



WEST ORANGE BOARD OF EDUCATION
Public Board Meeting May 5, 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, Mr. Stevenson and Ms. Vera.
Absent: Dr. Bryant.

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
- 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 April 28, 2025 (Att. #1)

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 4-0 (RC)

Absent
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock



VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. AAPI Heritage Month Recognition
- B. 2025-2026 Budget Presentation
- 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
Maheen Ahmad	Edison	English Language Arts	Resignation	6/30/25
Mallory DeMarco	WOHS	Special Education	Resignation	6/30/25
Amanda James	Gregory	Counselor	Resignation	6/30/25
Veronica Jordan	Liberty	Science	Resignation	6/30/25
Miji Lee	Mt. Pleasant	Grade 3	Resignation	6/30/25
Delina Lyons	WOHS	School Psychologist	Resignation	6/30/25
Samantha Miller	Liberty	Special Education	Resignation	6/30/25
Steven Thompson	WOHS	Library Media Specialist	Resignation	6/30/25
Gabrielle Vega	Gregory	Grade 2	Resignation	6/30/25

- 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
Michelle Brown	WOHS	Paraprofessional	Resignation	6/30/25
Rebecca Temple	WOHS	Paraprofessional	Resignation	6/30/25

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
Derek Smith	Roosevelt	Peer Tutoring Co-Advisor	9/1/24



3. Appointments

a. 2024-2025 School Year

- 1) 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
Roger Bryson	Roosevelt	Peer Tutoring Advisor	\$1,673 amended from \$836.50	9/1/24

- 2) 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
Jean Freedman-OOD	District	ESY Program Substitute	\$26.82 per hour as assigned	6/23/25 - 7/25/25
Jodie Goldstein	District	ESY Transition Coordinator	\$57.13 per hour not to exceed 40 hours	6/23/25 - 7/25/25
Lesley Diglio	District	Professional Development: K-5 ELA District Assessment Training	\$85.11 per hour not to exceed 4 hours	6/10/25
Diana Ferrera	District	Professional Development: K-5 ELA District Assessment Training	\$85.11 per hour not to exceed 4 hours	6/10/25
Tanya Gaborow	District	Professional Development: K-5 ELA District Assessment Training	\$85.11 per hour not to exceed 4 hours	6/10/25
Stephanie Ross	District	Professional Development: K-5 ELA District Assessment Training	\$85.11 per hour not to exceed 4 hours	6/10/25
Nikole Santucci	District	Professional Development: K-5 ELA District Assessment Training	\$85.11 per hour not to exceed 4 hours	6/10/25
Jennifer Sissman	District	Professional Development: K-5 ELA District Assessment Training	\$85.11 per hour not to exceed 4 hours	6/10/25
Maria Breslin	Kelly	Para to provide student support for Enrichment Craft Program	\$26.82 per hour not to exceed 36 hours	4/1/25 - 5/31/25
Isabel Guerra Novoa	Kelly	Para to provide student support for Enrichment Craft Program	\$26.82 per hour not to exceed 36 hours	4/1/25 - 5/31/25
Derek Smith	Roosevelt	Para to provide student support for DLM Testing	\$26.82 per hour not to exceed 14 hours	4/1/25 - 5/31/25
Katelyn Antico	WOHS	Curriculum Writing: Algebra I Workshop	\$45.47 per hour not to exceed 30 hours	2024-2025
Jessica Nuzzi	WOHS	Curriculum Writing: Algebra I Workshop	\$45.47 per hour not to exceed 30 hours	2024-2025
Sandra White	WOHS	Para to provide student support for Flag Football practice and games	\$26.82 per hour not to exceed 30 hours	2024-2025

b. 2025-2026 School Year

- 1) Superintendent recommends approval to the Board of Education for the renewal of contracts for the following staff members for the 2025-2026 school year. Step and salary may be adjusted upon ratification of Collective Bargaining Agreement:



- (a) Tenured and non-tenured certificated staff (Att. #2)
 - (b) Tenured and non-tenured administrative assistants (Att. #3)
 - (c) Tenured and non-tenured custodial/maintenance staff (Att. #4)
 - (d) Paraprofessional staff (Att. #5)
 - (e) Security staff (Att. #6)
 - (f) Transportation staff (Att. #7)
 - (g) Technology staff (Att. #8)
- 2) Superintendent recommends approval to the Board of Education of rates of pay for the additional assignments below for the 2025-2026 school year. Rates may be adjusted upon ratification of Collective Bargaining Agreement:
- (a) All district certificated staff to provide home instruction, as assigned, at the WOEa contractual rate, \$85.11 per hour
 - (b) All district paraprofessional staff to provide assistance to students for after school activities/sports, as assigned, at the WOEa contractual rate, \$26.82 per hour
 - (c) All district staff to provide the following services, as assigned, at the WOEa contractual rates indicated:
 - (i) A.M. / P.M. Bus Duty: \$40.81 per diem
 - (ii) Breakfast / Lunch Duty: \$40.81 per diem
 - (iii) Edison Aftercare Program: \$23.34 per hour (not to exceed 3.5 hours per day)
 - (iv) General Detention: \$40.81 per diem
- 3) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2025 Summer Enrichment Program assignment(s): (Att. #9)
- 4) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2025 Summer Counselor assignment(s). Rates may be adjusted upon ratification of Collective Bargaining Agreement: (Att. #10)
- 5) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2025 Child Study Team assignment(s). Rates may be adjusted upon ratification of Collective Bargaining Agreement: (Att. #11)

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
7162 Family	Edison	N/A	N/A	9/1/25 - 6/30/26	9/1/26

- a. 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
9156 Family	St. Cloud	4/1/25 - 4/11/25	4/21/25 - 5/2/25 amended from 4/21/25 - 5/30/25	N/A	5/5/25 amended from 6/2/25



5. 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
Eleonora Ackerman Voluntary	WOHS	School Nurse	Edison	School Nurse	5/5/25

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 3-0 (RC)

Absent
Bryant

Yes
Stevenson

Abstain
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. #12)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of Curriculum Associates to provide Professional Development to Reading Specialists for iReady training of Universal Screeners and Assessments in the amount of \$2,300.00 funded by Title II and Title IV grants.

MOTION: Mr. Stevenson

SECOND: Ms. Vera

VOTE: 4-0 (RC)

Absent
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 2024 - 2025 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1713013	Benway School	Tuition: \$23,416.50 50 days @ \$468.33/day	Budgeted

2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following service provider for the district substitute nursing services and field trips for the 2024-2025 school year:

Provider	Type of Service	Not to Exceed
Sunbelt Staffing Agency	Substitute Nursing as needed in the district	\$90,000



b.) Business Office

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the May 5, 2025 Bills List in the amount of \$6,739,190.62.
2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the March 2025 transfers within the 2024-2025 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #13)
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 March 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. #14)
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 March 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 of the following Tentative Budget resolution:

BE IT RESOLVED, that the budget be approved for the 2025 - 2026 School Year using the 2025 - 2026 State Aid figures and the Secretary to the Board of Education be authorized to submit the following tentative budget to the Executive County Superintendent of Schools for approval:

	General Fund	Special Revenues	Debt Service	Total
2025 - 2026 Total Appropriations	\$ 200,489,456	\$ 14,480,658	\$ 5,935,377	\$ 220,905,491
Less: Anticipated Revenues	\$ 41,074,152	\$ 14,480,658	\$ 596,785	\$ 56,151,595
Taxes to be raised	\$ 159,415,304	\$ (0)	\$ 5,338,592	\$ 164,753,896

BE IT FURTHER RESOLVED, that a public hearing be held at the West Orange High School in the Library Media Center located at 51 Conforti Avenue on May 5, 2025 at 6:30pm, for the purpose of conducting a public hearing on the budget for the 2025 - 2026 school year.

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

BE IT RESOLVED that the West Orange Board of Education includes in the budget a Health Care Costs adjustment as calculated in the budget software and pursuant to N.J.S.A. 18A:7F-38 subsection (d) in the amount of \$132,482. The additional funds will be used to pay for the additional increases in health care premiums.



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

BE IT RESOLVED that the West Orange Board of Education includes in the budget the adjustment for banked cap in accordance with N.J.A.C. 6A:23A-10.1(b). The district has fully exhausted all eligible statutory spending authority and must increase the base budget in the amount of \$332,782 for the purpose of funding educational needs. The district intends to complete said purposes by June 2026.

8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following Travel and Related Expense Reimbursement 2025-2026:

WHEREAS, the West Orange Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, N.J.A.C. 6A:23A-7.3 et seq. requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board; and

WHEREAS, the West Orange Board of Education established \$165,682 as the maximum travel amount for the current school year and has expended \$77,411 as of this date; now

THEREFORE, BE IT RESOLVED, the Board of Education approves travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A-7.3, to a maximum expenditure of \$95,682 for the 2025-2026 school year.

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

BE IT RESOLVED that the West Orange Board of Education hereby approve and award the Food Service Management contract to Maschio's Food Service Management Company for the 2025 – 2026 school year, effective July 1, 2025 through June 30, 2026.

Management Fee(s) / Guarantees

A. Management Fee

BE IT FURTHER RESOLVED, that the West Orange Board of Education upon the recommendation of the School Business Administrator approves the renewal (Renewal Year 1) of the FSMC base year contract with Maschio's Food Service Management Company for the 2025 - 2026 school year with an annual management fee of \$205,000.00 The management fee shall be payable in ten (10)



monthly installments of \$20,500.00 per month commencing September 1, 2025 and ending on June 30, 2026.

B. Guarantee Return

BE IT FURTHER RESOLVED, that Maschio's FSMC guarantees a program profit of \$239,000.00 to the Local Education Agency for the 2025 - 2026 School Year. In the event the actual bottom line of the operational report (total revenue from all sources less program costs, including administrative/management fee) is below this amount, Maschio's FSMC shall be responsible for any shortfall.

BE IT FURTHER RESOLVED that the total cost of the contract is \$4,021,587.60.

10. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Consolidation Agreement with Classical Academy Charter School to effect the transfer and relinquishment of authority, duties and obligations for the Child Nutrition Programs to the West Orange Board of Education.
11. Upon recommendation of the Superintendent approval by the Board of Education for the **Lease Agreement** with **West Orange Community House, located at 242 Main Street**, to house four (4) District classrooms that will provide a six-hour comprehensive preschool educational program for up to 60 three and four year old students for the 2025 - 2026 school year in the amount of \$90,000 annually, to be funded by Preschool Expansion Aid.
12. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **West Orange Community House, located at 242 Main Street, West Orange** to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified private preschool provider for the 2025 - 2026 school year, to be funded by Preschool Expansion Aid.
13. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **Montclair Child Development Center, located at 33 Fulton Street, Montclair**, to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified Head Start program for the 2025 - 2026 school year, to be funded by Preschool Expansion Aid.
14. Upon recommendation of the Superintendent approval by the Board of Education to **contract** with **Montclair Child Development Center, located at 255 William Street, Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 15 three and four year old students as a qualified Head Start program for the 2025 - 2026 school year, to be funded by Preschool Expansion Aid.
15. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **Tutor Time of West Orange, located at 481 Northfield Avenue, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified private



preschool provider for the 2025 - 2026 school year, to be funded by Preschool Expansion Aid.

16. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **Valley Settlement House, located at 33-41 Tompkins Street, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 30 three and four year old students as a qualified private preschool provider for the 2025 - 2026 school year, to be funded by Preschool Expansion Aid.
17. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **West Essex YMCA Peanut Shell Early Childhood Learning, located at 321 South Livingston Street, Livingston**, to provide a minimum six-hour comprehensive preschool educational program for up to 75 three and four year old students as a qualified private preschool provider for the 2025 - 2026 school year, to be funded by Preschool Expansion Aid.
18. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **Little Explorers Early Learning Academy, located at 346 E. Mount Pleasant Avenue, Livingston**, to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified private preschool provider for the 2025 - 2026 school year, to be funded by Preschool Expansion Aid.
20. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **First Mountain Preschool, located at 270 Pleasant Valley Way, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 30 three and four year old students as a qualified private preschool provider for the 2025 - 2026 school year, to be funded by Preschool Expansion Aid.
21. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **Roseland Child Development Center, located at 3- A, ADP Boulevard, Roseland**, to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified private preschool provider for the 2025 - 2026 school year, to be funded by Preschool Expansion Aid.
22. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **Primrose School, located at 555 Northfield Avenue, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 30 three and four year old students as a qualified private preschool provider for the 2025 - 2026 school year, to be funded by Preschool Expansion Aid.
23. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **JCC MetroWest, located at 760 Northfield Avenue, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified private preschool provider for the 2025 - 2026 school year, to be funded by Preschool Expansion Aid.



24. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the submission of the application for the Elevate Career and Technical Education (CTE) Innovation Grant for the 2025 - 2026 school year.
25. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Rates and Other Services Agreement between Union County Educational Services Commission (UCESC) and the West Orange Board of Education for the 2025 - 2026 school year.

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 4-0 (RC)

Absent
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 May 5, 2025.
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the revised 2024-2025 District Calendar to reflect one unused snow/emergency day: no classes will be conducted on Friday, May 23, 2025. (Att. #15)

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 4-0 (RC)

Absent
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 June 16, 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 9:58 p.m.

MOTION: Vice President Ivker

SECOND: Mr. Stevenson

VOTE: 4-0 (VV)

Absent
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock



Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary