



WEST ORANGE BOARD OF EDUCATION
Public Board Meeting December 16, 2024
5:30 P.M. Executive Session
6:30 P.M. Public Session
West Orange High School
51 Conforti Avenue

Minutes

I. ROLL CALL OF THE MEMBERS

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

II. NOTICE OF MEETING:

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

- A written notice was sent from the Office of the Secretary of the Board on January 8, 2024.
- That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and by email to the Star-Ledger.
- That said notice was posted in the lobby of the Administration Building of the Board of Education and posted on the district website at www.woboe.org
- Please be advised that this meeting is being recorded and may be broadcasted on local TV and the district's website at a future date.

III. EXECUTIVE SESSION

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

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

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

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

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF November 11, 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. Staff Recognition - 2024 Best Buddies International Champion of the Year
- B. Strategic Plan
- C. 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
Elizabeth Ramos	Edison	School Nurse	Retirement 16.5 years	3/1/25
Max Vinpa	Gregory / Edison	Occupational Therapist	Resignation	1/9/25
Sylvia Watford	Edison	Team Leader: Grade 6	Resignation	12/6/24

- 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
Elisa Fabrazzo	Kelly	Paraprofessional	Resignation	6/30/24
Fazal Khan	Hazel	Custodian Night-shift	Retirement 30 years	1/1/25
Michael Mazzeo	WOHS	Paraprofessional	Resignation	12/20/24
Betty Ann Sugaste	WOHS	Clerical Aide	Retirement 15.5 years	1/15/25

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
Erskin Barrino	Buildings & Grounds	Maintenance	10/29/24
Vincent Cordasco - OOD	WOHS	Wrestling: Assistant Coach	12/12/24
Meara Franowicz	Roosevelt	Totally Tech	9/1/24
Hillary Rubenstein	Roosevelt	Curriculum Writing: Science Grade 8 Honors Science Grade 8	11/22/24



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
Richard Arostegui	Edison	Academic Support	Bay reassigned	MA	15	\$79,714 prorated	2/18/25 - 6/30/25
William Brister	Roosevelt	Academic Support Mathematics Leave Replacement	Mensah	BA	5	\$65,893 prorated	1/2/25 - 6/30/25
Sebastian DePinho	WOHS	Supervisor of Health and Physical Education	Alvine	MA+45	8	\$139,500 prorated includes \$4,000 longevity and \$3,000 for MA+30/45	1/2/25 - 6/30/25
Jennifer Kelsey	Redwood	Special Education	Goldman	MA+30	13	\$85,922 prorated	1/27/25 - 6/30/25
Natalie Migoya	BMELC	Preschool / Special Education	Kenny	BA+15	8	\$68,871 prorated	12/2/24 - 6/30/25
Jamani Thompson Edustaff	Edison	Science Extended Assignment Substitute	Thompson	N/A	N/A	\$200 per diem	12/12/24 - 6/30/25

- 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
Jae Alexander	Transportation	Bus Monitor Part-time	New	N/A	N/A	\$22,172.25 prorated annualized	11/26/24 - 6/19/25
Elisa Fabrazzo	Kelly	Paraprofessional	New	Non Degree	12	\$36,663 prorated	12/17/24 - 6/30/25
Antonia Matos Kruck	Washington	Bilingual Paraprofessional	New	Non Degree	4	\$32,945* prorated	12/3/24 - 6/30/25
Alexandria Mendoza	WOELC	Administrative Assistant	Aly Ahmed	Column II	2	\$51,653	12/2/24 - 6/30/25
Shakira Moore	Transportation	Bus Monitor Part-time	New	N/A	N/A	\$22,172.25 prorated annualized	11/26/24 - 6/19/25
Elvis Vasquez	WOHS	Paraprofessional	Mazzeo	Non Degree	5	\$33,105 prorated	1/2/25 - 6/30/25/
Diane Williams	St. Cloud	Custodian Night-shift	Arango Reassigned	Custodian	4-5	\$41,900 includes \$580 shift differential	12/17/24 - 6/30/25

*funded via Title IA

- c. Upon recommendation of the Superintendent of Schools to the Board of Education for following certified staff salary adjustment for the 2024-2025 school year:



Name	Location	Guide	Step	Base	Longevity	Total Salary	Effective Dates
Hope Stewart	WOHS	Teacher BA	18	96,937	5,612	102,549	9/1/24 - 6/30/25

- d. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional teaching assignment(s):

Name	Location	Position	Effective Dates
Jennifer Blume	Edison	ELA HAP Enrollment-Vacancy	9/1/24 - 12/18/24 / 2/3/25 -6/18/25 amended from 9/1/24 - 6/30/25
Nicole Eoon	Roosevelt	Academic Math Support Leave of Absence - Mensah	9/1/24 - 12/31/24 amended from 9/1/24 - 6/30/25
Rebecca Kalenak	Roosevelt	Academic Math Support Leave of Absence - Mensah	9/1/24 - 12/31/24 amended from 9/1/24 - 6/30/25
William Keegan	Roosevelt	Academic Math Support Leave of Absence - Mensah	9/1/24 - 12/31/24 amended from 9/1/24 - 6/30/25
Lisa Rocha	Roosevelt	Academic Math Support Leave of Absence - Mensah	9/1/24 - 12/31/24 amended from 9/1/24 - 6/30/25
Sil Bastiao	WOHS	Special Education Leave of Absence-Lamberson	12/2/24 - 2/26/25
Mark Cacciacarne	WOHS	Special Education Leave of Absence-Lamberson	12/2/24 - 2/26/25
Anthony Edelstein	WOHS	Special Education Leave of Absence-Lamberson	12/2/24 - 2/26/25
Cyrus Harbin	WOHS	Special Education Leave of Absence-Lamberson	12/2/24 - 2/26/25
Douglas Nevins	WOHS	Special Ed / General Ed Leave of Absence-Lamberson	12/2/24 - 2/26/25

- e. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following Buildings and Grounds stipend(s) to be paid in December 2024 and June 2025:

Name	DOH	Location	Type	Stipend / Rate of Pay	Effective Dates
George Hulme	6/24/24	Buildings & Grounds	Electrical	\$1,500	2024-2025
Mark Sprawka	11/28/22	Liberty	Black Seal	\$1,150	2024-2025

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

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Francesco Composto	St. Cloud	Honors Orchestra	\$750	2024-2025
Lainie Epitropakis	St. Cloud	Conflict Resolution	\$1,673	2024-2025
Emma Pacifico	St. Cloud	Student Council	\$1,673	2024-2025
Kimberly Covington	Edison	Team Leader: Grade 6	\$3,214.54 prorated	12/9/24 - 6/30/25
Sylvia Watford	Edison	Team Leader: Grade 6	\$3,214.54 prorated	9/1/24 - 12/6/24



Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Tom Ziv	Roosevelt	Film Club	\$1,673	2024-2025
Matthew Arizmendi -OOD	WOHS	Volleyball: Assistant Girls' Coach	\$9,889	2024-2025
Ferdinand Christian	WOHS	Fencing: Head Coach	\$13,150	2024-2025
Victor Lopez	WOHS	Wrestling: Assistant Coach	\$9,889	2024-2025
Sara Voorhees - OOD	WOHS	Volleyball: Boys' Head Coach	\$13,150	2024-2025

- g. 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
Nafisa Aly Ahmed	Central Office	Nurse Coverage Coordinator	\$4,927.33 prorated	11/25/24 - 6/30/25
Amanda Best	WOHS	Para to provide 1:1 to student in Jubilee Choir	\$26.82 per hour not to exceed 3 hours	12/1/24 - 12/31/24
Amanda Best	WOHS	Para to provide 1:1 to student at NJ Thespian Festival	\$26.82 per hour not to exceed 40 hours	1/18/25 - 1/19/25
Jasmine Bridges	WOHS	Para to provide 1:1 to student in Jubilee Choir	\$26.82 per hour not to exceed 3 hours	12/1/24 - 12/31/24
Darnelle Charlemagne	WOHS	Para to provide 1:1 to student with Girls' Step Team	\$26.82 per hour not to exceed 60 hours	2024-2025
Cristina Delaney	WOHS	District DEAI Representative	\$45.47 per hour not to exceed 50 hours	2024-2025
Ryan Eustache	WOHS	Para to provide 1:1 to student in Jubilee Choir	\$26.82 per hour not to exceed 3 hours	12/1/24 - 12/31/24
Danniel Gavrieli	WOHS	PD: Literacy Academy Session - AI Hacks	\$85.11 per hour not to exceed 4 hours	2024-2025
Candace Jefferson	Central Office	Nurse Coverage Coordinator	\$4,927.33 prorated	7/1/24 - 11/22/24
Dana Peart	WOHS	District DEAI Representative	\$45.47 per hour not to exceed 50 hours	2024-2025
Kristen Ralston	Kelly	Prepare OT re-evaluation report for student IEP	\$85.11 per hour not to exceed 1.5 hours	2024-2025
Anna Samanamu	WOHS	Para to provide 1:1 to student in Jubilee Choir	\$26.82 per hour not to exceed 70 hours	10/1/24 - 6/18/25
Nikole Santucci	St. Cloud	PD: Literacy Academy Session	\$85.11 per hour not to exceed 4 hours	2024-2025
Jamae Sippio	WOHS	Para to provide 1:1 to student in Jubilee Choir	\$26.82 per hour not to exceed 3 hours	12/1/24 - 12/31/24
Jacqueline Smeragliuolo	BMELC	Prepare Speech re-evaluation report for student IEP	\$85.11 per hour not to exceed 1.5 hours	2024-2025

- h. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following Liberty Middle School After School Tutorial ELA/Math assignment(s) for the 2024-2025 school year: (Att. #2)



- i. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Collective Bargaining Agreement between the International Union of Operating Engineers Local 68 and the West Orange Board of Education for Head Custodians from July 1, 2019 through June 30, 2024.
- j. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Collective Bargaining Agreement between the International Union of Operating Engineers Local 68 and the West Orange Board of Education for Custodians, Maintenance/Utility Workers and Full Time Drivers from July 1, 2019 through June 30, 2024.
- k. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Collective Bargaining Agreement between the International Union of Operating Engineers Local 68 and the West Orange Board of Education for Part Time Bus Drivers and Part Time Monitors from July 1, 2019 through June 30, 2024.
- l. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following staff to serve as Mentors to Provisional Teachers for the 2024-2025 school year:

Mentor	Provisional Teacher	Location	Mentor Fee	Effective Dates
Tantanya Hodges	Jiwon Choe	WOHS	\$1,000	10/7/24 - 6/30/25
Gladys Medina*	Viviana Cardone	ECLC	\$550	9/1/24 - 6/30/25
Stacy Varanelli	George Henandez-Benitez	Hazel	\$367	10/7/24 - 3/31/25

*employee of Preschool Provider, Montclair Child Development Center

- m. Upon recommendation of the Superintendent of Schools to the Board of Education for 2024-2025 revised rate(s) for hourly and per diem employees/assignments. (Att. #3)
- n. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following 2024-2025 Student Teacher assignment(s):

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Marisol Vargas	Kean University	Redwood	1/13/25 - 5/7/25

- o. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following substitute appointment(s) at the appropriate substitute rates for 2024-2025:

Name	Certification Code	Administrator	Administrative Assistant	Lunch Aide	Nurse	Custodian	Custodian w/ locksmith skill
Brandon Aguilera	N/A					X	
Erskin Barrino							X
Gavin Mendiola	N/A			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
5075 Medical	Edison	12/19/24 - 1/31/25	N/A	N/A	2/3/25
5079 Family	Edison	3/24/25 - 5/23/25	5/26/205 - 6/30/25 (24-25) 9/1/25 - 10/24/25 (25-26)	N/A	10/27/25
8502 Medical	WOHS	11/26/24 - 1/9/24	1/10/25 - 2/28/25	N/A	3/3/25
6740 Family	WOHS	N/A	5/12/25 - 6/13/25	N/A	6/16/25
8506 Family	.8 Gregory / .2 Edison	5/21/25 - 6/9/25	N/A	6/10/25 - 6/30/25 (LOA) 9/1/25 - 11/21/25 (FMLA) 11/24/25 - 12/31/25 (LOA)	1/2/26
4867 Medical	Washington	9/16/24 - 10/1/24	10/2/24 - 1/31/25 amended from 10/2/24 - 12/20/24	N/A	2/3/25 amended from 1/2/25
4932 Medical	Liberty	9/19/24 - 1/3/25 amended from 9/19/24 - 11/22/24	N/A	N/A	1/6/25 amended from 11/25/24
8630 Family	Liberty	3/10/25 - 4/4/25	4/7/25 - 5/9/25	N/A	5/12/25
4967 Medical	Liberty	1/2/25 - 3/3/25, a.m. only	N/A	3/3/25, p.m. only - 3/31/25	4/1/25
4680 Medical	Washington	11/11/24 - 12/20/24	N/A	N/A	1/2/25

- 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
9118 Medical	Washington	11/14/24 - 12/20/24	N/A	N/A	1/2/25
7995 Medical	Kelly	N/A	N/A	12/3/24 - 1/14/25	1/15/25
4452 Medical	Hazel	N/A	N/A	9/18/24 - 1/3/25 amended from 9/18/24 - 12/4/24	1/6/25 amended from 12/5/24
8513 Family	Gregory	4/28/25 - 5/23/25	5/26/25 - 6/30/25 (24-25) 9/1/25 - 10/24/25 (25-26)	N/A	10/27/25
9307 Personal	Central Office	N/A	1/13/25 - 1/17/25 2/7/25 - 2/11/25	N/A	1/21/25 2/12/25
7984 Medical	Transportation	11/14/24 - 12/16/24	N/A	N/A	12/17/24

- c. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following leave(s) of absence:

Employee #	Leave Dates	Type of Leave	Anticipated Return Date
9271	11/11/24 - 1/9/25	Paid Administrative	N/A



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
Sylvia Watford Voluntary	Edison	ELA	Liberty	Academic Support	12/17/24

- 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
William Temple, Jr. Voluntary	Redwood	Custodian Mid-shift	Central Office	Custodian Mid-shift	1/2/25

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the attached Sidebar Agreement between the West Orange Educators' Association and the West Orange Board of Education to provide compensation for the additional supervisory role of a classroom teacher, as assigned, for BMELC, for the 2024-2025 school year only. (Att. #4)

MOTION: Mr. Stevenson

SECOND: Vice President Vera

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. #5)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the overnight and out-of-state field trips for the 2024/2025 school year. (Att. #6)
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the 2025 Summer Enrichment Program. (Att. #7)
4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the submission of the Annual Preschool Operational Plan to serve a maximum total of 600 three and four-year old students in 2025-2026 school year. (Att. #8)

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock



C. FINANCE

a.) Special Services

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following out of district placements for the 2024 - 2025 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1208096	Madison High School	Tuition: \$17,437.00 9/2/24 - 6/30/25	Budgeted
2206060	Lake Drive School	Tuition: \$83,000.00 1:1 Aide: \$9,807.96 8/28/24 - 6/30/25	Budgeted
2706163	Developmental Learning Center - Warren	Counseling: \$118.00/hour	Budgeted

2. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following Related Services as certificate by the State of NJ Division of Administration and Finance:

Student #	Provider	Type of Service	Cost	Budgeted/Unbudgeted
2908102	Jeremie Hafitz	Additional Speech & Language Therapy	\$167 Individual Sessions \$100 Group Speech Sessions	Budgeted
2908103	Jeremie Hafitz	Additional Speech & Language Therapy	\$167 Individual Sessions \$100 Group Speech Sessions	Budgeted

b.) Business Office

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the December 16, 2024 Bills List in the amount of 37,544,217.12.
2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the October 2024 transfers within the 2024-2025 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #9)
3. Upon recommendation of the Superintendent of Schools acceptance by the Board of Education of the Board Secretary's financial report for the month of October 2024, based upon the certification of the Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10(c) (3), that no major account or fund has been over-expended, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (Att. #10)
4. Upon recommendation of the Superintendent of Schools approval by the Board of Education acknowledgement and acceptance of the Report of the Treasurer of School



Monies for the month of October 2024, which report is in agreement with the Secretary's Report.

5. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Stipulation of Agreement between the parents of Student #2401055 and the West Orange Board of Education.
6. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Settlement Agreement and Release between the parents of Student #1708004 and the West Orange Board of Education.
7. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the 2024 - 2025 Special Education Tuition Contract Agreements between South Orange/Maplewood Board of Education and the West Orange Board of Education for Student #2301096 and Student B. F. (ID # has not been assigned yet).
8. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the 2024 - 2025 Special Education Tuition Contract Agreement between Verona Board of Education and the West Orange Board of Education for Student #2201065.
9. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the School Provider Agreement between Epic Health Services DBA Aveanna Healthcare and the West Orange Board of Education from October 30, 2024 through July 31, 2025; and the Contract for Student Nursing Services between Bayada Home Health Care and the West Orange Board of Education from October 22, 2024 through June 20, 2025 for Student #2401085.
10. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the 2024 - 2025 Joint Transportation Agreement between Hunterdon County Educational Services Commission (HCESC) and the West Orange Board of Education.
11. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Lease Agreement between The Life Christian Church and the West Orange Board of Education from January 1, 2025 through June 30, 2025.
12. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Workers' Compensation claim in the matter of Employee #7486, pursuant to a settlement agreement.
13. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the PaperCut M&S and eGoldFax Subscription renewals with TGI Office Automation for the 2024 - 2025 school year.
14. Upon the recommendation of the Superintendent of Schools, approval by the Board of



Education of the following Resolution:

WHEREAS, the Board of Education of West Orange Public School District in the County of Essex, New Jersey (the “Board”), desires to proceed with execution of SDA Grant Agreements for projects consisting generally of:

**HVAC UPGRADES AT WEST ORANGE HIGH SCHOOL
&
HVAC CONTROLS UPGRADES AT WEST ORANGE HIGH SCHOOL**

WHEREAS, the Board now seeks to take the initial steps in order to proceed with the execution of the SDA Grant Agreements for the projects:

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF WEST ORANGE IN THE COUNTY OF ESSEX, NEW JERSEY, as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby authorizes execution and delivery of the Grant Agreement to the SDA, with original signatures and raised seal in connection with the project.

Section 2. The Board further authorized the Delegation of Authority to the School Business Administrator for Supervision of the Capital Maintenance Project.

Section 3. This resolution shall take effect immediately.

- 15.** Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the cancellation of the Preschool Facilities Expansion Project for Hazel Elementary School.
- 16.** Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the following Resolution:

The West Orange Board of Education hereby resolves to implement the following:

- Effective January 1, 2025, the Section 125 Flexible Spending Account (FSA) program will transition from the current plan with TASC to a new plan administered by Flex Facts. The initial plan year will run from January 1, 2025 through August 31, 2025, to align with the school year. The annual maximum contribution will be prorated based on the IRS maximum, with deductions for all employees distributed over 20 payroll periods. Beginning September 1, 2025, and for subsequent plan years, the program will operate on a September 1 through August 31 schedule, allowing employees to contribute up to the full IRS maximum.
- Effective immediately, the district is appointing Lisa Perri’s Premier District



Office and Brown & Brown Insurance as the district's broker and servicing office for the current Colonial Life voluntary benefits. This benefit will continue to be offered to employees at no cost to the district through payroll deduction.

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

Donor	Recipient	Donation
Tools for Schools	Mountaineer Auto Shop	\$2,260.00 - 2nd Place Competition Winner
West Orange HS Girls Basketball Parents Booster	Mountaineer Mentors	\$300.00
Silverio Bastiao	West Orange High School Auto Club	\$200.00

18. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the fiscal year 2026 Budget Calendar. (Att. #11)
19. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the 2025-2026 Budget goals. (Att. #12)

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

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 December 16, 2024.
2. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the submission of the Health and Safety Evaluation of School Buildings Statement of Assurance for the 2024 - 2025 school year.

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

XI. PETITIONS AND HEARINGS OF CITIZENS

XII. NEXT BOARD MEETING for Reorganization to be held at 5:30 p.m. on January 6, 2025 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 7:03 p.m.

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (VV)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary