Honors	6-8	Experience Science	Savvas	2026	
Biology	9	Biology	Miller & Levine	2014	
Honors Biology	9	Biology	Miller & Levine	2014	
Chemistry	10	Modern Chemistry	Houghton Mifflin Harcourt	2017	
Honors Chemistry	10	Chemistry, Matter and Change	Glencoe McGraw Hill	2017	
Physics / Honors Physics	11-12	Physics	Houghton Mifflin Harcourt	2017	
Honors Environmental Science	10-12	Environment: The Science Behind the	Pearson	2021	
Earth Science	11-12	Earth Science 15th Edition	Pearson	2018	
Advanced Placement Biology	11-12	Biology for the AP Course	Bedford, Freeman and Worth	2022	
Advanced Placement Chemistry	11-12	Chemistry	Cengage	2014	
Advanced Placement Environmental Science	11-12	Living in the Environment	Cengage Learning	2015	
Advanced Placement Physics 1	11-12	College Physics AP Version 1st Edition	Pearson	2014	
Advanced Placement Physics C: Mechanics and Electricity & Magnetism	12	Fundamentals Of Physics AP Version 11th Edition	Wiley	2018	
Honors Anatomy & Physiology I	11-12	Essentials of Human Anatomy & Physiology, 13th Edition	Pearson	2022	
Healthcare Organizations & Interprofessional Practice	11-12	Stanfield's Introduction to Health Professions	Jones and Bartlett Learning	2023	
Fundamentals of Health and Wellness	11-12	Health & Wellness	Jones and Bartlett Learning	2019	
Medical Terminology	11-12	Introduction to Medical Terminology	Cengage Learning	2014	
Forensic Science	11-12	NO TEXT / Supplemental Resources			
Animal Behavior	9-12	Principles of Animal Behavior (3rd Edition)	Lee Alan Dugatkin	2014	
Voyage into Space	9-12	NO TEXT / Supplemental Resources			
<b>SOCIAL STUDIES</b>					
Social Studies	K	My World: Here We Are/Online Text	Pearson /Savvas	2013	Supplemental Resources
Social Studies	1	My World: Making Our Way/Online Text	Pearson/Savvas	2013	Supplemental Resources
Social Studies	2	My World: We Do Our Part/Online Text	Pearson/Savvas	2013	Supplemental Resources
Social Studies	3	My World: We Are Connected/Online Text	Pearson/Savvas	2013	Supplemental Resources
The State Community	4	My World: New Jersey/Online Text	Pearson/Savvas	2013	Supplemental Resources
Early American History (Native American	5	My World: Building Our Country/Online	Pearson/Savvas	2013	Supplemental Resources
The American Revolution Through Reconstruction	6	NO TEXT / Supplemental Resources			
American Civics/Honors	7	NO TEXT / Supplemental Resources			
Ancient Civilizations to the Renaissance/Honors	8	NO TEXT / Supplemental Resources			
Honors Modern World History	9	NO TEXT / Supplemental Resources			
Modern World History	9	NO TEXT / Supplemental Resources			
The Law: Rights and Responsibilities	9-10	NO TEXT / Supplemental Resources			
Honors United States History I	10	The Unfinished Nation 9th Edition/Online	McGraw Hill	2019	Supplemental Resources

Course of Study	Grade	Textbook Title	Publisher	Copyright	Additional Resources
United States History I	10	The Americans/Online Text	Houghton Mifflin	2012	Supplemental Resources
Advanced Placement United States History	11	America's History for the AP Course	Bedford St. Martin's	2014	Supplemental Resources
Honors United States History II	11	The Americans/Online Text	Houghton Mifflin	2012	Supplemental Resources
United States History II	11	The Americans/Online Text	Houghton Mifflin	2012	Supplemental Resources
Money, Markets and the Economy	11-12	Economics	Pearson/Sawas	2013	Supplemental Resources
Advanced Placement Government and Politics	12	American Government: Stories of a Nation	Bedford, Freeman and Worth	2021	Supplemental Resources, The Lanahan Readings in the American Polity: 6th
The Individual in Society	11-12	Psychology and You	McMahon-Romano	2009	Supplemental Resources
Advanced Placement Psychology	12	Myers' Psychology for AP 3rd	Bedford, Freeman and Worth	2018	Supplemental Resources
Advanced Placement African American Studies	12	NO TEXT / Supplemental Resources			
Advanced Placement World History	12	Traditions and Encounters (7th	McGraw Hill	2023	Supplemental Resources
Cultural Anthropology	11-12	NO TEXT / Supplemental Resources			
History of Race, Class, Gender and Ethnicity in	11-12	NO TEXT / Supplemental Resources			
Honors Introduction to Philosophy	12	NO TEXT / Supplemental Resources			
Modern America Through Media	11-12	NO TEXT / Supplemental Resources			
Power and Politics	11-12	NO TEXT / Supplemental Resources			
SPECIAL EDUCATION					
Career Awareness and Preparation	9-12	NO TEXT / Supplemental Resources			
Study Skills I, II	9-12	NO TEXT / Supplemental Resources			
Career Exploration	9-12	NO TEXT / Supplemental Resources			
Life Skills	8	NO TEXT / Supplemental Resources			
Life Skills	9-12	NO TEXT / Supplemental Resources			
TECHNOLOGY AND ENGINEERING					
6th Grade STEM	6	NO TEXT/Supplemental Resources			
7th Grade Investigating with STEM	7	NO TEXT/Supplemental Resources			
8th Grade STEM	8	NO TEXT/Supplemental Resources			
Machine Woodworking	10-12	Carpentry Building and Construction	Glencoe	2004	
Electronics 1: Circuits and Programming	10-12	Electricity and Basic Electronics	Goodheart Wilcox	2013	
Electronics 2: Robotics and Control	11-12	Electricity and Basic Electronics	Goodheart Wilcox	2013	
Architectural and Engineering Design I	9-12	Engineering Drawing and Design	Cengage	2012	
Architectural and Engineering Design II	10-12	Engineering Drawing and Design	Cengage	2012	
Honors Architectural and Engineering Design 3	11-12	Engineering Drawing and Design	Cengage	2012	
Automotive Technology 1	11-12	Modern Automotive Technology	Goodheart Wilcox	2014	
Automotive Technology 2	11-12	Modern Automotive Technology	Goodheart Wilcox	2014	
Basic Woodworking	9-12	Wood Technologies and Processes	Glencoe	2006	
Home Maintenance, Improvement, and Repair	10-12	NO TEXT / Supplemental Resources			
Machine Woodworking	10-12	Wood Technologies and Processes	Glencoe	2006	
Graphic Design and Communications 1	10-12	NO TEXT / Supplemental Resources			
Introduction to Engineering	9-12	NO TEXT / Supplemental Resources			
Sustainable Technologies	9-12	NO TEXT / Supplemental Resources			
Graphic Design Communications 2	11-12	NO TEXT / Supplemental Resources			
Principles of Engineering	10-12	NO TEXT / Supplemental Resources			
Digital Photography and Advanced Digital	10-12	NO TEXT / Supplemental Resources			
Engineering & Design Solutions	11-12	NO TEXT / Supplemental Resources			
WORLD LANGUAGE					
Advanced Placement Chinese	9-12	Integrated Chinese, Level 2 Book 2	Cheng & Tsui 3rd Ed.	2016	
Advanced Placement French Language	9-12	Imaginez	Vista Higher Learning	2016	
Advanced Placement Italian	9-12	Super Ciao 3	Editrice La Scuola	2014	
Advanced Placement Spanish Language	9-12	Abriendo Puertas 1 & 2	Houghton Mifflin	2013	
Advanced Placement Spanish Literature	9-12	Abriendo Puertas 1 & 2	Houghton Mifflin	2013	
Chinese 1	9-12	Chinese for Youth	Far East Trade	2008	
Chinese 1	8	Chinese in Focus Level I	Haitian Press	2011	
Chinese 2 /Honors	9-12	Chinese Made Easy	Joint Publishing	2008	
Chinese 3/Honors	9-12	Easy Steps to Chinese	Beijing Lang. & Cult	2014	
Chinese 4/Honors	9-12	Integrated Chinese, Level 2 Book 1	Cheng & Tsui 3rd Ed.	2009	
Elementary Spanish	K-1	NO TEXT / Supplemental Resources			Calico Platform, PBS Learning Media
Elementary Spanish	2-5	NO TEXT / Supplemental Resources			Calico Platform, PBS Learning Media
French 1	8-12	C'est a toi 1	EMC Paradigm	2017	E-text
French 2 /Honors	9-12	C'est a toi 2	EMC Paradigm	2017	E-text
French 3/Honors	9-12	NO TEXT / Supplemental Resources	EMC Paradigm	2017	E-text
French 4/Honors	9-12	NO TEXT / Supplemental Resources	EMC Paradigm	2017	E-text
Honors Beginning Heritage Spanish	9-12	El Espanol para nosotros	McGraw Hill	2016	E-text
Honors Beginning Heritage Spanish	9-12	El Espanol para nosotros	McGraw Hill	2016	E-text
Honors Pre-Advanced Heritage Spanish	9-12	El Espanol para nosotros	McGraw Hill	2016	E-text
Italian 1	8-12	Super Ciao 1A	Editrice La Scuola	2017	
Italian 2/Honors	9-12	Super Ciao 1B	Editrice La Scuola	2017	
Italian 3/Honors	9-12	Super Ciao 2	Editrice La Scuola	2017	
Italian 4/Honors	9-12	Super Ciao 2	Editrice La Scuola	2017	
Spanish	6	Como te va B	McGraw Hill Glencoe	2016	E-text
Spanish	7	Que chevere!	EMC Paradigm	2016	E-text
Spanish 1	8-12	Que chevere!	EMC Paradigm	2016	E-text
Spanish 2/Honors	9-12	Que chevere!	EMC Paradigm	2016	E-text
Spanish 3/Honors	9-12	Que chevere!	EMC Paradigm	2016	E-text
Spanish 4/Honors	9-12	Que chevere!	EMC Paradigm	2016	E-text
Intervention					
Title I / Academic Support (fka: Basic Skills)	K-5	Leveled Literacy Intervention Program	Fountas & Pinnell/Heinemann	2018	
Title I / Academic Support (fka: Basic Skills)	K-5	Fountas & Pinnell Benchmark Assessment	Fountas & Pinnell/Heinemann	2018	
Title I / Academic Support (fka: Basic Skills)	K-2	Fundations Multi-Level Kits for	Wilson Language	2019	
Title I / Academic Support (fka: Basic Skills)	K-5	Ready New Jersey i-Ready Systems	Curriculum Associates	2024	
* REVISED					
Add e-books and e-sites / highlight yellow					

# OOD PLACEMENTS 25/26 SY - 7.21.25 agenda

Student #	Placement	Tuition	Budgeted/Unbudgeted
2910112	The Gramon School	Tuition: \$106,000.00 212 days @ \$500.00/day 7/7/25 - 6/23/26	Budgeted
2910113	The Gramon School	Tuition: \$106,000.00 212 days @ \$500.00/day 7/7/25 - 6/23/26	Budgeted
2401085	ECLC of NJ	Tuition: \$91,120.00 200 days @ \$455.60/day 7/1/25 - 6/26/26	Budgeted
1606062	Passaic Valley Regional HS BOE	Tuition: \$91,670.00 206 days @ \$445.00/day shared aide: \$23,896.00 206 days @ \$116.00/day 6/23/25 - 6/30/26	Budgeted
2108094	Benway School	Tuition: \$103,406.94 214 days @ \$483.21/day 7/7/25 - 6/24/26	Budgeted
2206022	Windsor Learning Center	Tuition: \$77,070.00 210 days @ \$367.00/day 7/7/25 - 6/25/26	Budgeted
1207143	Caldwell University Center for Autism and ABA	Tuition: \$254,400.00 212 days @ \$1,200.00/day 6/20/25 - 6/18/26	Budgeted
1409021	Essex Valley School	Tuition: \$100,596.00 202 days @ \$498.00/day 7/1/2025 - 6/23/26	Budgeted
2201123	Essex Regional Educational Services Commission Essex Campus Academy	Tuition: \$9,771.69 7/7/25 - 8/15/25	Budgeted
1913053	Lake Drive School	Tuition: \$8,070.40 1:1 aide: \$3,678.00 Extra Occupational Therapy: \$125.00 6/30/25 - 7/25/25	Budgeted
1913053	Lake Drive School	Tuition: \$80,704.00 10 months at @ \$8,070.40/month 1:1 aide: \$36,780.00 10 months at @ \$3,678.00/month Extra Occupational Therapy: \$1,250.00 10 months at @ \$125.00/month 8/27/25 - 6/17/26	Budgeted
1406078	Lake Drive School	Tuition: \$8,070.40 6/30/25 - 7/25/25	Budgeted
1406078	Lake Drive School	Tuition: \$80,704.00 10 months at @ \$8,070.40/month	Budgeted

# OOD PLACEMENTS 25/26 SY - 7.21.25 agenda

		8/27/25 - 6/17/26	
2206060	Lake Drive School	Tuition: \$80,704.00 10 months @ \$8,070.40/month 8/27/25 - 6/17/26	Budgeted
2205120	Jardine Academy	Tuition: \$94,787.70 210 days @ \$451.37/day 7/7/25 - 6/12/26	Budgeted
2513303	Jardine Academy	Tuition: \$94,787.70 210 days @ \$451.37/day 1:1 aide: \$34,440.00 210 days @ \$164.00/day 7/7/25 - 6/12/26	Budgeted
1206048	Windsor School	Tuition: \$85,500.00 180 days @ \$475.00/day 9/4/25 - 6/25/26	Budgeted
2013041	YCS Sawtelle Learning Center	Tuition: \$78,561.22 199 days @ \$394.78/day 1:1 aide: \$44,775.00 199 days @ \$225.00/day 7/7/25 - 6/22/26	Budgeted
2311034	YCS Sawtelle Learning Center	Tuition: \$78,561.22 199 days @ \$394.78/day 7/7/25 - 6/22/26	Budgeted
2013010	Mount Carmel Academy	Tuition: \$63,000.00 200 days @ \$315.00/day 1:1 aide: \$49,200.00 200 days @ \$246.00/day 7/7/25 - 6/24/26	Budgeted
1508089	Mount Carmel Academy	Tuition: \$63,000.00 200 days @ \$315.00/day shared aide: \$24,600.00 200 days @ \$123.00/day 7/7/25 - 6/24/26	Budgeted
2113077	Mount Carmel Academy	Tuition: \$63,000.00 200 days @ \$315.00/day shared aide: \$24,600.00 200 days @ \$123.00/day 7/7/25 - 6/24/26	Budgeted
1610070	Mount Carmel Academy	Tuition: \$63,000.00 200 days @ \$315.00/day 1:1 aide: \$49,200.00 200 days @ \$246.00/day 7/7/25 - 6/24/26	Budgeted
2213067	Bergen County Special Services	Tuition: \$5,850.00 7/1/25 - 7/25/25	Budgeted
1108035	Newmark High School	Tuition: \$79,999.92 198 days @ \$404.04/day 7/1/25 - 6/24/26	Budgeted



# OOD PLACEMENTS 25/26 SY - 7.21.25 agenda

1308123	Newmark High School	Tuition: \$79,999.92 198 days @ \$404.04/day 7/1/25 - 6/24/26	Budgeted
2102002	Winston Preparatory School	Tuition: \$83,100.00 10 months @ \$8,310.00/month 9/2/25 - 6/11/26	Budgeted
2111003	Winston Preparatory School	Tuition: \$83,100.00 10 months @ \$8,310.00/month 9/2/25 - 6/11/26	Budgeted
1904011	Winston Preparatory School	Tuition: \$83,100.00 10 months @ \$8,310.00/month 9/2/25 - 6/11/26	Budgeted
1506076	Winston Preparatory School	Tuition: \$72,529.87 9 months @ \$7,253.00/month 1 month @ \$7,252.87/month 6/30/25 - 6/11/26	Budgeted
2108074	Honor Ridge Academy	Tuition: \$114,374.00 212 days @ \$539.50/day 7/7/25 - 6/18/26	Budgeted
1204070	Latham Centers Inc	Tuition: \$175,724.64 216 days @ \$813.54/day 7/7/25 - 6/18/26	Budgeted
1906064	Matheny Medical and Education Center	Tuition: \$129,800.00 220 days @ \$590.00/day 1:1 aide: \$46,200.00 220 days @ 210/day 7/7/25 - 6/23/26	Budgeted

**West Orange Public Schools  
West Orange, New Jersey 07052**

**BID SUMMARY AND CONTRACT AWARD RECOMMENDATION**

On authorization of the Business Administrator formal bids were solicited for **Roof Repair and New Work All Schools, Bid #25-01**. This solicitation was made by an advertised Public Notice appearing in the Newark Star Ledger on 6/30/2025.

Bids were sent to the following vendors:

Construct Connect	Dodge Construction
Nova Tech	Safeway Contracting
TNT Construction Group	Punjab Restoration
Northeast Roofing Maintenance	Detwiler Roofing
GC Dynatech	MakGroup Office
MTB LLC	USA General Construction
Duke McGinnis	

Sealed bids were opened and read aloud on **Tuesday July 15, 2025 at 9:00 AM** at the Administration Building, 179 Eagle Rock Avenue, West Orange, NJ.

Those in attendance were:

<u>Name</u>	<u>Firm</u>
Tonya Flowers	WOBOE
Nick Munoz	WOBOE
Nicole Torrisi	WOBOE
Daniela Tolov	TNT Construction Group
Paul Folja	Mak Group LLC

Proposals were received from the following companies:

MakGroup Office	Safeway Contracting
Northeast Roofing Maintenance	TNT Construction Group

Recommend award of a contract to TNT Construction Group, Garfield NJ, for Bid #25-01, **Roof Repair and New Work All Schools** in an amount of \$79.11 for the straight time labor rate from the base year.

**West Orange Public Schools  
West Orange, New Jersey 07052**

**BID SUMMARY AND CONTRACT AWARD RECOMMENDATION**

On authorization of the Business Administrator formal bids were solicited for **Schindler Elevator Repair/Service, Bid #25-02**. This solicitation was made by an advertised Public Notice appearing in the Newark Star Ledger on 6/30/2025.

Bids were sent to the following vendors:

Construct Connect  
Slade Elevator

Duke McGinnis

Sealed bids were opened and read aloud on **Tuesday, July 15, 2025 at 9:15 AM** at the Administration Building, 179 Eagle Rock Avenue, West Orange, NJ.

Those in attendance were:

<u>Name</u>	<u>Firm</u>
Tonya Flowers	WOBOE
Nick Munoz	WOBOE
Nicole Torrisi	WOBOE

Proposals were received from the following companies:

**None**

No award is recommended for **Bid #25-02, Schindler Elevator Repair/Service** at this time. No proposals were received.

**West Orange Public Schools  
West Orange, New Jersey 07052**

**BID SUMMARY AND CONTRACT AWARD RECOMMENDATION**

On authorization of the Business Administrator formal bids were solicited for **Fire Alarm Services All Schools, Bid #25-03**. This solicitation was made by an advertised Public Notice appearing in the Newark Star Ledger on 6/30/2025.

Bids were sent to the following vendors:

Johnson Controls  
Fire Security Tech  
Everon  
HAIG Service Corp

Jenson Hughes  
Allied Fire Safety  
SAL Electrical Corp  
Vanwell

Sealed bids were opened and read aloud on **Tuesday, July 15, 2025 at 9:30** at the Administration Building, 179 Eagle Rock Avenue, West Orange, NJ.

Those in attendance were:

<u>Name</u>	<u>Firm</u>
Tonya Flowers	WOBOE
Nicholas Munoz	WOBOE
Nicole Torrisi	WOBOE
Sal Chiaetta	SAL Electric

Proposals were received from the following companies:

Johnson Controls  
HAIG Service Corp

SAL Electrical

Recommend award of a contract to HAIG Service Corp, Green Brook Township, NJ, for **Bid #25-03, Fire Alarm Services All Schools** in an amount of \$110 for the hourly rate for a technician's straight time labor for year 1.

**West Orange Public Schools  
West Orange, New Jersey 07052**

**BID SUMMARY AND CONTRACT AWARD RECOMMENDATION**

On authorization of the Business Administrator formal bids were solicited for **Building Hardware Material - All Schools Bid #25-04**. This solicitation was made by an advertised Public Notice appearing in the Newark Star Ledger on 6/30/2025.

Bids were sent to the following vendors:

Continental Hardware Inc.

Sealed bids were opened and read aloud on **Tuesday, July 15, 2025 at 9:45 AM** at the Administration Building, 179 Eagle Rock Avenue, West Orange, NJ.

Those in attendance were:

<u>Name</u>	<u>Firm</u>
Tonya Flowers	WOBOE
Nicholas Munoz	WOBOE
Nicole Torrisi	WOBOE

Proposals were received from the following companies:

Continental Hardware Inc.

Recommend award of a contract to Continental Hardware Inc., Newark NJ, for **Bid #25-04, Building Hardware Material - All Schools** in an amount of 18% discount off MSRP/list price for year 1.

**West Orange Public Schools  
West Orange, New Jersey 07052**

**BID SUMMARY AND CONTRACT AWARD RECOMMENDATION**

On authorization of the Business Administrator formal bids were solicited for **Electrical Parts - District Wide #25-05**. This solicitation was made by an advertised Public Notice appearing in the Newark Star Ledger on 6/30/2025.

Bids were sent to the following vendors:

Cooper Electric Supply LLC  
Feldman Brothers

Jewel Electric

Sealed bids were opened and read aloud on **Tuesday, July 15, 2025 10:00 AM** at the Administration Building, 179 Eagle Rock Avenue, West Orange, NJ.

Those in attendance were:

<u>Name</u>	<u>Firm</u>
Tonya Flowers	WOBOE
Nicholas Munoz	WOBOE
Nicole Torrisi	WOBOE

Proposals were received from the following companies:

Cooper Electrical Supply LLC

Recommend award of a contract to Cooper Electric Supply LLC, Cranbury NJ, for **Bid #25-05, Electrical Parts - District Wide**, in an amount of 30% discount off MSRP/list price for year 1.

**West Orange Public Schools  
West Orange, New Jersey 07052**

**BID SUMMARY AND CONTRACT AWARD RECOMMENDATION**

On authorization of the Business Administrator formal bids were solicited for **Hardware and Construction Materials - All Schools Bid # 25-06**. This solicitation was made by an advertised Public Notice appearing in the Newark Star Ledger on 6/30/2025.

Bids were sent to the following vendors:

Continental Hardware Inc.                      E. L. Congdon & Sons Lumber Co.

Sealed bids were opened and read aloud on **Tuesday, July 15, 2025 at 10:15 AM** at the Administration Building, 179 Eagle Rock Avenue, West Orange, NJ.

Those in attendance were:

<u>Name</u>	<u>Firm</u>
Tonya Flowers	WOBOE
Nicholas Munoz	WOBOE
Nicole Torrisi	WOBOE

Proposals were received from the following companies:

Continental Hardware Inc.

Recommend rejection of award of a contract to Continental Hardware Inc., Newark NJ, for **Bid #25-06, Hardware and Construction Materials** as non-responsive pursuant to N.J.S.A. 18A:18A-2(y), for failing to meet the maximum mileage requirement specified.

**West Orange Public Schools  
West Orange, New Jersey 07052**

**BID SUMMARY AND CONTRACT AWARD RECOMMENDATION**

On authorization of the Business Administrator formal bids were solicited for **Door Locks and Parts - All Schools Bid #25-07**. This solicitation was made by advertised Public Notice appearing in the Star Ledger on 6/30/2025

Bids were sent to the following vendors:

Weilgus & Sons NJ Inc.	Continental Hardware
School Speciality	Deltek
Ewert	In-Line AGM
Northeast Construction	Accredited Lock

Sealed bids were opened and read aloud on **Tuesday July 15, 2025 at 10:30 AM** at the Administration Building, 179 Eagle Rock Ave Room 111.

Those in attendance were:

<u>Name</u>	<u>Firm</u>
Tonya Flowers	WOBOE
Nicholas Munoz	WOBOE
Nicole Torrisi	WOBOE
Stanley Weilgus	Weilgus & Sons
Leonardo Olivera	Weilgus & Sons

Proposals were received from the following companies:

Weilgus & Sons NJ, Inc.	Accredited Lock Supply Co.
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Recommend award of a contract to Weilgus and Sons NJ Inc., Livingston, NJ for a period of two (2) years, July 22, 2025– June 30, 2026, with a 1 year renewal, for **Bid #25-07, Door Locks and Parts - All Schools**, see the spreadsheet attached.



## DOOR LOCKS AND PARTS

Two (2) Year Pricing. Prices to be held for two (2) years.

Base Year July 1, 2022 – June 30, 2023

Replacement Parts	Total Cost for Each, Bag or Box	
Mortis Cylinder Shell for I/C Cylinders	\$ 39.95	each
Dummy Mortise Cylinder 1 1/8 x 626	\$ 23.10	each
Norton 1604BC Door Closer	\$ 116.57	each
LNC 4041XP Super Smooth Regular Arm Door Closer	\$ 229.50	each
LCN 4040 – 3049 H Cush Hold Open Door Closer Arm	\$ 60.99	each
Von Duprin 9927EO x US28 Exit Device	\$ 831.98	each
Von Duprin 99EO US28 Exit Device	\$ 578.26	each
Von Duprin 99DT Exterior Trim	\$ 759.31	each
Von Duprin 99NL Exit Device Trim	\$ 766.08	each
Von Duprin 24VMULL 10025 KR4954 7' 6 Mullion	\$ 512.37	each
Markar Adams Rite B1923 Repair Hinge RH	\$ 57.79	each
Markar Adams Rite B1923 Repair Hinge LH	\$ 57.79	each
Best Padlock 41B7-22-L Less Core	\$ 32.95	each
Don Jo CLP110 – 32D latch Protector	\$ 20.63	each
Don Jo Mfg. #9K-S-CW	\$ 20.98	each
Don Jo Mfg. #EF-86	\$ 3.38	each
Don Jo Mfg. #FPK-161	\$ 9.14	each
Push Plate US284 x 16	\$ 10.54	each
Peaks Cylinder Caps (bag of 500)	\$ 11.59	bag of 500
Segment Springs (bag of 500)	\$ 25.65	bag of 500
Peak Core Segments (Various Sizes)	\$ 7.86	bag of 100
Key Tags 1 1/4" (box of 50) LuckLine 28200	\$ 9.12	box of 50
Key Tags HPPLT-1 (bag of 100)	\$ 27.97	bag of 100
1CB Best Peaks Core	\$ 31.50	each
1CB Best Peaks Core with factory pinning	\$ 64.66	
1AK Peaks Key (box of 100)	\$ 427.99	each
Cylindrical Lockset Heavy Duty Dormitory function, 2 3/4" Backset, SFIC, Hard Return Lever, Non-step rose, ANSI strike, Lost Motion, 626 finish-less core BEST Security	\$ 312.91	each
Rim Cylinders Best 7Pin 12E-7-2-S2-626	\$ 32.47	each
Major FB-2L Locking Bar 2 Drawer File Bar	\$ 22.58	each
Major FB-2L Locking Bar 3 Drawer File Bar	\$ 22.58	each
Major FB-2L Locking Bar 4 Drawer File Bar	\$ 22.98	each
Major FB-2L Locking Bar 5 Drawer File Bar	\$ 22.98	each
SecuraKey Cards RKCM02- Pk25	\$ 82.59	each
SecuraKey Reader RK65K	\$ 240.00	each
Steelcase Lock Cores	\$ 19.12	each
Hon F24 File Cabinet Lock Kit	\$ 13.04	each

A-Zum Cabinet Lock LM0678	\$ 39.44	each
Global LK26 Cabinet Lock Kit	\$ 14.34	each
L54G Key Blank (bag of 10)	\$ 8.19	each
ILCO 1069E Key Blank (bag of 10)	\$ 26.64	each
KW-1-BR Key Blank (bag of 10)	\$ 2.88	each
ILCO 1N29 Key Blank (bag of 10)	\$ 4.50	each
ILCO 1041H Key Blank (bag of 10)	\$ 16.66	each
ILCO 1970AM Key Blank (bag of 10)	\$ 10.71	each
ILCO 1092BM2 Key Blank (bag of 10)	\$ 4.32	each
ILCO 1092M1 Key Blank (bag of 10)	\$ 2.47	each
ESP AP1 Key Blank (bag of 10)	\$ 10.71	each

## DOOR LOCKS AND PARTS

One (1) Year Pricing. Renewal year

July 1, 2023 – June 30, 2024

Replacement Parts	Total Cost for Each, Bag or Box	
Mortis Cylinder Shell for I/C Cylinders	\$ 47.94	each
Dummy Mortise Cylinder 1 1/8 x 626	\$ 27.72	each
Norton 1604BC Door Closer	\$ 139.88	each
LNC 4041XP Super Smooth Regular Arm Door Closer	\$ 275.40	each
LCN 4040 – 3049 H Cush Hold Open Door Closer Arm	\$ 73.19	each
Von Duprin 9927EO x US28 Exit Device	\$ 998.38	each
Von Duprin 99EO US28 Exit Device	\$ 693.91	each
Von Duprin 99DT Exterior Trim	\$ 911.17	each
Von Duprin 99NL Exit Device Trim	\$ 919.30	each
Von Duprin 24VMULL 10025 KR4954 7' 6 Mullion	\$ 84.84	each
Markar Adams Rite B1923 Repair Hinge RH	\$ 69.35	each
Markar Adams Rite B1923 Repair Hinge LH	\$ 69.35	each
Best Padlock 41B7-22-L Less Core	\$ 39.54	each
Don Jo CLP110 – 32D latch Protector	\$ 24.75	each
Don Jo Mfg. #9K-S-CW	\$ 25.17	each
Don Jo Mfg. #EF-86	\$ 4.49	each
Don Jo Mfg. #FPK-161	\$ 10.97	each
Push Plate US284 x 16	\$ 14.65	each
Peaks Cylinder Caps (bag of 500)	\$ 13.91	bag of 500
Segment Springs (bag of 500)	\$ 30.78	bag of 500
Peak Core Segments (Various Sizes)	\$ 9.83	bag of 100
Key Tags 1 1/4" (box of 50) LuckLine 28200	\$ 10.94	box of 50
Key Tags HPPLT-1 (bag of 100)	\$ 33.58	bag of 100
1CB Best Peaks Core	\$ 32.80	each
1CB Best Peaks Core with factory pinning	\$ 77.59	
1AK Peaks Key (box of 100)	\$ 513.59	each
Cylindrical Lockset Heavy Duty Dormitory function, 2 3/4" Backset, SFIC, Hard Return Lever, Non-step rose, ANSI strike, Lost Motion, 626 finish-less core BEST Security	\$ 375.49	each
Rim Cylinders Best 7Pin 12E-7-2-S2-626	\$ 38.99	each
Major FB-2L Locking Bar 2 Drawer File Bar	\$ 33.87	each
Major FB-2L Locking Bar 3 Drawer File Bar	\$ 33.87	each
Major FB-2L Locking Bar 4 Drawer File Bar	\$ 34.47	each
Major FB-2L Locking Bar 5 Drawer File Bar	\$ 34.47	each
SecuraKey Cards RKCM02- Pk25	\$ 99.10	each
SecuraKey Reader RK65K	\$ 288.00	each
Steelcase Lock Cores	\$ 22.95	each
Hon F24 File Cabinet Lock Kit	\$ 15.65	each
A-Zum Cabinet Lock LM0678	\$ 47.33	each



Global LK26 Cabinet Lock Kit	\$ 17.21	each
L54G Key Blank (bag of 10)	\$ 9.83	each
ILCO 1069E Key Blank (bag of 10)	\$ 31.97	each
KW-1-BR Key Blank (bag of 10)	\$ 3.95	each
ILCO 1N29 Key Blank (bag of 10)	\$ 5.75	each
ILCO 1041H Key Blank (bag of 10)	\$ 19.99	each
ILCO 1970AM Key Blank (bag of 10)	\$ 12.85	each
ILCO 1092BM2 Key Blank (bag of 10)	\$ 5.50	each
ILCO 1092M1 Key Blank (bag of 10)	\$ 3.70	each
ESP AP1 Key Blank (bag of 10)	\$ 12.85	each

*Stanley R. Weigman*

Signature of Authorized Agent

President

Title

20-4212642

Federal ID # or Social Security #

Stanley R. Weigman

Type or Print Name

July 8, 2025

Date