



October 27, 2025
Public Session

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting October 27, 2025
5:30 P.M. Executive Session
6:30 P.M. Public Session
West Orange High School
51 Conforti Avenue

Agenda

I. ROLL CALL OF THE MEMBERS

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 September 8, 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 September 15, 2025 (Att. #1)

VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. Recognition - Best Buddies
- B. 2025-26 District Goals
- C. 5 Year Strategic Planning Forum November 13, 2025
- D. UPK Update



E. 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
Chelsea Caplette	Roosevelt/ Mt Pleasant	Social Worker	Resignation	12/19/2025
Wendi Giuliano	Washington	Reading Specialist	Retirement 16 years	1/1/2026
Luz Latimer	Washington	ESL Teacher	Retirement 34 years	7/1/2026

- 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
Freda Acquah	ECLC	Paraprofessional	Resignation	10/6/2025
Mary Corvelli	Liberty	Paraprofessional	Retirement 18 Years	1/1/2026
Maria DeMartinis	Liberty	Paraprofessional	Retirement 20 Years	12/23/2025
Gary Fleming	Gregory	Custodian	Retirement 3 Years	9/25/2025
Grady Lawton	Transportation	PT Bus Driver	Resignation	10/6/2025

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

Employee #	Effective Date
9514	9/19/2025

- d. Superintendent recommends approval to the Board of Education for the following staff administrative leave(s):

Employee #	Effective Date
9129	10/17/2025
9592	10/14/2025



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
Sarah McIntosh	St. Cloud	Conflict Resolution	2025-2026

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
Danielle Cordisco	Gregory	Special Education Grade 3 Resource	Eason	MA+45	9	\$85,387 Prorated	12/3/2025 06/30/2026*
Cristina Delaney	WOHS	Acting Dean of Students	Elkadi	MA+45	16	\$101,104 prorated	1/5/2026 6/12/2026
Elisa Fabrazzo	BMELC	Special Education PreK	Cicerone	BA	5	\$65,893.00 Prorated	11/3/2025 06/30/2026
Kimberly Krentcil	Gregory	Autistic Teacher	McBrinn Transfer	MA+45	5	\$82,004 Prorated	1/5/2026 06/30/2026*
Natasha Krupinski	Gregory	Grade 3 Leave Replacement	Ferreira	BA	5	\$65,893 Prorated	12/15/2025 05/01/2026
Molly Livingston	St Cloud	Grade 4 Leave Replacement	Auletta	BA	N/A	\$360.07 Per Diem	10/13/2025 11/26/2025
Nadirah Muhammad-Dozier	Edison	SAC	Headlam	MA	15	\$79,714.00 prorated	10/27/2025 6/30/2026

*or sooner if released by current district and completion of onboarding documents

- 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
Brandon Acosta Campero	Kelly	Lunch Aide	Student Employee	N/A	N/A	\$15.49 per hour	9/16/2025 6/17/2026
Carolyn Dale	Transportation	Bus Monitor	New	N/A	N/A	\$22,172.25	9/2/2025 6/30/2026
A'Nese Ellis	Transportation	Bus Monitor	New	N/A	N/A	\$22,172.25	9/2/2025* 6/30/2026
Yanelly Figueroa	Transportation	Bus Monitor	New	N/A	N/A	\$22,172.25	9/2/2025 6/30/2026
Maureen Hutchinson	Mt. Pleasant	Lunch Aide	Kasprzak	N/A	N/A	\$10,000.90	10/3/2025 6/30/2026
Alyssa Kuglin	Liberty	Paraprofessional	Miller	MA	7	\$38,616.00	10/13/2025 6/30/2026
Giselle Lliguicota	BMELC-WES	Paraprofessional	New	BA	4	\$35,363.00	9/16/2025 6/30/2026



Amanda Tucker	WOHS	Paraprofessional	New	BA	5	\$35,534.00	10/28/2025 6/30/2026
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*amended

- 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
Rochell Alves	WOHS	Leave Replacement - Peart	9/5/2025 - 11/3/2025
Maria Blanco	WOHS	Leave Replacement - Peart	9/5/2025 - 11/3/2025
Marcella Clatworthy	Edison	Enrollment	9/5/2025 - 11/3/2025
Jean Claude Cenatus	WOHS	Leave Replacement - Peart	9/5/2025 - 11/3/2025
Luisa Duque-Arbelo	WOHS	Leave Replacement - Peart	9/5/2025 - 11/3/2025
Anthony Edelstein	WOHS	Leave Replacement - Bastiao	10/21/2025 - 12/16/2025
Carlo Felici	Liberty	Enrollment	9/5/2025 - 11/3/2025
Kristen Flynn	Liberty	Enrollment	9/15/2025 - 6/17/2026
Floyd Gray	Liberty	Enrollment	9/15/2025 - 6/17/2026
Teresa Harris	WOHS	Enrollment	9/5/2025 - 6/17/2026
Andrew Laberson	WOHS	Leave Replacement - Bastiao	10/21/2025 - 12/16/2025
Dan Laradaro	WOHS	Leave Replacement - Bastiao	10/21/2025 - 12/16/2025
Dongmei Li	Edison	Enrollment	9/5/2025 - 11/3/2025
Bree MacNett	WOHS	Leave Replacement - Bastiao	10/21/2025 - 12/16/2025
Stacey Mazzola	Liberty	Enrollment	9/15/2025 - 6/17/2026
Claudia Moncayo	Edison	Enrollment	9/5/2025 - 6/17/2026
David Perez	WOHS	Leave Replacement - Bastiao	10/21/2025 - 12/16/2025
Juan Roncero	WOHS	Leave Replacement - Peart	9/5/2025 - 11/3/2025
Ezekiel Timen	Liberty	Enrollment	9/15/2025 - 6/17/2026
Thany Salazar	Liberty	Enrollment	9/5/2025 - 6/17/2026

- d. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated Co-Curricular Assignments:

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Armani Brison	Roosevelt	SAY-Female Empowerment Club	\$1,673	2025-2026
Roger Bryson	Roosevelt	Peer Tutoring	\$836.50	2025-2026
Chelsea Campanaro	Liberty	Culture Club	\$1,673	2025-2026
Francesco Composto	Kelly	Orchestra Club	\$750	2025-2026
Dan Dufresne	Roosevelt	Culture Club	\$1,673	2025-2026
Gina Etthe	Liberty	Peer Tutoring	\$1,673	2025-2026



Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Susan Hayward	Roosevelt	Peer Tutoring	\$836.50	2025-2026
Kathy Jackson	Liberty	SOUL Empowerment Club Girls	\$1,673	2025-2026
Kim Jennings	Roosevelt	STEM Club	\$1,673	2025-2026
Melissa Martino	Liberty	Environmental Club	\$1,673	2025-2026

*amended

- e. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for salary adjustments for the following training level changes for WOECA certificated and non-certificated staff, retroactive to September 1, 2025. (Att. #2)
- f. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated Edison Middle School Co-Curricular Assignments. (Att. #3)
- g. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional assignments funded by the ESEA Title IA grant to be paid twice per year, January 2026 and May 2026. (Att. #4)
- h. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following WOW Ambassadors. (Att. #5)
- i. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional assignments funded by Title III and Title III Immigrant grant for the ESL Family Literacy Program and Multilingual Tutorial Program. (Att. #6)
- j. 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	Not to Exceed	Effective Dates
Alyson Abdallah	Redwood	Crisis Prevention Intervention (CPI) Initial Certification Training	\$85.11 per hour	Not to exceed 4 hours	11/4/2025
Alyson Abdallah	Redwood	Curriculum Writing K-5 Autism	\$45.47 per hour	Not to exceed 60 hours	2025-2026
Emad Abu Hakmeh	WOHS	New Staff Orientation Year 1 Presenter	\$125 per hour	Not to exceed 4* hours	2025-2026
Leslie Bagen	WOHS	Grade 9-12* Math Lead Teacher	\$3,000	N/A	2025-2026
Darlene Berg	Central Office	New Staff Orientation Year 1 Presenter	\$125 per hour	Not to exceed 2 hours	2025-2026
Darlene Berg	Central Office	New Staff Orientation Year 2 Presenter	\$125 per hour	Not to exceed 2 hours	2025-2026
Jennifer Caronia	Special Services	504/I&RS Turnkey Sessions	\$85.11 per hour	Not to exceed 16 hours	2025-2026
Jennifer Caronia	Special Services	504/I&RS Frontline Preparations	\$65.00 per hour	Not to exceed 20 hours	2025-2026



Name	Location	Position	Stipend / Rate of Pay	Not to Exceed	Effective Dates
Cristina Delaney	WOHS	Curriculum Council	\$45.47 per hour	Not to exceed 12 hours*	2025-2026
Lori Derosa	St. Cloud	Conflict Resolution	\$1,673	N/A	2025-2026
Jose Estrada	WOHS	Assistant Security Coordinator	\$4,927.33	N/A	2025-2026
Tracey Gordon	Roosevelt	Curriculum Council	\$45.47 per hour	Not to exceed 12 hours	2025-2026
Miriam Gutierrez	Roosevelt	Paraprofessional Student Assistance	\$26.82 per hour	Not to exceed 14 hours	2025-2026
Ann Habal	Redwood	Paraprofessional Student Assistance	\$26.82 per hour	Not to exceed 12 hours	2025-2026
Colleen Horan	District	AAC Evaluation Report Writing and Device Training	\$300 per evaluation	Not to exceed 25 evaluations	2024-2025
Dana Iorio	St. Cloud	Curriculum Writing K-5 Autism	\$45.47 per hour	Not to exceed 60 hours	2025-2026
Jade Iorio	St. Cloud	Curriculum Writing K-5 Autism	\$45.47 per hour	Not to exceed 60 hours	2025-2026
Meredith Johnson	Mt. Pleasant	Curriculum Writing K-5 Autism	\$45.47 per hour	Not to exceed 60 hours	2025-2026
Andrew Mazurek	WOHS	District Printing Projects	\$45.47 per hour	Not to exceed 175 hours	2025-2026
Lauren McBrinn	Gregory	Curriculum Writing K-5 Autism	\$45.47 per hour	Not to exceed 60 hours	2025-2026
Jennifer Paull	Redwood	Curriculum Council	\$45.47 per hour	Not to exceed 12 hours	2025-2026
Felix Plata	WOHS	New Staff Orientation Year 1 Presenter	\$125* per hour	Not to exceed 2 hours	2025-2026
Felix Plata	WOHS	New Staff Orientation Year 2 Presenter	\$125* per hour	Not to exceed 2 hours	2025-2026
Joseph Postigione	Mt. Pleasant	Curriculum Writing K-5 Autism	\$45.47 per hour	Not to exceed 60 hours	2025-2026
Jessica Preziosi-Peer	WOECLC	Curriculum Writing High Scope Curriculum ELA	\$45.47 per hour	Not to exceed 60 hours	2025-2026
Dawn Ribeiro	WOHS	New Staff Orientation Year 1 Presenter	\$125.00* per hour	Not to exceed 2 hours	2025-2026
Dawn Ribeiro	WOHS	New Staff Orientation Year 2 Presenter	\$125.00* per hour	Not to exceed 2 hours	2025-2026
Gregory Saul	WOHS	Curriculum Council	\$45.47 per hour	Not to exceed 12 hours	2025-2026
Danielle Secola	Redwood	Curriculum Council	\$45.47 per hour	Not to exceed 12 hours	2025-2026
Eslimer Severino	Redwood	Clerical Aide	\$158.69 per day	Not to exceed 5 days	8/25/2025 - 8/29/2025
Maria Torres	WOECLC	Curriculum Writing High Scope Curriculum ELA	\$45.47 per hour	Not to exceed 60 hours	2025-2026
Angela Tourtounis	Redwood	Paraprofessional Student Assistance Substitute	\$26.82 per hour	Not to exceed 12 hours	2025-2026
Hillary Turnbull	St. Cloud	Paraprofessional Student Assistance	\$26.82 per hour	Not to exceed 50 hours	2025-2026



Name	Location	Position	Stipend / Rate of Pay	Not to Exceed	Effective Dates
Doral Vickers	Redwood	Paraprofessional Student Assistance	\$26.82 per hour	Not to exceed 12 hours	2025-2026

*amended

- k. 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 2025-2026:

Name	Certification Code	Administrator	Administrative Assistant	Lunch Aide	Nurse	Custodian
Benjie Beriso						x
Mary Byrne				x		
Samantha Pellegrini				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 #	Type	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4572	Medical	Kelly	9/18/2025-10/31/2025 amended from 9/18/2025-10/30/2025	N/A	N/A	11/3/2025
5149	Medical	Gregory Mt. Pleasant Kelly	11/3/2025-1/30/2026	N/A	N/A	2/2/2026
7034	Maternity	Washington	2/9/2026-4/10/2026	4/13/2025-6/22/2026 FMLA	N/A	9/1/2026
6447	Medical	St. Cloud	10/31/2025-11/14/2025	N/A	N/A	11/17/2025
4880	Medical	Washington	12/1/2025-12/23/2025	N/A	N/A	1/5/2026
7858	Maternity	WOHS	1/5/2026-2/17/2026	3/9/2026-6/5/2026 FMLA	2/18/2026-3/6/2026 6/8/2026-6/12/2026	6/15/2026
7350	Maternity	Washington	9/2/2025-10/8/2025 amended from 9/2/2025-10/7/2025	10/9/2025-1/8/2026 FMLA amended from 10/8/2025-1/9/2026	1/9/2026-1/30/2026 amended from 1/12/2026-1/30/2026	2/2/2026
9208	Maternity	Central Office	11/10/2025-12/23/2025	1/5/2026-3/26/2026 FMLA	4/6/2026-12/23/2026	1/4/2027
4972	Medical	Liberty	11/13/2025-12/23/2025	N/A	N/A	1/5/2026
6869	Medical	WOHS	10/3/2025-10/17/2025	N/A	N/A	10/20/2025

- b. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following leaves of absence or non-certificated staff:



Employee #	Type	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
9252	Medical	BMELC	9/2/2025-9/19/2025	9/22/2025-10/1/2025	N/A	10/3/2025
4729	Medical	Redwood	9/2/2025-10/24/2025 amended from 9/2/2025-10/14/2025	N/A	N/A	10/27/2025
9450	Personal	Transportation	N/A	N/A	10/13/2025-10/29/2025	10/30/2025
8783	Family Medical	ECLC	10/23/2025-2/5/2026 Thursdays only	2/12/2026-6/11/2026 Thursdays only	N/A	N/A
9274	Medical	Kelly	10/28/2025-12/23/2025	N/A	N/A	1/5/2026
7989	Medical	Transportation	9/18/2025-9/30/2025	N/A	10/1/2025-11/9/2025 FMLA	TBD
5065	Medical	Liberty	9/17/2025-10/1/2025	N/A	N/A	10/3/2025

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
Teresita Bradley	.5 St. Cloud	ESL	Redwood	ESL	9/26/2025
Romina Casenta	.5 Mt. Pleasant	ESL	St. Cloud	ESL	9/26/2025
Luisa Duque-Arbelo	.75WOHS/.25 Liberty	Spanish	WOHS	Spanish	9/1/2025

- 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
Stephanie Prado	WOHS	Paraprofessional	Washington	Bilingual Paraprofessional	10/22/2025

6. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following job description(s): (Att. #7)

Job Description	New	Revised
Operation Foreman		X
Utility Foreman		X

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 the recommendation of the Superintendent of Schools, approval by the Board of Education of approval for field trip destinations for the 2025-2026 school year. (Att. #9)
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of



the out of state and overnight field trips for the 2025-2026 school year. (Att. #10)

4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Agreement between Berkeley College and West Orange High School to provide instruction for select Fashion Courses for high school students enrolled in Berkeley College to have the opportunity to earn dual credit for the 2025-2028 school year.
5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the ESL Family Literacy Program for the 2025-2026 School Year in the total amount of \$2,800 funded by ESEA Title 3 Immigrant Grant Program scheduled to run November 2025 - June 2026.
6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Middle School and High School Multilingual Learner Tutorial Program for the 2025-2026 School Year in the total amount of \$41,450 funded by ESEA Title 3 Grant. Middle School program to run November 2025 to April 10, 2026 and High School program to run November 2025 to June 11, 2026.
7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of TESO Consulting Group to provide Consultation and Professional Development to support the West Orange Way District Framework and implementation in the 2025-2026 school year in the amount not to exceed \$10,000. Funded by ESEA Title 2.
8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of aftercare services offered at Hazel, Kelly and Washington Elementary Schools for the 2025-2026 School Year, not to exceed \$150.00 per day, funded by Title I Grant.
9. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Memorandum of Agreement between Montclair State University and West Orange Public Schools to provide practicum training for their students enrolled in the Master's in Counseling Program.
10. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Lesley University - Center For Literacy Teaching & Instructional Leadership, to provide Professional Development on Leveled Literacy Intervention in Grades 3-8 to Eight (8) Academic Support Specialists/Reading Specialist, in the amount of \$15,600.00, funded by Title IV.
11. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following 2025-2026 Student Teacher assignments:

Student Teacher/Intern Candidate	Affiliate University	Assigned School	Effective Dates
Abouelnaja, Yasmeen	Fairleigh Dickinson University	Kelly	1/5/2026 - 5/9/2026
Brown, Jeremy	Caldwell University	St. Cloud	10/29/2025 - 12/22/2025
Byrd, Naomi	Seton Hall University	WOHS	1/5/2026 - 6/12/2026
Cabral Alcantara, Josari	Montclair State University	WOHS	10/28/2025 - 6/12/2026

12. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following 2025-2026 Practicum assignments:



Practicum Candidate	Affiliate University	Assigned School	Effective Dates
Louie, Amy	Montclair State University	Redwood	1/19/2025 - 5/4/2026

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 2025-2026 school year. (Att. #11)
2. Upon recommendation of the Superintendent approval by the Board of Education for the following service provider district nursing services for the 2025-2026 school year:

Student #	Services	Agency	Rate	Budgeted/Unbudgeted
2401085	1:1 Nursing Services	Star Pediatric Home Care Agency	\$66 per hour RN \$56 per hour LPN	Budgeted
2907054	1:1 Nursing Services	Star Pediatric Home Care Agency	\$66 per hour RN \$56 per hour LPN	Budgeted
2907054	1:1 Nursing Services	BAYADA Home Health Care	\$70 per hour RN/LPN	Budgeted

3. Upon recommendation of the Superintendent of Schools approval by the Board of Education of tuition contracts with Essex County Vocational Technical School, Newark, NJ for the 2025 - 2026 school year:

Number of Students	Services	Not to Exceed	Budgeted/Unbudgeted
13	Full Time Regular Education, Essex County Vocational Technical Schools @ \$5,911.00/each	\$76,843.00	Budgeted
6	Full Time Special Education, Essex County Vocational Technical Schools @ \$9,104.00/each	\$54,624.00	Budgeted
2	Share Time Special Education, Essex County Vocational Technical Schools @ \$4,552.00/each	\$9,104.00	Budgeted

b.) Business Office

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the October 27, 2025 Bills List in the amount of 24,830,496.77.
2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the August 2025 transfers within the 2025-2026 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 Board Secretary's financial report for the month of August 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. #13)
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 August 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 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
Playhouse Nursery	• Loudspeaker with Bluetooth • Wireless speaker for portable use	\$560.21

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Home Instruction Services Agreement between Essex Regional Educational Services Commission and the West Orange Board of Education for the 2025-2026 school year.
7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Joint Transportation Agreement between Sussex County Regional Transportation Cooperative and the West Orange Board of Education for the 2025-2026 school year.
8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Musculoskeletal and Orthopedic Sports Medicine Service Agreement for West Orange High School Athletics for the 2025-2026 school year.
9. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the following 2025-2026 Athletic Event High School Rates:

Sport Officials (Referees/Umpires)	Amount
Football – Varsity	\$125
Football – Varsity – Chains	\$75
Football – Varsity – Clock	\$80
Football – Sub Varsity	\$75



Flag Football – Varsity	\$90
Flag Football – Varsity – Clock	\$80
Flag Football – JV	\$65
Flag Football – JV – Clock	\$65
Volleyball – Varsity	\$88
Volleyball – Sub Varsity	\$62
Wrestling – Varsity	\$104
Wrestling – Sub Varsity	\$70
Swimming – Varsity – Dual	\$104
Swimming – Varsity – Single	\$94
Ice Hockey – Varsity	\$114
Ice Hockey – Sub Varsity	\$80
Basketball – Varsity	\$104
Basketball – Sub Varsity	\$70
Baseball – Varsity	\$110
Baseball – Sub Varsity	\$77
Baseball – Varsity – Pitch Counter	\$64.01
Softball – Varsity	\$100
Softball – Sub Varsity	\$70
Lacrosse – Varsity	\$104
Lacrosse – Sub Varsity	\$75
Track & Field – Starter & Shells – 5 Teams and up	\$125
Track & Field – 5 Teams and up	\$114
Track & Field – Starter & Shells – 4 Teams and below	\$110
Track & Field – 4 Teams and Below	\$100
Soccer – Varsity	\$104
Soccer – Sub Varsity	\$73
Fencing – Varsity	\$100
Fencing – Sub Varsity	\$70



<u>Game Personnel</u>	<u>Amount</u>
Ticket Sellers/Takers/Scanners	\$64.01/\$97.94/\$165.77**
Crowd Control	\$64.01/\$97.94/\$165.77**
Security/Staff Parking Attendant	\$28.57 p/hr
Announcer – Varsity only	\$64.01
Videographer	\$125
Scoreboard Operator	\$64.01/\$97.94/\$165.77**
Site Manager	\$75 p/hr
Scorebook Keeper	\$64.01/\$97.94/\$165.77**
Parking/Security – Non-Staff	\$22 p/hr

** single/double/tripleheaders

D. REPORTS

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the acceptance of the HIB Report ending October 27, 2025.
2. Upon recommendation of the Superintendent of Schools, acceptance by the Board of Education of the Bus Evacuation Drills Report for the 2024-2025 school year.

E. MISCELANEOUS

1. Upon recommendation of the Superintendent, approval by the Board of Education of the 2025-2026 District Goals. (Att. #14)

XI. PETITIONS AND HEARINGS OF CITIZENS

XII. NEXT BOARD MEETING to be held at 6:30 p.m. on November 10, 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

Training Level Changes Retroactive to September 1, 2025

				From			To		
First	Last	School	Position	Guide	Step	Salary	Guide	Step	Salary
Karla	Arruda	Gregory	Teacher	MA	5	\$70,363.00	MA+15	5	\$74,903.00
Jennifer	Blume*	Edison	Teacher	MA	18	\$119,878.00	MA+15	18	\$125,474.00
Dara	Brevard*	WOHS	Teacher	MA+15	18	\$123,855.00	MA+30	18	\$129,474.00
Roger	Bryson*	Roosevelt	Teacher	MA	18	\$118,259.00	MA+15	18	\$123,855.00
Chelsea	Caplette	Roosevelt	Social Worker	MA	6	\$71,680.00	MA+30	6	\$81,674.00
Aldo	Casale*	WOHS	School Counselor	MA+30	18	\$129,474.00	MA+45	18	\$131,174.00
Kimberlee	Chiarolanzio	WOHS	Teacher	MA+15	9	\$77,993.00	MA+30	9	\$83,481.00
Marcella	Clatworthy	Edison	Teacher	MA	17	\$100,016.00	MA+15	17	\$105,041.00
Rachel	Confrancisco	Mt Pleasant	Teacher	BA+15	5	\$66,628.00	MA	5	\$70,363.00
Danielle	Cuozzo	Redwood	Occupational Therapi	MA	6	\$71,680.00	MA+15	6	\$76,305.00
Haneen	Elbanna	Kelly	School Counselor	MA	5	\$70,363.00	MA+15	5	\$74,903.00
Gina	Ethe	Liberty	Teacher	MA+15	7	\$76,967.00	MA+30	7	\$82,384.00
Elisa	Fabrazzo	Kelly	Paraprofessional	Non-Degree	12	\$36,663.00	BA	12	\$38,540.00
Michael	Falzarano	Kelly	Teacher	MA+30	6	\$81,674.00	MA+45	6	\$83,539.00
William	Fatica	Edison	Teacher	BA+30	9	\$72,122.00	MA	9	\$73,265.00
Diana	Ferrera	Central Office	Reading Specialist	MA+15	12	\$79,881.00	MA+30	12	\$85,503.00
Leonard	Ford*	Gregory	Teacher	MA+30	12	\$91,115.00	MA+45	12	\$93,067.00
Bridget	Garvey	Gregory	Teacher	BA+15	10	\$69,854.00	MA	10	\$73,768.00
Alexa	Guzman	Liberty	Teacher	MA	7	\$72,303.00	MA+15	7	\$76,967.00
Alec	Hamilton	Gregory	Teacher	BA+15	6	\$67,876.00	BA+30	6	\$70,561.00
Caroline	Hastings	Washington	Teacher	BA+15	5	\$66,628.00	BA+30	5	\$69,264.00
Jeannie	Kivlon	Hazel	Teacher	BA	6	\$67,126.00	BA+15	6	\$67,876.00
Ryan	Krewer*	Liberty	Teacher	BA+15	18	\$110,573.00	MA	18	\$118,259.00
Nicole	Kuser	Gregory	Teacher	MA+30	7	\$82,384.00	MA+45	7	\$84,264.00
Jessica	Laskaris	Kelly	School Nurse	MA	18	\$111,038.00	MA+15	18	\$116,634.00
Amy	Louie	Redwood	Teacher	BA+15	5	\$66,628.00	BA+30	5	\$69,264.00
Suzy	Louie	Washington	Teacher	MA+15	6	\$76,305.00	MA+45	6	\$83,539.00
Nicole	Massoud	WOHS	Teacher	MA	12	\$75,040.00	MA+15	12	\$79,881.00
Iliana	Minervino	Edison	Paraprofessional	Non-Degree	4	\$32,945.00	BA	4	\$35,363.00
Courtney	Molinare	WOHS	Teacher	MA	9	\$73,265.00	MA+15	9	\$77,993.00
Caroline	Moran	St Cloud	Teacher	MA+15	6	\$76,305.00	MA+30	6	\$81,674.00
Sophie	Moyer	Mt Pleasant	Teacher	MA	5	\$70,363.00	MA+15	5	\$74,903.00
Amie	Navarro	Kelly	Teacher	BA	10	\$69,082.00	BA+30	10	\$72,618.00
Douglas	Nevins*	WOHS	Teacher	BA+30	18	\$118,608.00	MA+30	18	\$131,093.00
Connie	Oliver	BMELC	Occupational Therapi	MA+15	6	\$76,305.00	MA+30	6	\$81,674.00
Janis	Oliver*	Roosevelt	Teacher	MA+15	18	\$125,474.00	MA+30	18	\$131,093.00
Gina	Paradiso*	WOHS	Teacher	MA+30	18	\$129,474.00	MA+45	18	\$131,174.00
David	Perez	WOHS	Teacher	BA+15	12	\$71,057.00	MA	12	\$75,040.00
Ashley	Plotnicki	St Cloud	Speech Therapist	MA+30	13	\$85,922.00	MA+45	13	\$87,883.00
Carla	Rodrigues	Edison	Teacher	BA	5	\$65,893.00	BA+15	5	\$66,628.00
Toni	Rodriguez	Kelly	Teacher	MA+15	12	\$79,881.00	MA+30	12	\$85,503.00
Valerie	Romano	WOHS	Teacher	BA+30	9	\$72,122.00	MA+30	9	\$83,481.00
Ahmad	Sehwail	WOHS	Teacher	BA+15	7	\$68,465.00	MA	7	\$72,303.00
Erin	Smith	Hazel	Teacher	MA	10	\$73,768.00	MA+15	10	\$78,528.00
Alyssa	Sylvester	Liberty	Teacher	BA+15	11		BA+30	11	\$73,152.00
Taylor	Tellawy	Liberty	School Counselor	MA+15	6	\$76,305.00	MA+30	6	\$81,674.00
Timen	Ezekiel	Liberty	Teacher	BA	6	\$67,126.00	BA+15	6	\$67,876.00
Jessica	Viavattine	Washington	Teacher	MA+30	13	\$85,922.00	MA+45	13	\$87,883.00
Brian	Zengewald	Liberty	Teacher	MA	16	\$88,994.00	MA+15	16	\$93,447.00
*includes longevity									
◆ includes stipend									

2025-2026 Edison MS Co-Curricular Assignments

Activity	Name	Location	Stipends	Effective Dates
Academically Speaking	Kristen Azzato	Edison	\$1,607.00	10/1/2025
Academically Speaking	Spyridon Mantzas	Edison	\$1,607.00	10/1/2025
Art Club	Mariam Obeidallah	Edison	\$1,673.00	10/27/2025
Audio Visual Aides	Joseph Romano	Edison	\$3,214.00	10/1/2025
Chamber Orchestra	Angel Liu	Edison	\$1,673.00	10/1/2025
Coding Club	Kathy Holloman-Jackson	Edison	\$1,673.00	10/1/2025
Drama	Molly Eisen	Edison	\$3,214.00	10/1/2025
Drama: Choreographer	Althea Farella	Edison	\$1,607.00	10/1/2025
Drama: Director	Molly Eisen	Edison	\$3,214.00	10/1/2025
Drama: Music Director	Althea Farella	Edison	\$1,749.00	10/1/2025
Drama: Producer	Jacqueline Kaiser	Edison	\$1,451.00	10/1/2025
Drama: Set Design/Construction	Molly Eisen	Edison	\$1,607.00	10/1/2025
Edison Singers	Bonnie Pomeroy	Edison	\$1,673.00	10/1/2025
Environmental Club	William Fatica	Edison	\$1,673.00	10/1/2025
Environmental Club	Eric Mains	Edison	\$1,673.00	10/1/2025
Honor Band	Joseph Romano	Edison	\$1,673.00	10/1/2025
Italian Club	Marcella Clatworthy	Edison	\$1,673.00	10/1/2025
Jazz Band	Joseph Romano	Edison	\$1,673.00	10/1/2025
Junior Chinese Club	Dongmei Li	Edison	\$1,673.00	10/1/2025
Math Club	Nicole Shipitofsky	Edison	\$836.50	10/1/2025
Newspaper	Brooke Alvine	Edison	\$2,499.00	10/1/2025
Organization Club	Maureen Donohue	Edison	\$1,673.00	10/1/2025
STEM	Suzanne Crownover	Edison	\$669.20	10/1/2025
STEM	Hillary Rubenstein	Edison	\$836.50	10/1/2025
Strategic Board Game	Eric Mains	Edison	\$1,673.00	10/1/2025
Student Council	Jennifer Blume	Edison	\$3,214.00	10/1/2025
Unity Club	Jennifer Blume	Edison	\$1,673.00	10/1/2025
Video Game Club	Anton Carrera	Edison	\$850.51	10/1/2025
Video Game Club	Spyridon Mantzas	Edison	\$850.51	10/1/2025
Yearbook	Giovanna Bay	Edison	\$2,499.00	10/1/2025

2025-2026 Edison MS Co-Curricular Assignments

Activity	Name	Location	Stipends	Effective Dates
Team Leader	Brian Azzato	Edison	\$3, 214.54	9/2/2025
Team Leader: Grade 8	Meghan Colabella	Edison	\$3, 214.54	9/2/2025
Team Leader: Grade 8	Jessica Corino	Edison	\$3, 214.54	9/2/2025
Team Leader: Grade 7	Kim Covington	Edison	\$3, 214.54	9/2/2025
Team Leader: Grade 7	Christina Ferinde	Edison	\$964.36	9/2/2025
Team Leader: Grade 7	Pamela Romanchuk	Edison	\$2,250.15	9/2/2025
Team Leader: Grade 6	Thomas Perrone	Edison	\$3, 214.54	9/2/2025
Team Leader: Grade 6	Nicole Shipitofsky	Edison	\$3, 214.54	9/2/2025

2025-2026 Additional Assignments

Funded by ESEA Title IA Grant

Name	Location	Position	Stipend / Rate of Pay	Not to Exceed	Effective Dates
Ayesha AlyAhmed	Kelly	After Care Services	\$150.00 per day	Not to Exceed 7 days	2025-2026
Julia Booker	Kelly	After Care Services	\$150.00 per day	Not to Exceed 7 days	2025-2026
Mercedes Asqui Arroba	Hazel	After Care Services	\$150.00 per day	Not to Exceed 7 days	2025-2026
Lisa Jones Alston	Hazel	After Care Services	\$150.00 per day	Not to Exceed 7 days	2025-2026
Jennifer Blum	Washington	After Care Service	\$150.00 per day	Not to Exceed 7 days	2025-2026
Karen Wynn	Washington	After Care Service	\$150.00 per day	Not to Exceed 7 days	2025-2026
Karen Ciaglia	Hazel	Lead Teacher Homework and Morning Club	Stipend \$1,200	N/A	2025-2026
Luz Pensado	Kelly	Lead Teacher Homework and Morning Club	Stipend \$1,200	N/A	2025-2026
Brandi Brennan	Washington	Lead Teacher Homework and Morning Club	Stipend \$,1200	N/A	2025-2026
Karen Ciaglia	Hazel	Homework Club	Stipend \$5,500	N/A	2025-2026
Boris Ioshpa	Hazel	Homework Club	Stipend \$5,500	N/A	2025-2026
Kristen Junchaya	Hazel	Homework Club Substitute	Stipend \$5,500 Prorated per time worked	As assigned	2025-2026
Jason Roberts	Hazel	Homework Club	Stipend \$5,500	N/A	2025-2026
Mary Beth Sabates	Hazel	Homework Club	Stipend \$5,500	N/A	2025-2026
Erine Smith	Hazel	Homework Club	Stipend \$5,500	N/A	2025-2026
Leslie Taylor	Hazel	Homework Club	Stipend \$5,500	N/A	2025-2026
Michelle Clark	Kelly	Homework Club	Stipend \$5,500	N/A	2025-2026
Cindy Cooney	Kelly	Homework Club	Stipend \$5,500	N/A	2025-2026
Teresa Jones	Kelly	Homework Club	Stipend \$5,500	N/A	2025-2026
Kim McDonald	Kelly	Homework Club	Stipend \$5,500	N/A	2025-2026
Nicole Mindo	Kelly	Homework Club	Stipend \$5,500	N/A	2025-2026
Wendy Paul	Kelly	Homework Club Substitute	Stipend \$5500 Prorated per time worked	As assigned	2025-2026
Luz Pensado	Kelly	Homework Club	Stipend \$5,500	N/A	2025-2026
Brandi Brennan	Washington	Homework Club	Stipend \$5,500	N/A	2025-2026
Jennifer Bottarini	Washington	Homework Club Substitute	Stipend \$5,500 Prorated per time worked	As assigned	2025-2026
Alexia Friedman	Washington	Homework Club	Stipend \$5,500	N/A	2025-2026
Carla Glomb	Washington	Homework Club Substitute	Stipend \$5,500 Prorated per time worked	As assigned	2025-2026

2025-2026 Additional Assignments

Name	Location	Position	Stipend / Rate of Pay	Not to Exceed	Effective Dates
Elizabeth Heffner	Washington	Homework Club	Stipend \$5,500	N/A	2025-2026
Laura Kraft	Washington	Homework Club Substitute	Stipend \$5,500 Prorated per time worked	As assigned	2025-2026
Nicole McArdle	Washington	Homework Club Substitute	Stipend \$5,500 Prorated per time worked	As assigned	2025-2026
Danelle Ratusis	Washington	Homework Club	Stipend \$5,500	N/A	2025-2026
Michael Schiavo	Washington	Homework Club	Stipend \$5,500	N/A	2025-2026
Karen Wynn	Washington	Homework Club	Stipend \$5,500	N/A	2025-2026
Karen Ciaglia	Hazel	Morning Club Substitute	Stipend \$5,000 Prorated per time worked	As assigned	2025-2026
Gisselle Dal Bo	Hazel	Morning Club	Stipend \$5,000	N/A	2025-2026
Kristin Junchaya	Hazel	Morning Club Substitute	Stipend \$5,000 Prorated per time worked	As assigned	2025-2026
Michelle Ledesma	Hazel	Morning Club	Stipend \$5,000	N/A	2025-2026
Rosemary Pepi-Martos	Hazel	Morning Club	Stipend \$5,000	N/A	2025-2026
Mary Beth Sabates	Hazel	Morning Club	Stipend \$5,000	N/A	2025-2026
Kevonna Ward	Hazel	Morning Club	Stipend \$5,000	N/A	2025-2026
Kelly Gambuti	Kelly	Morning Club	Stipend \$5,000	N/A	2025-2026
Teresa Jones	Kelly	Morning Club	Stipend \$5,000	N/A	2025-2026
Kim McDonald	Kelly	Morning Club	Stipend \$5,000	N/A	2025-2026
Nicole Mindo	Kelly	Morning Club	Stipend \$5,000	N/A	2025-2026
Luz Pensado	Kelly	Morning Club Substitute	Stipend \$5,000 Prorated per time worked	As assigned	2025-2026
Jennifer Bottarini	Washington	Morning Club Substitute	Stipend \$5,000 Prorated per time worked	As assigned	2025-2026
Carla Glomb	Washington	Morning Club Substitute	Stipend \$5,000 Prorated per time worked	As assigned	2025-2026
Amy Jakimas	Washington	Morning Club	Stipend \$5,000	N/A	2025-2026
Andrea Klein	Washington	Morning Club	Stipend \$5,000	N/A	2025-2026
Laura Kraft	Washington	Morning Club Substitute	Stipend \$5,000 Prorated per time worked	As assigned	2025-2026
Nicole McArdle	Washington	Morning Club Substitute	Stipend \$5,000 Prorated per time worked	As assigned	2025-2026
Alba Oakley	Washington	Morning Club	Stipend \$5,000	N/A	2025-2026
Jennifer Tarullo	Washington	Morning Club	Stipend \$5,000	N/A	2025-2026

2025-2026 Additional Assignments

Name	Location	Position	Stipend / Rate of Pay	Not to Exceed	Effective Dates
Gisselle Dal Bo	Hazel	Title I Parent Involvement Program	Stipened \$3,000	N/A	2025-2026
Kristin Junchaya	Hazel	Title I Parent Involvement Program	Stipend \$3,000	N/A	2025-2026
Mary Quiroz	Kelly	Title I Parent Involvement Program	Stipend \$3,000	N/A	2025-2026
Sintya Falero	Central Office	Title I Parent Involvement Program	Stipend \$3,000	N/A	2025-2026
Maria Pirovina	Washington	Title I Parent Involvement Program	Stipend \$4,000	N/A	2025-2026
Lisa Rodino	Washington	Title I Parent Involvement Program	Stipend \$2,000	N/A	2025-2026

2025-2026 Additional Assignments

Name	Location	Position	Stipend / Rate of Pay	Not to Exceed	Effective Dates
Dineen Robinson	Gregory	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Sarah Traci	Gregory	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
George Hernandez-Benitez	Hazel	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Kevonna Ward	Hazel	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Jessica Spring-Morano	Kelly	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Rachel Confransisco	Mt. Pleasant	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Jailyn McBurrow-Calhoun	Mt. Pleasant	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Kristina Moyet	Mt. Pleasant	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Joy Burnett	Redwood	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Miriam Kargbo-Jackson	Redwood	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Christie Landau	Redwood	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Romina Casenta	St. Cloud	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Kiara Goode	Washington	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Hillary Rubenstein	Edison	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Aaron Carr	Liberty	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Dan Dufresene	Roosevelt	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Sahkeenah Wallace	Roosevelt	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Cristina Delaney	WOHS	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Rana Elkadi	WOHS	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Carlos Perez	WOHS	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026
Nydia Texidor-Leverett	WOHS	WOW Ambassador	\$45.47 per hour	Not to exceed 50 hours	11/1/2025-6/1/2026

2025-2026 Additional Assignments

Funded by Title III Multilingual Tutorial

Name	Location	Position	Stipend / Rate of Pay	Not to Exceed	Effective Dates
Danielle Bridge	Liberty	Multilingual Tutorial Program Substitute	\$57.13 per hour	Not to exceed 50 hours	11/1/2025 - 6/1/2026
Yanira Escobar	Liberty	Multilingual Tutorial Program	\$57.13 per hour	Not to exceed 50 hours	11/1/2025 - 6/1/2026
Gina Ethe	Liberty	Multilingual Tutorial Program Substitute	\$57.13 per hour	Not to exceed 50 hours	11/1/2025 - 6/1/2026
Kristen Flynn	Liberty	Multilingual Tutorial Program	\$57.13 per hour	Not to exceed 50 hours	11/1/2025 - 6/1/2026
Melissa Martino	Liberty	Multilingual Tutorial Program	\$57.13 per hour	Not to exceed 50 hours	11/1/2025 - 6/1/2026
Scott Moses	Liberty	Multilingual Tutorial Program	\$57.13 per hour	Not to exceed 50 hours	11/1/2025 - 6/1/2026
Leanna Amorim	Roosevelt	Multilingual Tutorial Program	\$57.13 per hour	Not to exceed 50 hours	11/1/2025 - 6/1/2026
Julian Rodriguez	Roosevelt	Multilingual Tutorial Program	\$57.13 per hour	Not to exceed 50 hours	11/1/2025 - 6/1/2026
Lissette Santa	Roosevelt	Multilingual Tutorial Program	\$57.13 per hour	Not to exceed 50 hours	11/1/2025 - 6/1/2026
Laura Santimauro	Roosevelt	Multilingual Tutorial Program	\$57.13 per hour	Not to exceed 50 hours	11/1/2025 - 6/1/2026
Dara Brevard	WOHS	Multilingual Tutorial Program	\$57.13 per hour	Not to exceed 61 hours	11/1/2025 - 6/1/2026
Carlos Perez	WOHS	Multilingual Tutorial Program	\$57.13 per hour	Not to exceed 61 hours	11/1/2025 - 6/1/2026
Nydia Texidor Levere	WOHS	Multilingual Tutorial Program	\$57.13 per hour	Not to exceed 61 hours	11/1/2025 - 6/1/2026

Funded by Title III Immigrant ESL Family Literacy

Name	Location	Position	Stipend / Rate of Pay	Not to Exceed	Effective Dates
Leanna Amorim	Roosevelt	ESL Family Literacy Program	\$57.13 per hour	Not to exceed 44 hours	11/1/2025 - 6/1/2026
Sintya Falero	Central Office	ESL Family Literacy Program	\$57.13 per hour	Not to exceed 10 hours	11/1/2025 - 6/1/2026



West Orange Public Schools
West Orange, New Jersey

Title: Operations Foreman
Location: District
Organizational Responsibilities Reports to: Facilities Manager Supervises: Maintenance Staff (As assigned by Facilities Manager) Coordinates With: Principals, School Business Administrator, Head Custodians, Custodial Foreman, Food Services Supervisor (As assigned by Facilities Manager) Liaison With: Fire Department, Health Department, Police Department, and various outside contractors
Terms of Employment: 12-month - I.U.O.E Local 68 Stipend position (\$7,000.00)
Job Goals: To assist the Facilities Manager in overseeing maintenance staff, coordinating projects, and ensuring the smooth operation of district facilities
Qualifications: 1. Black Seal Boiler License preferred 2. Ability to supervise and coordinate the activities of the maintenance staff 3. Demonstrated knowledge of school construction, plant operation, maintenance and grounds equipment, and school safety
Performance Responsibilities: Staff Oversight: ● Prepare daily work schedules and supervise maintenance staff and summer employees. ● Assist in staff evaluations and collaborate with the Facilities Manager on hiring. Project & Finance Management: ● Prepare material lists and coordinate delivery to job sites.

- Track and report work orders, labor, and materials.
- Recommend project priorities, repair estimates, equipment purchases, and contractor use.
- Develop efficient systems for emergency repairs and annual inspections.

School Buildings & Equipment:

- Consult with building principals on preventive maintenance programs.
- Oversee maintenance of district vehicles, tools, and equipment.
- Supervise grounds work, snow removal, and other assigned duties.
- Serve as liaison between staff, contractors, and district administrators.

Evaluation

Annual performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation of certified staff.

Board Approved Date: 06/21/2010

Revised:



West Orange Public Schools
West Orange, New Jersey

Title: Utility Foreman (formerly Grounds Lead/ Snow Brigade Captain)

Location: District

Organizational Responsibilities

Reports to: Facilities Manager

Supervises: Utility and Grounds Staff (As assigned by the Facilities Manager)

Coordinates With: Operations Foreman, Principals, School Business Administrator, Head Custodians, Custodial Supervisors, Food Services Supervisor (As assigned by Facilities Manager)

Liaison With: Township and State Inspectors, Fire Department, Health Department, Police Department, and various outside contractors

Terms of Employment:

12-month - I.U.O.E Local 68 Stipend position (\$7,000.00)

Job Goals:

To assist the facilities Manager in overseeing the exterior maintenance and grounds of the school to ensure safe, functional, and well-maintained facilities.

Qualifications:

1. High school diploma.
2. Black Seal Boiler License preferred
3. Ability to supervise and coordinate the activities of the utility and grounds staff
4. Demonstrated knowledge of equipment repair and maintenance, heavy and light construction equipment operation, and equipment safety
5. Computer literate for work order systems

Performance Responsibilities:

Staff Oversight:

- Coordinate daily work schedules for utility/grounds staff.

- Supervise crews, including summer employees.
- Assist the Facilities Manager in staffing and evaluating maintenance personnel.

Project & Maintenance Management:

- Recommend repair priorities and estimate labor/materials needed.
- Maintain inventory of tools and equipment; ensure vehicles and equipment are operational.
- Develop and implement emergency repair and snow removal procedures.
- Serve as liaison with external contractors.

Reporting & Compliance:

- Prepare brief reports on work orders and maintenance activities.
- Respond to directives from District Administrators.
- Conduct periodic inspections of work areas and equipment.

Evaluation

Annual performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation of certified staff.

Board Approved Date: January 9, 2012

Revision:

Applications for Absence for School Business 2025-2026

October 27, 2025

Name	Position	School	Conference	Dates	Amount	Funded
Mara Mamroud	Preschool I&R Specialist	WOECLC	Community of Practice for Experienced PIRS - Virtual	10/17/2025* 11/21/2025 12/19/2025 1/16/2026 2/20/2026 3/20/2026 4/17/2026 5/15/2026	\$200.00	District (Funded by PEA Budget)
Mara Mamroud	Preschool I&R Specialist	WOECLC	Guiding Pre-K and Kindergarten Students to Better Behavior and Increased Learning	11/17/2025	\$295.00	District (Funded by PEA Budget)

*Retroactively approved 9/15/2025

Board of Education Field Trip Destination Approval
2025- 2026 School Year
West Orange Public Schools

Trip Destinations

Destination	Address	City	State
Union High School*	2350 N. 3rd Street	Union	NJ

*Retroactively approved 9/15/2025

**West Orange School District Field Trips
Overnight/Out of State
2025-2026 School Year
October 27, 2025**

School	Grades	Course / Group	Destination	City	State
WOHS	9-12	WOHS Marching Band	University of Delaware*	Newark	DE
Roosevelt	8th	8th Grade	Bernard B. Jacobs Theatre	New York	NY
Liberty	8th	8th Grade	Bernard B. Jacobs Theatre	New York	NY
WOHS	9-10	Institute for the Humanities	Metropolitan Opera House	New York	NY
Edison & Liberty	7th	7th Grade	Kalahari Resort	Pocono Manor	PA

*Rescinded

OOD PLACEMENTS 25/26 SY - 10.27.25 agenda

Student #	Placement	Tuition	Budgeted/Unbudgeted
2806059	Spectrum 360	Tuition: \$96,040.45 205 days @ \$468.49/day Shared aide: \$23,575.00 205 days @ \$115.00/day 7/1/25 - 6/25/26	Budgeted
1309104	MUJC	Tuition: \$103,699.90 1:1 aide: \$76,569.00 9/15/25 - 6/10/26	Unbudgeted
2907108	MUJC	1:1 aide: \$76,569.00 9/3/25 - 6/10/26	Unbudgeted
2509336	Deron School of New Jersey	Tuition: \$4,332.40 10 days @ \$433.24/day 9/17/25 - 10/3/25	Budgeted
2113048	Garden Academy	Tuition: \$105,801.60 160 days @ \$661.26/day 10/6/25 - 6/12/26	Unbudgeted
1901008	Autism Education and Sports Academy	Tuition: \$93,583.75 221.5 days @ \$422.50/day 7/13/25 - 6/18/26	Unbudgeted
2706092	Burlington County Special Services	1:1 aide: \$50,240.00 9/3/25 - 6/10/26	Unbudgeted
1105097	Gloucester County Special Services School District	Tuition: \$43,066.10 170 days @ \$253.33/day Out of district fee: \$3,201.10 170 days @ \$18.83/day 9/18/25 - 6/18/26	Unbudgeted
1713013	Rutgers Day School	Tuition: \$82,308.00 9/17/25 - 6/23/26	Unbudgeted
2501341	Bergen County Special Services	Tuition: \$82,663.20 9/12/2025 - 6/26/26	Unbudgeted
2113011	Bergen County Special Services	Tuition: \$5,850.00 7/1/25 - 7/25/25	Budgeted
2201123	Essex Regional Educational Services Commission Essex Campus Academy	Tuition: \$67,424.69 10 months @ \$6,742.47/month 9/4/25 - 6/23/26	Unbudgeted



West Orange Public Schools
179 Eagle Rock Avenue
West Orange, New Jersey 07052
(973) 669-5400

District Goals 2025-2026

- 1) **Strategic Plan-** To collaboratively develop and implement a comprehensive five-year Strategic Plan 2026-2031 that aligns district priorities, promotes student achievement, and guides decision-making across all schools and departments.

- 2) **Middle School-**The district will strengthen the implementation of the new 6–8 middle school model by promoting consistent instructional practices, aligned curriculum, and collaborative professional learning communities (PLCs) to further develop a solid academic foundation for high school. The goal is to ensure a seamless academic and social transition for students across grades 6–8, with a focus on improving student achievement through data-driven instruction, targeted interventions, and the integration of supports for diverse learners.

- 3) **Budget Process-** To ensure long-term fiscal sustainability and maximize resources directly supporting student achievement, the district will maintain prudent financial practices, align budget allocations with strategic educational priorities, and enhance transparency and efficiency in all financial operations.