



WEST ORANGE BOARD OF EDUCATION
Public Board Meeting April 15, 2024
5:30 P.M. Executive Session
6:30 P.M. Public Session
West Orange High School
51 Conforti Avenue

Minutes

I. ROLL CALL OF THE MEMBERS

Present: President Rock, Vice President Vera, Dr. Bryant, Mr. Ivker and Mr. Stevenson.
Absent: None.

II. NOTICE OF MEETING:

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

- A written notice was sent from the Office of the Secretary of the Board on February 27, 2024.
- That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and by email to the Star-Ledger.
- That said notice was posted in the lobby of the Administration Building of the Board of Education and posted on the district website at www.woboe.org
- Please be advised that this meeting is being recorded and may be broadcasted on local TV and the district's website at a future date.

III. EXECUTIVE SESSION

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

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

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

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

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF March 18, 2024, 2024 (Att. #1)

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock



VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. WOHS Youth Advisory Board
- B. HIB Report

IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

X. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS

A. PERSONNEL

1. Resignations / Retirements / Terminations

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

Name	Location	Position	Reason	Effective Date
Cathy Del Tufo	Washington	Academic Support	Retirement 27 years	7/1/24
Ana Flores	Central Office	Assistant Business Administrator	Retirement 8 years	7/1/24
Lucia Forgione	Washington	Kindergarten	Resignation	3/18/24
Alyssa Gbur	St. Cloud	Grade 2	Resignation	6/30/24
Kaitlin Higgins	WOHS	Culinary Arts	Resignation	3/15/24 amended from 3/28/24
Matthew Salzman	WOHS	Special Education	Retirement 25 years	7/1/24
Annette Towson	Central Office	Acting Director of Human Resources / Assistant Principal	Retirement 26 years	9/1/24

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

Name	Location	Position	Reason	Effective Date
Ashley Langry	Gregory	Lunch Aide	Resignation	3/14/24
Lina Murillo	Mt. Pleasant	Lunch Aide	Resignation	3/14/24

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

Employee #	Effective Date
8795	4/23/24



2. Appointments

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Emad AbuHakmeh	WOHS	Acting Assistant Principal / Supervisor of Mathematics 6-12	Mancarella	N/A	N/A	\$1,500 per month* for additional responsibilities	1/3/24 - 4/8/24 amended from 1/3/24 - 3/27/24
Dean Feldman EduStaff	WOHS	Culinary Arts Extended Assignment Substitute	Higgins	M/A	M/A	\$200 per diem	4/9/24 - 6/19/24

*after having worked 20 days in the additional position

- 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
Jason Davidson	Kelly	Paraprofessional	Torres	BA	7	\$35,058 prorated	4/16/24 - 6/30/24
Sintya Falero	Central Office	Information Systems Manager	Ruder	ISM	2	\$124,611 prorated includes longevity of \$6,530	4/16/24 - 6/30/24
Kunithier Hudson	Transportation	Bus Driver Part-time	New	N/A	N/A	\$26.37 per hour	4/16/24 - 6/19/24
Renee Lowrie	BMELC	Paraprofessional	Somervil	Non Degree	3	\$31,678 prorated	4/16/24 - 6/30/24
Patricia Walker-Knight	Transportation	Bus Monitor Part-time	New	N/A	N/A	\$23.97 per hour	3/19/24 - 6/19/24

- c. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated co-curricular assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Kristin D'Arienzo	WOHS	Jets Unified Flag Football Coach	\$1,500	4/1/24 - 6/19/24
Gina Piserchio	WOHS	Jets Unified Flag Football Coach	\$1,500	4/1/24 - 6/19/24

- d. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Summer Enrichment Program assignment(s): (Att. #2)
- e. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Extended School Year Program assignment(s): (Att. #3)
- f. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Summer School Counseling assignment(s): (Att. #4)
- g. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Summer SEL/Mental Health Program 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
Maria Ganduglia-Pirovano	Washington	Newcomer Parent Program Advisor	\$4,000 amended from \$3,000	11/1/23 - 6/1/24
Chauncey Riley	Kelly	Security Officer (10-month) to provide services for 2024 ESY	\$272.75 per diem	6/24/24 – 7/26/24

- i. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following prorated Buildings and Grounds stipend(s) to be paid in June 2024:

Name	Location	DOH	Position	Stipend	Effective Dates
Michael Calderara	WOHS	3/19/24	Head Custodian	Black Seal Boilers \$1,150	3/19/24 - 6/30/24

- j. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following 2023-2024 Student Teacher assignment(s):

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Monica Belous	Fordham University	WOHS	9/5/24 - 6/20/25
Brielle Castaldi	Rutgers University	WOHS	9/5/24 - 6/20/25
Elisa Fabrazzo	University of Phoenix	Kelly	9/5/24 - 6/20/25

- k. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following substitute appointment(s) at the appropriate substitute rates for 2023-2024:

Name	Certification Code	Administrator	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Albert Baez	N/A							X
Momdou Waggeh	N/A							X

3. Leaves of Absence:

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

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
9268 Family	Mt. Pleasant	N/A	N/A	9/3/24 - 6/30/25	9/1/25
6045 Medical	Redwood	3/28/24 - 5/10/24	N/A	N/A	5/13/24
5149 Medical	Liberty	4/24/24 - 5/24/24	N/A	N/A	5/28/24
8518 Family	Hazel	9/4/24 - 10/11/24	10/14/24 - 1/10/25	1/13/25 - 1/31/25	2/3/25



Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
8502 Medical	WOHS	1/11/24 - 5/6/24 amended from 1/11/24 - 5/3/24 a.m. only	5/7/24 - 6/30/24 amended from 5/3/24 p.m. only - 6/30/24	N/A	9/1/24
4859 Medical	Washington	2/21/24 - 6/30/24 amended from 2/21/24 - 4/5/24	N/A	N/A	9/1/24 amended from 4/8/24
8647 Family	Roosevelt	5/28/24 - 6/30/24	N/A	N/A 9/4/24 - 6/30/25	9/3/24 9/1/25
8354 Family	WOHS	12/1/23 - 1/8/24 4/1/24 - 4/12/24 amended from 12/1/23 - 1/8/24	1/9/24 - 3/31/24 4/15/24 - 4/30/24 amended from 1/9/24 - 4/30/24	N/A	5/1/24
4730 Medical	Redwood	5/6/24 - 7/8/24	7/9/24 - 8/9/24	N/A	8/12/24
4276 Medical	WOHS	2/8/24 - 6/30/24 amended from 2/8/24 - 5/31/24	N/A	N/A	6/30/24 amended from 6/3/24
4396 Medical	Gregory	4/22/24 - 6/30/24	N/A	N/A	9/1/24
8754 Medical	WOHS	5/30/24 - 6/30/24	N/A	N/A	9/1/24
9049 Personal	ECLC	4/8/24 - 4/11/24	N/A	4/12/24 - 5/10/24	5/13/24
4429 Medical	Gregory	2/9/24 - 4/5/24 amended from 2/9/24 - 3/21/24	N/A	N/A	4/8/24 amended from 3/22/24
7012 Family	St. Cloud	N/A	N/A	12/18/23 - 6/30/25 amended from 12/18/23 - 6/30/24	9/1/25 amended from 9/1/24

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

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
8222 Medical	WOHS	2/16/24 - 3/11/24 amended from 2/16/24 - 3/15/24	3/13/24 - 3/19/24 amended from 3/18/24 - 4/12/24	N/A	3/20/24 amended from 4/12/24
7436 Medical	Gregory	3/18/24 - 3/28/24	4/1/24 - 4/15/24	N/A	4/16/24
7655 Medical	WOHS	3/18/24 - 6/6/24	6/7/24 - 6/19/24	N/A	9/1/24
5177 Medical	Roosevelt	N/A	N/A	9/22/24 - 5/3/24 amended from 9/22/24 - 3/8/24	5/6/24 amended from 3/8/24
4175 Medical	WOHS	3/4/24 - 4/30/24 amended from 3/4/24 - 4/8/24	N/A	N/A	5/1/24 amended from 4/9/24
4756	Redwood	3/14/24 - 5/10/24	N/A	N/A	5/13/24



Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
Medical					
6629 Medical	Edison	1/2/24 - 4/8/24 amended from 1/2/24 - 3/21/24	N/A	N/A	4/9/24 amended from 3/22/24
7989 Medical	Transportation	9/8/23 - 9/21/23	N/A	9/22/24 - 3/22/24 amended from 9/22/23 - 6/30/24	3/25/24 amended from 9/1/24
4313 Medical	WOHS	N/A	4/11/24 - 5/10/24	N/A	5/13/24

4. Transfer(s):

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

Name	From	Position	To	Position	Effective Date
Samantha Preziosi Voluntary	Kelly	Paraprofessional	BMELC	Paraprofessional	3/19/24
Laura Urato Involuntary	BMELC	Paraprofessional	Kelly	Paraprofessional	3/19/24

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

Job Description	New	Revised
Director of Human Resources and Personnel Management		X

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Sidebar Agreement between the West Orange Board of Education and the West Orange Educators' Association for an amended position title and salary structure per the attached, effective for the period of April 16, 2024 through June 30, 2025. (Att. #7)

MOTION: Mr. Stevenson

SECOND: Dr. Bryant

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Applications for School Business requests. (Att. #8)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following field trip destination for the 2023-2024 school year.



Destination	City	State
Van Saun County Park	Paramus	New Jersey

3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Career Education Summer Camp taking place at West Orange High School from July 8-July 11, 2024 in the amount of \$7,800.00 funded by ARP ESSER funds.

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

C. FINANCE

a.) Special Services

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following Out of District placements for 2023-2024 school year.

Student #	Placement	Tuition	Budgeted/Unbudgeted
2111004	NJ Commission for the Blind	Tuition: \$2,200.00 Sept. 1, 2023 - June 30, 2024	Budgeted
2908102	Shepard Preparatory High School	Tuition: \$17,206.38 51 days @ \$337.38/day	Budgeted
2908103	Shepard Preparatory High School	Tuition: \$17,206.38 51 days @ \$337.38/day	Budgeted

b.) Business Office

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the April 15, 2024 Bills List in the amount of 24,563,639.48.
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to the Stipulation of Agreement between the parents of Student #2301134 and the West Orange Board of Education.
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to the Stipulation of Agreement between the parents of Student #1706084 and the West Orange Board of Education.
4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Transportation Resolution/Agreement between Union County Educational Services Commission (UCESC) and the West Orange Board of Education for the 2024-2025 school year.



5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Joint Transportation Agreement between Sussex County Regional Transportation Cooperative and the West Orange Board of Education for the 2024-2025 school year.
6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following resolution:

**WEST ORANGE BOARD OF EDUCATION
A RESOLUTION CONCERNING**

GROUP MEDICAL AND PRESCRIPTION DRUG BENEFITS

The West Orange Board of Education hereby resolves effective July 1, 2024 to make the following changes relative to its group medical and rx drug benefits programs, as follows:

1. Terminate its group medical and prescription drug fully-insured programs with Aetna Life Insurance Company (medical) and Heartland Fidelity (Benecard/Rx).
2. Award its group medical & prescription drug benefits programs to Schools Health Insurance Fund (SHIF), (Aetna for medical and Express Scripts for prescription drug), per the SHIF proposal dated February 2024, which is incorporated herein as part of this resolution. Sufficient notice has been provided to the relevant collective bargaining units via written correspondence from the Board's Business Administrator, dated April 11, 2024.
3. Designate Brown & Brown Metro, LLC. as broker of record for these programs, with the following authority:
 1. To ensure with SHIF that benefits delivered are "equal to or better than" the Board's current group medical and rx drug insurance plans.
 2. To periodically market the Board's group benefit plans.
 3. To assist employees and dependents in the resolution of elevated service issues that cannot be resolved by employees first contacting SHIF/Aetna, SHIF/Express Scripts directly.
 4. To ensure all reporting provided to the Board or its administrators is compliant with HIPAA relative to protected health information (PHI).
 5. To advise the Board of Education relative to compliance with Federal and State regulations regarding self-insured group benefit plans.
 6. To accept commission payments from SHIF, per the enclosed proposals.

All appropriate Board of Education staff members are authorized to take such action and affect such documentation as necessary to implement these changes.

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



Education of the following resolution:

**RESOLUTION TO JOIN
SCHOOLS HEALTH INSURANCE FUND**

WHEREAS, a number of school boards in the State of New Jersey have joined together to form the SCHOOLS HEALTH INSURANCE FUND hereafter referred to as “SHIF”, as permitted N.J.S.A. 18A:18B-1 et seq., and;

WHEREAS, the SHIF has received approval by the Commissioner of the Department of Banking and Insurance on August 10, 2015;

WHEREAS, the statutes and regulations governing the creation and operation of a joint insurance fund, contain certain elaborate restrictions and safeguards concerning the safe and efficient administration of the public interest entrusted to such a school board joint insurance fund;

WHEREAS, the governing body of West Orange Board of Education, hereinafter referred to as “SCHOOL BOARD” has determined that membership in the SHIF is in the best interest of said SCHOOL BOARD.

NOW, THEREFORE, BE IT RESOLVED that the governing body of the SCHOOL BOARD hereby agrees as follows:

- i. SCHOOL BOARD shall become a member of the SHIF for the period outlined in the SCHOOL BOARD’s Indemnity and Trust Agreement.
- ii. SCHOOL BOARD will participate in the following type (s) of coverage(s):
 - a.) Health Insurance as defined pursuant to N.J.S.A. 17B:17-4, the SHIF’s Bylaws, and the SHIF’s Plan of Risk Management.
- iii. SCHOOL BOARD accepts and approves the SHIF’s by-laws and agrees to be bound by the terms thereof.
- iv. SCHOOL BOARD shall execute an application for membership and any accompanying certifications.
- v. SCHOOL BOARD agrees to commit to the four principles of the SHIF which are:
 - a.) A long term philosophy on rates.
 - b.) A willingness to work with bargaining units to achieve plan design changes.
 - c.) Professional management with stability and commitment.
 - d.) Rating structure based on actuarial numbers.

BE IT FURTHER RESOLVED that the governing body of the SCHOOL BOARD is authorized and directed to execute the Indemnity and Trust Agreement and such other documents signifying membership in the SHIF as required by the SHIF’s Bylaws, and



to deliver these documents to the SHIF's Executive Director with the express reservation that these documents shall become effective only upon:

- i. Approval of the SCHOOL BOARD by the SHIF.
 - ii. Receipt by the SHIF of a Resolution from the SCHOOL BOARD accepting SCHOOL BOARD's SHIF assessment.
 - iii. Approval by the Commissioner of the New Jersey Department of Banking and Insurance of SCHOOL BOARD as a member of the SHIF.
8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following resolution:

SCHOOLS HEALTH INSURANCE FUND

BE IT RESOLVED by the West Orange Board of Education that Tonya M. Flowers is hereby appointed as Fund Commissioner to the Schools Health Insurance Fund, effective July 1, 2024, to represent the West Orange Board of Education

and

BE IT FURTHER RESOLVED that DeShawn Johnson be and is appointed as Alternate Fund Commissioner to the Schools Health Insurance Fund effective July 1, 2024.

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

WEST ORANGE BOARD OF EDUCATION A RESOLUTION CONCERNING BENEFIT RISK MANAGER

The Board of Education hereby resolves effective July 1, 2024, to designate James T. Finn, CLU, of Brown & Brown Metro, LLC. as its Benefit Risk Manager for our Schools Health Insurance Fund (SHIF) medical plan. Brown & Brown, Inc. is authorized as follows:

1. To assist employees and dependents in the resolution of elevated service issues that cannot be resolved by Aetna, Express Scripts, or SHIF.
2. To advise the Board of Education relative to compliance with Federal and State regulations regarding group benefit plans.
3. To review periodic SHIF financial reports and advise the Board of Education on the financial status of the SHIF and how that relates to the forecasting of future SHIF assessment rates.
4. To advise the Board of Education on the impact of current, proposed, and future changes to by-laws, procedures, or vendors associated with SHIF.



All appropriate Board of Education staff members are authorized to take such action and affect such documentation as necessary to implement these changes.

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

School	Description	Amount
Golda Och Lower School	• AC Adapter Chargers/HDMI Cables	\$123.67
Golda Och Lower School	• Screenbeam Presentation Platform(4)	\$2,040.76
Golda Och Upper School	• Screenbeam Presentation Platform(20)	\$10,353.80

11. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to rescind the approval of the Parental Contract for Student Transportation for Student #1913043, for the ESY 2023, in the amount of \$1,305.00, that was approved with the February 26, 2024 Board Meeting Minutes (found in the Finance Section, under Business Office, Item #5).
12. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to approve the New Jersey Department of Education Waiver Application for the preschool classrooms that are slightly below the total space requirement of 950 square feet. (Att. #9)

MOTION: Mr. Stevenson

SECOND: Ms. Vera

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

D. REPORTS

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending April 15, 2024.
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the revised 2023-2024 District Calendar to accommodate one unused snow day. (Att. #10)

MOTION: Mr. Stevenson

SECOND: Dr. Bryant

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

XI. PETITIONS AND HEARINGS OF CITIZENS

XII. NEXT BOARD MEETING to be held at 6:30 p.m. on May 6, 2024 at West Orange High School.



XIII. 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.

XIV. ADJOURNMENT at 7:39 p.m.

MOTION: Mr. Stevenson

SECOND: Dr. Bryant

VOTE: 5-0 (VV)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary