



September 16, 2024
Minutes

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting September 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: Vice President Vera, Dr. Bryant, Mr. Ivker and Mr. Stevenson.

Absent: President Rock.

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 August 26, 2024
(Att. #1)

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 4-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Absent
Rock



VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

A. WOHS Student Robeson Bennett Academic Excellence Recognition by WOBOE

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
Mark Maniscalco	WOHS	Dean of Students	Retirement 28 years	1/1/25
Lynn Oliver	Redwood	Speech Pathologist	Retirement 19 years	1/1/25
Anthony Prasa	WOHS	Technology and Engineering Education	Retirement 26 years	1/1/25
Robert Wade	WOHS	Special Education Leave Replacement	Resignation	10/28/24

- 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
Karla Hernandez	Central Office	Administrative Assistant	Resignation	10/31/24 amended from 10/11/24
John F Kelly	Roosevelt	Lunch Aide	Retirement 30 years	7/1/24
Marleen Rodgers	St. Cloud	Paraprofessional	Resignation	6/30/24

2. Rescissions

- a. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following rescission(s):

Betchy Altidor	Transportation	Bus Monitor Part-time	9/10/24
Catherine Connors	WOHS	Junior Class of 2026: Advisor	8/26/24
Daniel Gavrieli	WOHS	Junior Class of 2026: Advisor	8/26/24
Daniella Gonzales	Liberty	Culture Club	9/6/24
Joseph LaValle	Liberty	Environmental Club	9/6/24



Sandra Marmolejos	Roosevelt	Poetry Club	9/4/24
Justice Remar	Mt. Pleasant	2024-2025 Lunch Aide Reappointment	6/18/24
Ezekiel Timen	Liberty	Culture Club	9/6/24

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
Robert Gronau	WOHS	Chemistry	Matthew	MA+45	16	\$101,104 prorated	11/18/24* - 6/30/25

*or upon release from current employer

- 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
Maria Acosta	Hazel	Lunch Aide	Hester	N/A	N/A	\$9,603 annualized	9/4/24 - 6/18/25
Maritzabed Agudelo	Liberty	Custodian Night-shift	Abreu	Custodian	2-3	\$41,450 prorated includes shift differential \$580 amended from \$40,870	9/10/24 - 6/30/25
Tyisha Arrington	Central Office	Payroll/Health Benefits Business Office Manager	Romberger	N/A	N/A	\$115,000 prorated	12/1/24 - 6/30/25
Sandra Bautista	St. Cloud	Paraprofessional	Barnes	BA	4	\$35,363 prorated	9/17/24 - 6/30/25 amended from 9/1/24 - 6/30/25
Karla Camacho	Roosevelt	Lunch Aide	Kelly	N/A	N/A	\$8,856.10 annualized	9/17/24 - 6/18/25
Ryan Dubinin	Buildings & Grounds	Maintenance Plumber	Perez	Maintenance	16	\$75,158 prorated	9/17/24 - 6/30/25
Jessica Frechero	Liberty	Lunch Aide	De Zao	N/A	N/A	\$8,856.10 annualized	9/4/24 - 6/18/25
Bernadette Harper	Gregory	Lunch Aide	Pasquale	N/A	N/A	\$9,603 annualized	9/4/24 - 6/18/25
Michael Mazzeo	WOHS	Paraprofessional	Aly Ahmed, N	MA	7	\$38,616 prorated	9/17/24 - 6/30/25
Raymond Salvagno	Redwood	Lunch Aide	Smith-Vickers	N/A	N/A	\$9,603 annualized	9/17/24 - 6/18/25
Serenity Simmons	St. Cloud	Paraprofessional	New	Non-Degree	5	\$33,105 prorated	9/17/24 - 6/30/25
Amara Tunkara	WOHS	Custodian Night-shift	New	Custodian	1	\$41,005 prorated includes shift differential \$580	9/17/24 - 6/30/25

- 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
Kristen Azzato	Edison	Special Education Reading / Math	9/1/24 - 6/30/25
Susan Hayward	Roosevelt	Math / Science Leave Replacement - Mensah	9/16/24 - 5/29/25
Li DaGraca	WOHS	Science Vacancy-Late Start	9/4/24 - 10/29/24
Michael DeAngelis	WOHS	Science Vacancy-Late Start	9/4/24 - 10/29/24
Tantanya Hodges	WOHS	Science Vacancy-Late Start	9/4/24 - 10/29/24
Eric Steinberg	WOHS	Science Vacancy-Late Start	9/4/24 - 10/29/24

- d. 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
Karen Ciaglia	Hazel	Conflict Resolution	\$1,673	2024-2025
Stephanie Diegmann	Hazel	Student Council Co-Advisor	\$836.50	2024-2025
Ursula McGee	Hazel	Student Council Co-Advisor	\$836.50	2024-2025
Jennifer Barta	Mt. Pleasant	Conflict Resolution Co-Advisor	\$836.50	2024-2025
Lisa Stuncis	Mt. Pleasant	Conflict Resolution Co-Advisor	\$836.50	2024-2025
Wendy Japaz	Mt. Pleasant	Student Council Co-Advisor	\$836.50	2024-2025
Jodi Lombardy	Mt. Pleasant	Student Council Co-Advisor	\$836.50	2024-2025
Rebecca Beutel	Redwood	Conflict Resolution	\$1,673	2024-2025
Christie Landau	Redwood	Student Council Co-Advisor	\$836.50	2024-2025
Jennifer Paull	Redwood	Student Council Co-Advisor	\$836.50	2024-2025
Rene Wells	Washington	Conflict Resolution	\$1,673	2024-2025
Brandi Brennan	Washington	Student Council Co-Advisor	\$836.50	2024-2025
Jennifer Tarullo	Washington	Student Council Co-Advisor	\$836.50	2024-2025
Danielle Bridge	Liberty	Weight Room	\$1,673	2024-2025
Daniella Gonzales	Liberty	Environmental Club	\$1,673	2024-2025
Margaret Geher	Roosevelt	Poetry Club	\$1,673	2024-2025
Kein Cousins	WOHS	Volunteer/Para Coach	N/A	2024-2025
Moira Cunningham	WOHS	Junior Class of 2026: Advisor	\$2,467	2024-2025
Brian Green	WOHS	Volunteer/Para Coach	N/A	2024-2025
Donald Massey	WOHS	Volunteer/Para Coach	N/A	2024-2025
Abdul Hanks	WOHS	Volunteer/Para Coach	N/A	2024-2025
Nydia Texidor-Leverett	WOHS	Junior Class of 2026: Advisor	\$2,467	2024-2025

- e. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional assignment(s): (Att. #2)



- f. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024-2025 Curriculum Writing assignment(s): (Att. #3)
- g. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following Professional Development instructors effective October 14, 2024: (Att. #4)
- h. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following assignments to the DEAI Committee, including Coordinators and Representatives for the 2024-2025 school year: (Att. #5)
- i. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following assignments to the Building-Based Affirmative Action Team, for the 2024-2025 school year. (Att. #6)
- 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	Teacher	Paraprofessional	Administrator	Administrative Assistant	Lunch Aide	Nurse	Custodian
Karina Badilla	N/A							X
Andrew Jelliffe					X			
Alexandria Mendoza					X			
Yolanda Ward	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
9232 WOHS	WOHS	N/A	12/2/24 - 2/26/25	N/A	2/27/25
8594 Family	Gregory	12/16/24 - 1/30/25	1/31/25 - 4/25/25	N/A	4/28/25
4197 Medical	WOHS	10/1/24 - 11/11/24	N/A	N/A	11/12/24
7162 Family	Edison	12/12/24 - 2/6/25	N/A	2/7/25 - 6/30/25	9/1/25

- 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
6939 Medical	ECLC amended from Liberty	7/1/24 -9/27/24 amended from 7/1/24 - 8/31/24	9/30/24 -12/13/24 amended from 9/1/24 - 10/11/24	12/16/24 - 6/30/25 amended from N/A	7/1/25 amended from 10/14/24
4452 Medical	Hazel	9/4/24 - 9/17/24	N/A	9/18/24 - 10/2/24	10/7/24



Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
9086 Personal	Redwood	N/A	N/A	9/3/24 - 9/6/24 amended from 9/3/24 - 9/19/24	9/9/24 amended from 9/20/24
8852 Medical	Washington	9/4/24 - 9/17/24	N/A	9/18/24 - 10/25/24	10/28/24
9266 FEMA Deployment	Redwood	N/A	N/A	9/3/24 - 9/20/24 amended from 9/3/24 - 9/9/24	9/23/24 amended from 9/10/24

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
Nicole Miraglia Involuntary	St. Cloud	Paraprofessional	Kelly	Paraprofessional	9/5/24

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 amend the professional development schedule for a limited number of occurrences as proposed for the 2024-2025 school year only. (Att. #7)

MOTION: Mr. Stevenson

SECOND: Dr. Bryant

VOTE: 4-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Absent
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 out-of-state field trips for the 2024-2025 school year. (Att. #9)
3. Upon the recommendation of the Superintendent of Schools, Approval For Field Trip Destinations for the 2024-2025 school year. (Att. #10)
4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Multilingual Learner Tutorial Program for the 2024-2025 school year in the total amount of \$9,840 funded by ESEA Title III Grant.
5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Memorandum of Understanding 2024-2025 between Family Connections Inc. ADAPT and West Orange Board of Education to utilize substance abuse prevention programming for middle school students, grades 7-8, across the district.



6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of Professional Development on October 14, 2024. (Att. #11)

MOTION: Mr. Stevenson

SECOND: Dr. Bryant

VOTE: 4-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Absent
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
2706123	Celebrate the Children	Tuition: \$98,252.00 180 days @ \$484.00/day 1:1 Aide - \$34,200.00 180 days @ \$190.00/day 9/5/24 - 6/25/25	Budgeted
1901008	Autism Education & Sports Academy	ESY Tuition: \$16,900.00 40 days @ \$422.50/day 7/5/24 - 8/30/24 2024 - 2025 Tuition: \$76,050.00 180 days @ \$422.50/day 9/6/24 - 6/18/25	Budgeted
11191	Spectrum 360 Lower School	Tuition: \$83,314.41 183 days @ \$455.27/day 1:1 Aide @ \$210.00/day 9/5/24 - 6/26/25	Budgeted
2706163	Developmental Learning Center - Morris-Union Jointure Commission	ESY Related Services - \$17,479.00 6/26/24 - 8/7/24 2024-2025 Related Services: \$104,875.00 9/4/24 - 6/12/25	Budgeted
2401029	Cornerstone	Tuition: \$92,659.00 196 days @ \$472.75/day 8/19/24 - 6/27/25	Budgeted
2301134	Flex School	Tuition: \$64,500.00 9/3/24 - 6/11/25	Budgeted
1204043	Flex School	ESY 2024 - \$4,500.00 7/1/24 - 7/30/24	Budgeted



2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education approval of the 2024-2025 Special Education Tuition Contract for Union County Educational Services Commission.
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education approval of the 2024-2025 Special Education Tuition Contract for Homecare Therapies/Horizon Healthcare Staffing.

b.) Business Office

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the September 16, 2024 Bills List in the amount of 14,785,639.39.
2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the preliminary July 2024 Transfers within the 2024-2025 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #12)
3. Upon recommendation of the Superintendent of Schools acceptance by the Board of Education of the preliminary Board Secretary's financial report for the month of July 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. #13)
4. Upon recommendation of the Superintendent of Schools approval by the Board of Education acknowledgement and acceptance of the preliminary Report of the Treasurer of School Monies for the month of July 2024, which report is in agreement with the Secretary's Report. (Att. #14)
5. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the out of district placement for Student #1709091 to attend Fedcap School for the 2024-2025 school year, including ESY 2025 in the amount of \$106,425.
6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Settlement Agreement and General Release between the parents of Student #2008063 and the West Orange Board of Education in the amount of \$156,723.
7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Stipulation of Agreement between the parents of Student #1308114 and the West Orange Board of Education in the amount not to exceed \$39,950.
8. 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 Upper School	8 Canon Cameras	\$3,576.00
Golda Och Lower School	Fencing for playground	\$38,900.00

9. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the NJSTRIDE (formerly CJ PRIDE) Shared Services Agreement renewal for the 2024-2025 school year in the amount of \$450.00.
10. Upon recommendation of the Superintendent of Schools approval and acceptance of the Special Olympics New Jersey Unified Champion Schools Grant award in the amount of \$2,500.
11. Upon recommendation of the Superintendent of Schools, approval by the Board of Education approval of contract between the West Orange Public School District and Sunbelt Staffing, LLC for providing substitute staffing services for the 2024-2025 school year, at an amount not to exceed \$35,000.
12. Upon recommendation of the Superintendent of Schools approval of awarding of Bid #24-07, Electrical Upgrades at Gregory E.S., Hazel E.S., Mt. Pleasant E.S., and Redwood E.S. to TSUJ Corp as per the attached. (Att. #15)
13. Upon recommendation of the Superintendent of Schools acceptance of the following donations/awards:

Donor	Recipient	Donation/Award
NJM Insurance Group in partnership with The Brain Injury Alliance of NJ	WOHS	\$10,000

MOTION: Mr. Stevenson

SECOND: Dr. Bryant

VOTE: 4-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Absent
Rock

D. REPORTS

1. Upon recommendation of the Superintendent of Schools to the Board of Education acceptance of the HIB Self-Assessment Score for the 2023-2024 school year with a total possible score of 78:

School	Score		School	Score
Edison Middle School	77		Redwood Elementary School	77
Gregory Elementary School	73		Roosevelt Middle School	73



Hazel Elementary School	76		St. Cloud Elementary School	75
Kelly Elementary School	78		Washington Elementary School	76
Liberty Middle School	78		West Orange High School	77
Mt. Pleasant Elementary School	76		Betty Maddalena Early Learning Center	77
			West Orange Early Learning Center	74

2. Upon Recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the Quality Single Accountability Continuum (QSAC) review resolution:

Whereas, pursuant to the requirements of *N.J.A.C. 6A:30*, the West Orange Public Schools has undergone the New Jersey Quality Single Accountability Continuum (NJQSAC) review. The Essex County Executive County Superintendent and team conducted a review of the school district's self-assessment on the District Performance Review (DPR) document to verify the school district's compliance with all five areas of NJQSAC. Based on that review, the school district has been placed on a continuum in the five NJQSAC areas which are, Instruction and Program, Fiscal Management, Governance, Operations and Personnel. The completed NJQSAC county office review resulted in the district receiving the following placement scores for each area listed below:

NJQSAC Areas	Initial Placement (August 2024)
Instruction and Program	82%
Fiscal Management	100%
Governance	100%
Operations	93%
Personnel	100%

Whereas, West Orange Public Schools has satisfied at least 80% of the weighted indicators in each of the five areas of the NJQSAC review process and has been designated as "high performing." The Commissioner will recommend to the State Board of Education that the district be certified as providing a thorough and efficient system of education, for a period of three years or until the next NJQSAC review.

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 4-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Absent
Rock

XI. PETITIONS AND HEARINGS OF CITIZENS

XII. NEXT BOARD MEETING to be held at 6:30 p.m. on October 28, 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 7:33 p.m.

MOTION: Dr. Bryant

SECOND: Mr. Stevenson

VOTE: 4-0 (VV)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Absent
Rock

Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary