



January 22, 2024  
Minutes

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting January 22, 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, 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](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 December 20, 2023, Addendum Minutes - December 20, 2023 and January 4, 2024. (Att. #1)**

**MOTION:** Mr. Stevenson

**SECOND:** Mr. Ivker

**VOTE:** 4-0 (RC)

Yes  
Ivker

Yes  
Stevenson

Yes  
Vera

Yes  
Rock



**VII. ACKNOWLEDGEMENT OF THE RESIGNATION OF BOARD MEMBER JENNIFER TUNNICLIFFE**

**VIII. STUDENT LIAISON REPORT**

**IX. SUPERINTENDENT/BOARD COMMITTEE REPORTS**

- A. Comprehensive Financial and Auditor's Management Reports - presented by Robert Haag of Lerch, Vinci & Bliss, LLP
- B. HIB Report

**X. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS  
-Board of Education Candidate Interviews**

**XI. EXECUTIVE SESSION  
-Board Members to Deliberate on Board of Education Candidates**

**MOTION:** Mr. Ivker                      **SECOND:** Mr. Stevenson                      **VOTE:** 4-0 (RC)

<u>Yes</u>	<u>Yes</u>	<u>Yes</u>	<u>Yes</u>
Ivker	Stevenson	Vera	Rock

**XII. BOARD MEMBERS RECONVENE INTO PUBLIC SESSION**

**MOTION:** Mr. Ivker                      **SECOND:** Mr. Stevenson                      **VOTE:** 4-0 (RC)

<u>Yes</u>	<u>Yes</u>	<u>Yes</u>	<u>Yes</u>
Ivker	Stevenson	Vera	Rock

**XIII. 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
Michael Acey-Van Brunt	Edison	Special Education	Resignation	1/5/24 amended from 1/24/24
Rana Elkadi	WOHS	Class Co-Advisor: Class of 2027	Resignation	1/1/24
Rana Elkadi	WOHS	Healthy Living Club Co-Advisor	Resignation	1/1/24
Tonio Favetta	WOHS	English	Retirement 18 years	7/1/24
Helen Huang-Hobbs	WOHS	Chemistry	Resignation	12/7/23 amended from



				6/30/24
Diane Mitchell	WOHS	Physical Education	Retirement 24 years	7/1/24
Stephanie Rosario	Edison	Science	Resignation	12/31/23 amended from 1/15/24

- 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
Tyrai Beals	Washington	Paraprofessional	Resignation	12/22/23 amended from 12/13/23
Gladies Exum	Transportation	Bus Monitor Part-time	Retirement 3 years	7/1/24
Lisa Wnek	ECLC	Administrative Assistant	Retirement 27 years	7/1/24

## 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
Zarah Ahmad	Edison	Special Education / Mathematics	Acey-Vanbrunt	BA	4	\$64,286 prorated	1/8/24 - 6/30/24
Hannah DuBois EduStaff	Gregory	Grade 5 Extended Assignment Sub	Suarez Reassigned	N/A	N/A	\$200* per diem	1/23/24 - 3/19/24
Manuela Gonnella	WOHS	School Counselor Long Term Substitute	Fahey	MA	N/A	\$375 per diem	1/2/24 - 3/8/24
Kelly Palermo EduStaff	Mt. Pleasant	Grade 4 Extended Assignment Sub	Battista	N/A	N/A	\$200* per diem	1/16/24 - 3/12/24
Kelly Scheper	Hazel	Grade 4	Portuese	BA+15	4	\$65,003 prorated	1/23/24 - 6/30/24
Maria Torres	ECLC	Preschool Instructional Coach	New	MA+15	13	\$83,140.70 prorated includes stipend of \$4,760.70	1/5/24 - 6/30/24

\*Paid via EduStaff

- 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
Freda Acquah	ECLC	Paraprofessional	New	Non-Degree	5	\$32,126 prorated	1/23/24 - 6/30/24
Daquan Bailey	Roosevelt	Custodian Night-shift	New	Custodian	2	\$41,450 prorated includes shift differential of \$580	1/2/24 - 6/30/24



Ralph Demarais	Gregory	Security Officer	Navarro	Security	3	\$47,100 prorated	1/23/24 - 6/30/24
Kiara Goode	Washington	Paraprofessional	New	Non-Degree	3	\$31,678 prorated	1/23/24 - 6/30/24
Walnisha Irving	Transportation	Bus Driver Part-time	Headley	N/A	N/A	\$26.37 perr hour	1/17/24 - 6/19/24
Nicole Miraglia	Kelly	Paraprofessional	New	Non-Degree	5	\$32,126 prorated	1/29/24 - 6/30/24
April Morgan	Mt. Pleasant	Administrative Assistant 10 months	Machuca Reassigned	Column I	14	\$62,936.31 prorated includes BA Stipend of \$1,338.31	1/8/24 - 6/30/24
Amirah Toler Stoute	Central Office	Administrative Assistant	Lopez	Column IV	10	\$75,330 prorated	2/5/24 - 6/30/24

- c. 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
Michael Acey-Van Brunt	Edison	Special Education - Vacancy	10/16/23 - 1/5/24 amended from 10/16/23 - TBD
Anton Carrera	Edison	Special Education - Vacancy	1/8/24 - 6/19/24
Erkia DeVos	Edison	Special Education - Vacancy	10/16/23 - 6/19/24 amended from 10/16/23 - TBD
Nicole Shipitofsky	Edison	Special Education - Vacancy	10/16/23 - 6/19/24 amended from 10/16/23 - TBD

- d. Superintendent recommends approval to the Board of Education for the following negotiated co-curricular assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Christopher Todd	Liberty	Basketball: Girls	\$5,575 amended from \$5,392	2023-2024
Sandra Marmolejos	Roosevelt	Poetry Club	\$1,617 prorated	9/1/23 - 1/30/24
Omotayo Mebude	Roosevelt	Basketball: Boys	\$5,575 amended from \$5,392	2023-2024
Rana Elkadi	WOHS	Class Co-Advisor: Class of 2027	\$1,207.50 prorated	9/1/23 - 1/1/24
Rana Elkadi	WOHS	Healthy Living Club Co-Advisor	\$808.50 prorated	9/1/23 - 1/1/24
Karen Green	WOHS	Healthy Living Club Advisor	\$1,617 amended from \$808.50	1/2/24 - 6/30/24
Tersa Harris	WOHS	Class Advisor: Class of 2027	\$2,415 amended from \$1,207.50	1/2/24 - 6/30/24
Brian Helias - OOD	WOHS	Percussion Ensemble-Indoor: Pit Technician	\$2,315	2023-2024
James Matsakis	WOHS	Lacrosse: Boys' Head Coach	\$12,705	2023-2024



Douglas Nevins	WOHS	Volleyball: Boys' Assistant Coach	\$9,554	2023-2024
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- e. 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
Oliva Betances	Roosevelt	Coordinator of Diversity, Equity, Access & Inclusion	\$5,000 prorated	1/2/24 - 6/30/24
Joel Castillo	Hazel	Coordinator of Diversity, Equity, Access & Inclusion	\$5,000 prorated	1/2/24 - 6/30/24
Diana Ferrera	Gregory	PD Instructor Diving into I-Ready Data and Instructional Planning	\$82.24 per hour not to exceed 5 hours	2/5/24
Tanya Gaborow	Mt. Pleasant	PD Instructor Diving into I-Ready Data and Instructional Planning	\$82.24 per hour not to exceed 5 hours	2/5/24
Allison Gibbons	Central Office	PD Instructor: PreK-5 Elementary Teachers-Innovate and Elevate: AI Solutions	\$82.24 per hour not to exceed 1.5 hours amended from \$125 per hour	4/15/24
Kimya Jackson	Redwood	Coordinator of Diversity, Equity, Access & Inclusion	\$5,000 prorated	1/2/24 - 6/30/24
Keri Orange-Jones	Edison	Coordinator of Diversity, Equity, Access & Inclusion	\$5,000 prorated	1/2/24 - 6/30/24
Felix Plata	WOHS	Coordinator of Diversity, Equity, Access & Inclusion	\$5,000 prorated	1/2/24 - 6/30/24
Tynia Thomassie	Central Office	PD Instructor: 6-12 Elementary Teachers-Innovate and Elevate: AI Solutions	\$82.24 per hour not to exceed 1.5 hours amended from \$125 per hour	4/15/24

- f. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following mentor assignments to be funded by the provisional teacher.

Mentor	Provisional Teacher	Location	Mentor Fee	Effective Dates
Christina Ferinde	Zarah Ahmad	Edison	\$367	1/8/24 - 6/30/24
Kristen Landosca	Samantha Colmanetti	Gregory	\$367	1/2/24 - 6/30/24
Karen Lott	Kelly Scheper	Hazel	\$367	1/23/24 - 6/30/24
Eileen Milano	Michael Quintieri	WOHS	\$667	1/8/24 - 6/30/24

- g. 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
William Lesch	Kean University	WOHS	1/29/24 - 5/3/24
Sara Rankin	Caldwell University	Liberty	1/2/24 - 5/12/24
Jamani Thompson	Caldwell University	WOHS	1/2/24 - 6/19/24



### 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
5155 Medical	WOHS	12/11/23 - 6/30/24 amended from 12/11/23 - 1/8/24	N/A amended from 1/9/24 - 6/30/24	N/A	9/1/24
8502 Medical	WOHS	1/11/24 - 2/29/24 a.m. only -	2/29/24 p.m. only - 3/8/24	N/A	3/11/24
6740 FMLA	WOHS	N/A	5/13/24 - 6/7/24	N/A	6/10/24
6831 Family	Roosevelt	2/29/24 - 5/2/24 amended from 1/29/24 - 5/2/24	5/3/24 - 6/30/24	N/A	9/1/24
4150 FMLA	WOHS	N/A	1/2/24 - 3/8/24	N/A	3/11/24

- 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
8687 Personal	Transportation	N/A	N/A	2/12/24 - 3/4/24	3/5/24
9210 Medical	Washington	11/17/23 - 12/1/23	N/A	12/4/23 - 1/1/24 amended from 12/4/23 - 1/5/24	1/2/24 amended from 1/8/24
7655 Medical	WOHS	1/22/24 - 2/19/24	N/A	N/A	2/20/24
7804 Personal	Transportation	N/A	N/A	1/29/24 - 2/2/24 2/8/24 - 2/9/24	2/12/24
4847 Medical	Washington	2/15/24 - 5/9/24	N/A	N/A	5/10/24
4547 FMLA	Mt. Pleasant	N/A	1/16/24 - 2/23/24	N/A	2/26/24
8007 Medical	Transportation	N/A	1/8/24 - 1/10/24	N/A	1/11/24

### 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
Robert Sabino Voluntary	BMELC	Head Custodian	ECLC Community House	Head Custodian	9/6/23



5. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following job description(s): (Att. #2)

Job Description	New	Revised
Preschool Instructional Coach		X

**MOTION:** Mr. Stevenson

**SECOND:** Mr. Ivker

**VOTE:** 4-0 (RC)

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. #3)
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 2023-2024 school year. (Att. #4)
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for Inspired Instruction, LLC to provide curriculum revision support and professional development for the revised 2023 ELA and Math standards to K-12 teachers in the amount of \$81,500 funded by ESSER funds.
4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for Teacher Created Materials to provide professional development to K-12 Teachers for Social Studies mandates in the amount of \$5,500 funded by local funds.
5. Upon the recommendation of the of the Superintendent of Schools, approval of the submission of the NJ High Impact Tutoring Reissue Competitive Grant for Fiscal Year 2025 in an amount to be determined by the state of NJ if the application for West Orange is accepted and acceptance of the grant award of these funds upon subsequent approval of the FY2025 NJHigh Impact Tutoring Reissue Competitive Grant application.
6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for Lo Logramos Consulting LLC to provide professional development in Comprehensible Input and other Language Acquisition strategies to ESL and World Language teachers in the 2023-2024 school year in the amount of \$4,800 funded by local funds.

**MOTION:** Mr. Stevenson

**SECOND:** Mr. Ivker

**VOTE:** 4-0 (RC)

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 2023-2024 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1606117	Essex Valley School	Tuition: \$48,230.00 106 days @ \$455.00/day	Unbudgeted

2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following service providers for Independent Specialist Evaluations for the 2023-2024 school year:

Student #	Provider	Type of Service	Cost	Not to Exceed	Budgeted/Unbudgeted
2209144	Lake Drive Program 10 Lake Drive Mountain Lakes, NJ 07046	Psychological Evaluation Educational Evaluation Speech/Language Evaluation	\$875.00 \$875.00 \$875.00	\$2,625.00	Unbudgeted

### b.) Business Office

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the January 22, 2024 Bills List in the amount of 22,379,240.00.
2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the December 2023 transfers within the 2023-2024 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #5)
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 2023, 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. #6)
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 2023, which report is in agreement with the Secretary's Report. (Att. #7)
5. Upon recommendation of the Superintendent of Schools, approval 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	<ul style="list-style-type: none"><li>• 25 Chromebooks</li><li>• 25 Google Chrome Education</li></ul>	\$6881.75

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the out of district placement for Student # 1709091 to attend Essex Regional Educational Services Commission-Campus Academy for the 2023 - 2024 school year for the tuition amount of \$32,890.00.
7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with TESO Consulting Group Leaders in Educational Equity for the 2023-2024 school year in the amount of \$43,750. (Att. #8)
8. Upon recommendation of the Superintendent of Schools acceptance by the Board of Education of the financial audit and synopsis of the 2022-2023 school year as prepared by the firm Lerch, Vinci & Higgins, LLP. (Att. #9)
9. Upon recommendation of the Superintendent of Schools approval by the Board of Education of an audit corrective action plan for the remediation of recommendations noted in the financial audit of the 2022-2023 school year. (Att. #10)
10. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the Transportation Agreement between Union County Educational Services Commission (UCESC) and the West Orange Board of Education for the 2023-2024 school year.

**MOTION:** Mr. Stevenson

**SECOND:** Mr. Ivker

**VOTE:** 4-0 (RC)

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 January 22, 2024.

**MOTION:** Mr. Ivker

**SECOND:** Ms. Vera

**VOTE:** 4-0 (RC)

Yes  
Ivker

Yes  
Stevenson

Yes  
Vera

Yes  
Rock

#### **E. MISCELLANEOUS**

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education to approve the 2024-2025 District Calendar. (Att. #11)



**MOTION:** Mr. Ivker

**SECOND:** Mr. Stevenson

**VOTE:** 4-0 (RC)

Yes  
Ivker

Yes  
Stevenson

Yes  
Vera

Yes  
Rock

**XIV. PETITIONS AND HEARINGS OF CITIZENS**

**XIII. NEXT BOARD MEETING to be held at 6:30 p.m. on February 26, 2024 at West Orange High School.**

**XV. 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.

**XVI. ADJOURNMENT at 8:59 p.m.**

**MOTION:** Mr. Stevenson

**SECOND:** Mr. Ivker

**VOTE:** 4-0 (RC)

**Respectfully submitted,**

*Tonya M. Flowers*

**Tonya M. Flowers, Board Secretary**