



March 17, 2025
Minutes

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting March 17, 2025
5:30 P.M. Executive Session
6:30 P.M. Public Session
West Orange High School
51 Conforti Avenue

Minutes

I. ROLL CALL OF THE MEMBERS

Present: President Rock, Vice President Ivker, Dr. Bryant, Mr. Stevenson and Ms. Vera.
Absent: None.

II. NOTICE OF MEETING:

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice and to attend the meetings of public bodies at which any business affecting their interests are discussed or acted upon. In accordance with the provisions of the Act:

- A written notice was sent from the Office of the Secretary of the Board on January 7, 2025.
- That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and by email to the Star-Ledger.
- That said notice was posted in the lobby of the Administration Building of the Board of Education and posted on the district website at www.woboe.org
- Please be advised that this meeting is being recorded and may be broadcasted on local TV and the district's website at a future date.

III. EXECUTIVE SESSION

WHEREAS: The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED: The Board of Education adjourns to closed session to discuss personnel, legal and miscellaneous confidential matters. Be it further

RESOLVED: The minutes of this closed session will be made public when the need for confidentiality no longer exists.

IV. PUBLIC SESSION AT 6:30 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF February 24, 2025 (Att. #1)

MOTION: Vice President Ivker

SECOND: Ms. Vera

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock



VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. WOHS Student Recognition
- B. 2025-2026 Tentative 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
Nancy Feldman	Mt. Pleasant	School Nurse	Retirement 32 years	7/1/25
Cynthia Lombardi	Hazel	Grade 3	Retirement 21 years	7/1/25
Olivia Zullo	St. Cloud	Grade 5	Resignation	3/17/25

- 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
Noel Duverge	Transportation	Bus Driver Part-time	Resignation	6/30/25
Nancy Festa	WOHS	Paraprofessional	Retirement 20 years	7/1/25
Colleen Flynn	WOHS	Paraprofessional	Retirement 21 years	7/1/25
Claudy Louigene	WOHS	Custodian Night-shift	Retirement 20 years	3/28/25
Isabel Olivi Balebona	Transportation	Bus Driver Part-time	Retirement 14 years	1/1/26
Nellys Ortiz De Contreras	Kelly	Custodian Night-shift	Resignation	3/5/25
Jane Ryfa	WOHS	Administrative Assistant	Retirement 25.5 years	7/1/25
Kathryn Winston	CO	HR Specialist	Retirement 25 years	7/1/25

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
Daniel Krayton	Liberty	Baseball Coach	2/28/25
Joseph LaValle	Liberty	Track Co-Coach	2/28/25

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
Joanne Mace	Edison	Science Long Term Sub	Brewer	MA	N/A	\$384.50 per diem	3/24/25 - 6/30/25
Esther Okossi	Liberty	English Language Arts Leave Replacement	Guzman	BA	5	\$65,893 prorated	3/4/25 - 5/2/25 amended from 3/10/25 - 5/2/25

- 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 Rivadeneira Rossales	Redwood	Lunch Aide	Stefanelli	N/A	N/A	\$9,603 annualized	3/18/25 - 6/18/25
Stephone Whitehead	St. Cloud	Clerical Aide 10 months	Labrado	N/A	N/A	\$29,427.37 annualized	3/11/25 - 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
Katelyn Antico	WOHS	Mathematics Leave Replacement-Bryant	4/21/25 - 6/18/25
Cristina Delaney	WOHS	Mathematics Leave Replacement-Bryant	4/21/25 - 6/18/25
Robert Lomoriello	WOHS	Mathematics Leave Replacement-Bryant	4/21/25 - 6/18/25
Nicole Massoud	WOHS	Mathematics Leave Replacement-Bryant	4/21/25 - 6/18/25
Caniece Williams	WOHS	Mathematics Leave Replacement-Bryant	4/21/25 - 6/18/25
Leslie Bagen	WOHS	Mathematics Leave Replacement-Denburg	5/12/25 - 6/13/25
Michael DeBarbieri	WOHS	Mathematics Leave Replacement-Denburg	5/12/25 - 6/13/25



Name	Location	Position	Effective Dates
David Leach	WOHS	Mathematics Leave Replacement-Denburg	5/12/25 - 6/13/25
Jessica Nuzzi	WOHS	Mathematics Leave Replacement-Denburg	5/12/25 - 6/13/25
Shaan Shah	WOHS	Mathematics Leave Replacement-Denburg	5/12/25 - 6/13/25

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

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Edward Bejian	Liberty	Baseball Volunteer	N/A	2024-2025
Carlo Felici	Liberty	Baseball Coach	\$5,770 amended from \$2,885	2024-2025
Brian Zengewald	Liberty	Track Co-Coach	\$2,885	2024-2025

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

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Nicole Dalle Molle	District	CPI Initial Certification Training	\$85.11 per hour not to exceed 4 hours	3/12/25
Andrew Jeliffe	Redwood	Behavior data entry to be completed by ERI Paraprofessional as needed for the position	\$26.82 per hour at .5 hours per day not to exceed 20 days	2/1/25 - 2/28/25
Trish Dellosso	WOHS	Administrative Assistant to provide clerical support during student physicals	\$25 per hour amended from \$28.57 per hour not to exceed 10 hours	5/27/25, 5/29/25
Eridania Perez	WOHS	Administrative Assistant to provide clerical support during student physicals	\$25 per hour amended from \$28.57 per hour not to exceed 10 hours	5/27/25, 5/29/25
Timothy Blumkin	WOHS	Central CPR Training for Emergency Response Team Members	\$85.11 per hour not to exceed 6 hours	3/26/25
Darnelle Charlemagne	WOHS	Para provided to assist student with support for Girls' Step Team	\$26.82 per hour Not to exceed 80 hours	2024-2025
Jeffrey Mazurek	WOHS	Central CPR Training for Emergency Response Team Members	\$85.11 per hour not to exceed 6 hours	3/26/25

- f. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following 2024-2025 Student Teacher assignment(s):

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Devonasia Williams	Caldwell University	Redwood	2/25/25 - 5/30/25

- g. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following substitute appointment(s) at the appropriate substitute rates for 2024-2025:



Name	Certification Code	Administrator	Administrative Assistant	Lunch Aide	Nurse	Custodian
Annette Towson*	Standard	X				

*effective 3/7/25, amended from 3/1/25

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
8313 Personal	WOHS	N/A	3/11/25 - 3/14/25	N/A	3/17/25
5149 Medical	.4 Kelly / .4 Mt. Pleasant .2 Gregory	3/24/25 - 4/18/25	N/A	N/A	4/21/25
4141 Medical	WOHS	N/A	3/12/25, 3/24/25, 4/10/25, 4/11/25	N/A	4/21/25
5097 Medical	Edison	3/31/25 - 5/9/25	N/A	N/A	5/12/25
4867 Medical	Washington	9/16/24 - 10/1/24	10/2/24 - 12/20/24	1/2/25 - 6/30/25 amended from 1/2/25 - 3/31/25	9/1/25 amended from 4/1/25
8630 Family	Liberty	3/3/25 - 3/28/25 amended from 3/10/25 - 4/4/25	3/31/25 - 5/9/25 amended from 4/7/25 - 5/9/25	N/A	5/12/25
9238 Family	Roosevelt	N/A	N/A	9/1/25 - 6/30/26	9/1/26
6973 Family	St. Cloud	9/30/24 - 11/27/24	12/2/24 - 2/28/25	3/3/25 - 4/25/25 amended from 3/3/25 - 3/14/25	4/28/25 amended from 3/17/25
8105 Family	Roosevelt	5/27/25 - 6/30/25	9/1/25 - 10/31/25	N/A	11/3/25

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

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
9156 Family	St. Cloud	4/1/25 - 4/11/25	4/21/25 - 5/30/25	N/A	6/2/25
4598 Medical	WOECLC	3/17/25 - 4/21/25, a.m. only	4/21/25, p.m. only - 5/2/25	N/A	5/5/25
8884 Medical	Gregory	3/3/25 - 3/5/25 a.m. only	3/5/25, p.m. only - 5/23/25	5/27/25 - 6/30/25	7/1/25
4452 Medical	Hazel	N/A	N/A	9/18/24 - 4/4/25 amended from 9/18/24 - 3/4/25	4/7/25 amended from 3/5/25
4022 Medical	WOHS	N/A	3/12/25 - 3/14/25	N/A	3/17/25



Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
8791 Personal	BMELC	N/A	N/A	3/17/25-3/21/25 5/19/25 - 5/29/25 amended from 5/22/25 - 5/28/25	5/30/25 amended from 5/29/25
7989 Medical	Transportation	N/A	N/A	1/27/25, p.m. only 1/28/25 - 2/4/25 2/28/25 - 3/3/25 3/10/25 - 3/14/25	3/17/25
7975 Medical	Mt. Pleasant	N/A	N/A	3/14/25 - 3/20/25	3/21/25
6418 Personal	WOHS	N/A	2/10/25 - 3/14/25 amended from 2/10/25 - 2/21/25	N/A	3/17/25 amended from 2/24/25
9020 Medical	Washington	N/A	N/A	2/24/25 - 3/14/25	3/17/25

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
Samantha Palmer Involuntary	Kelly	Paraprofessional	Redwood	Paraprofessional	3/3/25

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for an additional 3-year extension of the existing Affiliation Agreement between the University of Scranton and the West Orange Board of Education for the district to provide supervised clinical training to students enrolled in the university's Leahy College of Health Sciences through February 7, 2028.

MOTION: Vice President Ivker

SECOND: Ms. Vera

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Applications for School Business Requests. (Att. #2)
2. Upon the recommendation of the Superintendent of Schools, Approval For Field Trip Destinations for the 2024-2025 school year. (Att. #3)
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Overnight and Out-of-State Field Trips for the 2024/2025 school year. (Att. #4)
4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the National Institute For Early Education Research at Rutgers to provide 3-Day Reliability Training on



the Early Childhood Environment Rating Scale, Third Edition (ECERS-3) to Two (2) Coaches at West Orange Early Childhood Learning Center in the amount of \$1,500.00.

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

C. FINANCE

a.) Special Services

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

Student	Services	Rate	Budgeted/Unbudgeted
2413027	Allegro School	Tuition: \$43,604.50 74 days @ \$589.25/day	Unbudgeted
2313020	David Gregory School	Tuition: \$30,794.00 100 days @ \$307.94/day 1:1 Aide: \$19,500.00 100 days @ \$195.00/day	Unbudgeted
23217	Summit Speech School	Tuition: \$23,423.40 66 days @ \$354.90/day	Unbudgeted
2401029	Sage Alliance	Tuition: \$39,103.06 94 days @ \$415.99/day	Budgeted
2201123	Fedcap School	Tuition: \$64,350.00 130 days @ \$495.00/day	Budgeted

2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Creative Learning Studios, LLC to provide Occupational Therapy services for the 2024-2025 school year.

Student	Services	Rate	Budgeted/Unbudgeted
2908102	Occupational Therapy	Maximum: \$13,673.00 \$90 per 30 minute individual session \$45 per 30 minute group session	Unbudgeted
2908103	Occupational Therapy	Maximum: \$13,673.00 \$90 per 30 minute individual session \$45 per 30 minute group session	Unbudgeted

3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Prime Healthcare Services - Saint Clare's LLC to provide Home Instruction services for the 2024-2025 school year.



Student	Services	Rate	Budgeted/Unbudgeted
1409021	Home Instruction Services	\$55.00/hour	Unbudgeted

4. 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
Horizon Healthcare/Homecare Therapies	Substitute Nursing as needed in the district	\$60,000
St. Monica Healthcare Agency LLC	Substitute Nursing as needed in the district	\$35,000
Sunbelt Staffing Agency	Substitute Nursing as needed in the district	\$80,000
Delta T Group	Substitute Nursing as needed in the district	\$40,000
Bayada Home Health	Substitute Nursing as needed in the district	\$15,000

5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Bergen County Special Services School District, to provide Educational Audiology services for the 2024-2025 school year.

Student	Services	Rate	Budgeted/Unbudgeted
2113056	Educational Audiology	\$1,365.00	Unbudgeted

b.) Business Office

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the March 17, 2025 Bills List in the amount of 23,161,397.85.
2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the January 2025 transfers within the 2024-2025 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #5)
3. Upon recommendation of the Superintendent of Schools acceptance by the Board of Education of the Board Secretary's financial report for the month of January 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. #6)
4. Upon recommendation of the Superintendent of Schools approval by the Board of Education acknowledgement and acceptance of the Report of the Treasurer of School Monies for the month of January 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 preliminary 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 Use of Banked Cap:

BE IT RESOLVED, that the West Orange Board of Education includes in the proposed 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 \$465,254 for the purpose of funding educational needs in the 2025-2026 budget. The district intends to complete said purposes by June 2026.

7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following Maintenance Reserve Withdrawal:

BE IT RESOLVED, that per N.J.A.C. 6A:23A-14.2(d) the general fund appropriations include a \$500,000 withdrawal from the Maintenance Reserve Account for use on required maintenance activities for a school facility as reported in the comprehensive maintenance plan pursuant to N.J.A.C. 6A:26-20.5.

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 recommendation of the Superintendent of Schools, approval by the Board of Education of the 2024 - 2025 Special Education Tuition Contract Agreement between Verona Board of Education and the West Orange Board of Education for the additional charge of a paraprofessional for Student #2201065.
10. 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
Playhouse Pre-School	Ceiling Mounted Access Points	\$700.35

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Abstain
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 March 17, 2025.
2. **Harassment, Intimidation and Bullying**

“Whereas, pursuant to Board Policy and the requirements of N.J.S.A. 18A:37-17(b)(6)(c), at its meeting on February 24, 2025, the Superintendent reported HIB Incident Number(s) 017, 018, 019, 020, 021, 022, 023, 024 to the Board; and

Whereas, on February 27, 2025 the parents and/or guardians of the students who are parties to the investigation received information about the investigation pursuant to N.J.S.A. 18A:37-17(b)(6)(d); and

Now, therefore, be it Resolved that the Board affirms the decision of the Superintendent concerning HIB Incident Number(s) 017, 018, 019, 020, 021, 022, 023, 024 for the 2024-2025 school year for the reasons conveyed to the Board.”



MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

XI. PETITIONS AND HEARINGS OF CITIZENS

XII. NEXT BOARD MEETING to be held at 6:30 p.m. on April 28, 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 9:40 p.m.

MOTION: Dr. Bryant

SECOND: Vice President Ivker

VOTE: 5-0 (VV)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary