



WEST ORANGE BOARD OF EDUCATION
Public Board Meeting February 24 2025
5:30 P.M. Executive Session
6:30 P.M. Public Session
West Orange High School
51 Conforti Avenue

Minutes

I. ROLL CALL OF THE MEMBERS

Present: President Rock, Vice President Ivker, Dr. Bryant, Mr. Stevenson and Ms. Vera.
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 7, 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
- 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 January 27, 2025
(Att. #1)

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock



VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. Academic Excellence Award- SAT Perfect Score
- B. 2024-2025 Educator of the Year Recognition
- 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
Irene Fiory	Redwood	Kindergarten	Retirement 23 years	7/1/25
Sue Kolkka	Liberty	Mathematics	Retirement 28 years	7/1/25
Kathleen Laszlo	Redwood	Grade 4	Retirement 25 years	7/1/25 amended from 4/1/25
Lisa Picini-Asman	Gregory	Health and Physical Education	Retirement 36 years	7/1/25
Gabrielle Salvato	Gregory	Kindergarten	Resignation	3/28/25

- b. 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
Christina DeMarco	WOHS	Paraprofessional	Retirement 17 years	7/1/25
Raquel Sardina	WOHS	Paraprofessional	Retirement 25 years	7/1/25

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

Employee #	Effective Date
9364	2/7/25 amended from 1/9/25
9433	3/7/25



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
Margaret Konner	WOHS	Additional Teaching Assignment 4/1/25 - 6/18/25	2/11/25

3. Appointments

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Nyesha Feggins	Liberty	School Nurse	Tan	MA+45	6	\$83,539 prorated	2/18/25 - 6/30/25
Esther Okassi	Liberty	English Language Arts Leave Replacement	Guzman	BA	5	\$65,893 prorated	3/10/25 - 5/2/25
Esther Okassi	Roosevelt	English Language Arts Leave Replacement	Mena	BA	5	\$65,893 prorated	5/5/25 - 6/18/25

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

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Lemont Harris	Redwood	Custodian Mid Shift	Temple, Jr reassigned	Custodian	1	\$40,710 prorated includes shift differential of \$285	2/10/25 - 6/30/25
Stephanie Stevenson	BMELC	Paraprofessional	Brennan	BA	4	\$35,363 prorated	2/25/25 - 6/30/25
Irvin Thomas	Buildings & Grounds	Maintenance	Andrade	Maintenance	5	\$50,500 prorated	2/25/25 - 6/30/25
Genesis Vallejo Lugo	Buildings & Grounds	Custodian Night Shift	Micic	Custodian	1	\$41,005 prorated includes shift differential of \$580	2/25/25 - 6/30/25
Brian Velez	WOHS	Custodian Night Shift	Harbin Jr	Custodian	1	\$41,005 prorated includes shift differential of \$580	2/10/25 - 6/30/25

- c. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for salary adjustments for the following training level changes for WOEA certificated and non-certificated staff, retroactive to January 1, 2025. (Att. #2)
- 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
Danielle Bridge	Liberty	Mathematics Leave of Absence - Patel	1/2/25 - 2/19/25 amended from 1/2/25 - 3/31/25
Kristen Flynn	Liberty	Mathematics Leave of Absence - Patel	1/2/25 - 2/19/25 amended from 1/2/25 - 3/31/25
Stacy Marcus	Liberty	Mathematics Leave of Absence - Patel	1/2/25 - 2/19/25 amended from 1/2/25 - 3/31/25
Bryan Zengewald	Liberty	Mathematics Leave of Absence - Patel	1/2/25 - 2/19/25 amended from 1/2/25 - 3/31/25
Rochell Alves	WOHS	World Language Leave of Absence - Daquin	1/2/25 - 6/18/25 amended from 1/2/25 - 3/3/25
Maria Blanco	WOHS	World Language Leave of Absence - Daquin	1/2/25 - 6/18/25 amended from 1/2/25 - 3/3/25
Susan Leon Guerrero	WOHS	World Language Leave of Absence - Daquin	1/2/25 - 6/18/25 amended from 1/2/25 - 3/3/25
Dana Peart	WOHS	World Language Leave of Absence - Daquin	1/2/25 - 6/18/25 amended from 1/2/25 - 3/3/25
Juan Roncero	WOHS	World Language Leave of Absence - Daquin	1/2/25 - 6/18/25 amended from 1/2/25 - 3/3/25
Jonathan Tick	WOHS	Special Education Leave of Absence - Mazurek	4/1/25 - 6/18/25

- e. Superintendent recommends approval to the Board of Education for the following negotiated Co-Curricular Assignments:

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Francesco Composto	Kelly	Orchestra Club	\$750	2024-2025
Jean Cenatus	Liberty	French Club	\$1,673	2024-2025
Lisette Villalobos	Liberty	Crochet Club	\$1,673	2024-2025
Benjamin Aaron Kron OOD	WOHS	Israeli Culture Club Volunteer	N/A	2024-2025
Ahmad Sehwal	WOHS	Palestinian Culture Club	\$836.50	2024-2025
Luciano Zeoli	WOHS	Percussion Ensemble-Indoor: Assistant Director	\$1,196	2024-2025

- f. Upon recommendation of the Superintendent of Schools approval by the Board of Education to amend the following Mentor Fee for the 2024-2025 school year:

Mentor	Provisional Teacher	Location	Mentor Fee	Effective Dates
Stacy Varanelli	George Hernandez Bentiez	Hazel	\$550	10/7/24 - 6/30/25



- 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
Nancy Hopkins	Redwood	Para to provide student support for Harry Potter STEM program Substitute	\$26.82 per hour not to exceed 7 hours as assigned	2/1/25 - 3/31/25
Maureen Lilli	Redwood	Para to provide student support for Harry Potter STEM program	\$26.82 per hour not to exceed 7 hours	2/1/25 - 3/31/25
Doral Smith Vickers	Redwood	Para to provide student support for Pyramid Fitness Clinic	\$26.82 per hour not to exceed 7 hours	2/1/25 - 3/31/25
Anna Tong	Redwood	Para to provide student support for After School Enrichment-Vets Academy STEM	\$26.89 per hour not to exceed 7 hours	2/1/25 - 3/31/25
Janine Falk	Washington	Morning Tutoring Substitute	\$57.13 per hour* not to exceed 51 hours as assigned	2/3/25 - 6/6/25
Nicole McArdle	Washington	Morning Tutoring Substitute	\$57.13 per hour* not to exceed 51 hours as assigned	2/3/25 - 6/6/25
Danelle Ratus	Washington	Morning Tutoring Substitute	\$57.13 per hour* not to exceed 51 hours as assigned	2/3/25 - 6/6/25
Karen Wynn	Washington	Morning Tutoring Substitute	\$57.13 per hour* not to exceed 51 hours as assigned	2/3/25 - 6/6/25
Elizabeth Moss	Washington	Nurse to provide student support for Morning Tutoring Program	\$62.89 per hour not to exceed 32 hours	2/3/25 - 6/6/25
Elizabeth Moss	Washington	Nurse to provide student support for after school Theatre Club	\$62.89 per hour not to exceed 12 hours	1/2/25 - 4/30/25
Mariam Obeidallah	Edison	After School Support Program (Math / ELA)	\$57.13 per hour not to exceed 3 hours per week as assigned	12/2/24 - 4/30/25
Andrew Mazurek	WOHS	District Printing Projects	\$45.47 per hour as needed	1/2/25 - 6/18/25
Eleanora Ackerman	WOHS	School Nurse to provide student physicals	\$62.89 per hour not to exceed 6 hours	5/27/25, 5/29/25
Denise Werzen	WOHS	School Nurse to provide student physicals	\$62.89 per hour not to exceed 6 hours	5/27/25, 5/29/25
Trish Dellosso	WOHS	Administrative Assistant to provide clerical support during student physicals	\$28.57 per hour not to exceed 10 hours	5/27/25, 5/29/25
Eridania Perez	WOHS	Administrative Assistant to provide clerical support during student physicals	\$28.57 per hour not to exceed 10 hours	5/27/25, 5/29/25

*funded via ESEA Title IA

- h. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following Paraprofessionals to be compensated for attending StoneGate Security Training: (Att. #3)



- i. 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
Tiana Cipot	Caldwell University	Redwood	2/25/25 - 5/30/25
Makaia Morris	Seton Hall University	Redwood revised	1/28/25 - 12/19/25
Tatyana Rodriguez	Caldwell University	Washington	2/28/25 - 5/30/25
Paige Steir	Montclair State University	WOHS	9/5/25 - 6/12/25

- j. 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
Sylvester Johnson	N/A					X
Jorge Lopez	N/A			X		
Sharon Mattola	N/A			X		
Yolanda Maurizaca	N/A			X		
Onel Sanchez Saker	N/A					X
Annette Towson*	Standard	X				

*effective 3/1/25

- k. 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. #4)

4. Leaves of Absence:

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

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
8502 Medical	WOHS	11/26/24 - 2/28/25	3/3/25 - 5/30/25 amended from 2/27/25 - 2/28/25	N/A	6/2 amended from 3/3/25
4867 Medical	Washington	9/16/24 - 10/1/24	10/2/24 - 12/20/24	1/2/25 - 3/31/25 amended from 1/2/25 - 1/31/25	4/1/25 amended from 2/3/25
7175 Family	Roosevelt	4/21/25 - 6/2/25	6/3/25 - 6/30/25 9/1/25 - 10/31/25	11/3/25 - 6/30/26	9/1/26
4967 Medical	Liberty	1/2/25 - 2/19/25 amended from 1/2/25 - 2/28/25	N/A	N/A amended from 3/3/25 - 3/31/25	2/20/25 amended from 4/1/25
5202 Family	BMELC	3/31/25 - 5/30/25	6/2/25 - 6/30/25 9/1/25 - 10/31/25	N/A	11/3/25

- 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
7995 Medical	Kelly	N/A	N/A	12/5/24 - 4/10/25 amended from 12/5/24 - 1/24/25	4/11/25 amended from 1/27/25
7206 Medical	Buildings & Grounds	N/A	2/21/25 - 4/4/25	N/A	4/7/25
7804 Personal	Transportation	2/3/25 - 2/14/25	N/A	2/18/25	2/19/25
4452 Medical	Hazel	N/A	N/A	9/18/24 - 3/4/25 amended from 9/18/24 - 2/4/25	3/5/25 amended from 2/5/25
8791 Personal	BMELC	N/A	N/A	5/22/25 - 5/28/25	5/29/25
7807 Medical	Transportation	N/A	N/A	consecutive Mondays 3/10/25 - 5/19/25	5/20/25
6418 Personal	WOHS	N/A	2/10/25 - 2/21/25	N/A	2/24/25

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
Shannon Hughes Involuntary	Redwood	Kindergarten Inclusion	Redwood	Grade 2 Resource	1/27/25

- 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
Christopher Aborisade Voluntary	Gregory	Paraprofessional	Kelly	Paraprofessional	2/7/25
Kaliquah Davis Voluntary	BMELC-WES	Paraprofessional	BMELC	Paraprofessional	2/24/25

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to approve the district Affirmative Action Team to conduct a needs assessment and develop a three-year Comprehensive Equity Plan (CEP) for School Years 2025-2026 through 2027-2028 in accordance with *N.J.A.C. 6A:7*, Managing for Equity in Education.

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

B. CURRICULUM AND INSTRUCTION

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



Applications for School Business requests. (Att. #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 David Nash from NJPSA FEA to provide Professional Development to HIB Coordinators on updated HIB law in the amount of \$2,300. Training is funded by an ESEA Title II grant.
4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of Sterrett Education Services to provide Professional Development to LLD teachers at Kelly Elementary for Small Group and Collaboration Strategies in the amount of \$4,000. Training is funded by an ESEA Title I grant.
5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the National Institute For Early Education Research at Rutgers to provide 3-Day Group Training on the Early Childhood Environment Rating Scale, Third Edition (ECERS-3) to Three (3) teachers at Betty Maddalena Early Learning Center in the amount of \$2,250.00.

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

C. FINANCE

a.) Special Services

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following out of district placements for the 2023-2024 and 2024 - 2025 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
2459519795	Arc of Essex County's Stepping Stones School	Tuition: \$31,046.00 86 days @ \$361.00/day 2/3/25 - 6/18/25	Unbudgeted
2401085	ECLC of New Jersey Ho-Ho-Kus	Tuition: \$38,313.93 87 days @ \$440.39/days 2/3/25 - 6/25/25	Unbudgeted
1204070	Windsor Prep High School	Tuition: \$9,539.70 30 days @ \$317.99 1:1 Aide: \$9,876.30 30 days @ \$317.99 7/1/24 - 8/13/24	Unbudgeted
1607012	Chancellor Academy	Tuition: \$43,619.25 95 days @ 459.15/day 1/21/25 - 6/18/25	Unbudgeted



2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Union County Educational Services Commission to provide Home Instruction services for the 2024-2025 school year.

Services	Rate	Budgeted/Unbudgeted
Home Instruction Services	\$74/hour	Unbudgeted

b.) Business Office

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the February 24, 2025 Bills List in the amount of \$25,879,145.25.
2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the December 2024 transfers within the 2024-2025 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #7)
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 December 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. #8)
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 December 2024, which report is in agreement with the Secretary's Report. (Att. #9)
5. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the 2024 ESY program of the Special Education Tuition Contract between Verona Board of Education and the West Orange Board of Education for Student #2201065.
6. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education for approval of submission of the FY2025 amended IDEA application including carryover funds:

Basic	
Allocation	\$1,968,716
Carryover	\$322,553
Total	\$2,291,269



Preschool	
Allocation	\$76,348
Carryover	\$2,598
Total	\$78,946

7. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to approve the reallocation of the Liberty Middle School's unspent, undesignated Student Activities funds raised from prior years in the amount of \$10,000 for purchase of materials and equipment to establish a new student lounge to be known as The Lion's Den.
8. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education for FY25 capital projects funds to be reallocated from the unspent available funds, designated for the Electrical Upgrades in all Elementary Schools project to fund the Mount Pleasant Elementary School construction of a six preschool classroom Modular Building project in the current year budget.
9. 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	• Lenovo Chromebooks	\$1,747.14
Golda Och Lower School	• Vivacity Work in Case with Pouc9 (3)	\$105.66
Golda Och Upper School	• Kodak digital camera with memory card and battery pack	\$810.30
Golda Och Upper School	• Lenovo Chromebooks	\$4,950.23
Golda Och Upper School	• Vivacity Work in Case with Pouch (7)	\$215.47

MOTION: Mr. Stevenson

SECOND: Ms. Vera

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

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 February 24, 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 January 27, 2025, the Superintendent reported HIB Incident Number(s) 009, 010, 011, 012, 013, 014, 015, 016 to the Board; and

Whereas, on January 29, 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) 009, 010, 011, 012, 013, 014, 015, 016 for the 2024-2025 school year for the reasons conveyed to the Board.”

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

XI. **PETITIONS AND HEARINGS OF CITIZENS**

XII. **NEXT BOARD MEETING to be held at 6:30 p.m. on March 17, 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 8:53 p.m.**

MOTION: Vice President Ivker

SECOND: Dr. Bryant

VOTE: 5-0 (VV)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary