



February 26, 2024  
Public Session

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting February 26, 2024**  
**5:30 P.M. Executive Session**  
**6:30 P.M. Public Session**  
**West Orange High School**  
**51 Conforti Avenue**

**Revised 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 January 8, 2024.
- That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and by email to the Star-Ledger.
- That said notice was posted in the lobby of the Administration Building of the Board of Education and posted on the district website at [www.woboe.org](http://www.woboe.org)
- Please be advised that this meeting is being recorded and may be broadcasted on local TV and the district's website at a future date.

**III. EXECUTIVE SESSION**

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

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

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

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

**V. PLEDGE OF ALLEGIANCE**

**VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF January 22, 2024 and January 30, 2024 (Att. #1)**

**VII. STUDENT LIAISON REPORT**

**VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS**

- A. Recognition of Black History
  - a. Makalia Rivera
  - b. WOHS Step Team
  - c. Mr. Albert Alston



B. 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
Vincenza Amabile	WOHS	Italian	Retirement 18 years	7/1/24
Michelle Frazee	St. Cloud	Academic Support	Retirement 28 years	7/1/24
Kaitlin Higgins	WOHS	Culinary Arts	Resignation	3/28/24
Janet Kamper	Special Services	Social Worker	Retirement 17 years	7/1/24
Michael Quintieri	WOHS	ESL Leave Replacement	Resignation	2/8/24

- 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
Wilmick Ablard	Transportation	Bus Driver Part-time	Resignation	2/14/24
Michael Housel	WOHS	Head Custodian	Resignation	3/15/24
Amal Kheir	WOHS	Paraprofessional	Resignation	3/15/24
Nicole Kuser	Gregory	AM/PM Tutorial Instructor	Resignation	1/29/24
Wally Paul	BMELC/Washington	Paraprofessional	Retirement 19 years	7/1/24
Sandra Stein	WOHS	Clerical Aide	Retirement 22 years	7/1/24

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
Kaitlin Higgins	WOHS	Spring Musical: Makeup	2/6/24

3. Appointments

- a. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following certificated staff appointment(s).



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Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Jodi Costanza	WOHS	Science Supervisor, K-12	Julia-Suriano	Supervisor	1	\$103,250 prorated	2/27/24 - 6/30/24
Hannah DuBois	Gregory	Grade 5	Suarez Reassigned	BA	4	\$64,286 prorated	2/27/24 - 6/30/24
Manuela Gonnella	WOHS	School Counselor Leave Replacement	Fahey	MA	N/A	\$375 per diem	1/2/24 - 3/25/24 amended from 1/2/24 - 3/8/24
Lisa Hannah	Washington	Kindergarten Leave Replacement	Sartages	MA	N/A	\$371 per diem	9/14/23 - 2/16/24 amended from 9/14/23 - 1/31/24
Tracy Jones EduStaff	Washington	Kindergarten Extended Assignment Sub	Fitzpatrick	N/A	N/A	\$200 per diem	2/20/24 - 3/28/24
Julie McGrath	Gregory	Grade 5 Leave Replacement	Zullo	MA	4	\$68,647	9/1/23 - 6/30/24 amended from 9/1/23 - 1/31/24
Kelly Palermo	Mt. Pleasant	Grade 4 Leave Replacement	Battista	MA	4	\$68,647 prorated	2/27/24 - 6/30/24
Leah Perez	Mt. Pleasant	Grade 3 Leave Replacement	Lee	MA	4	\$68,647 prorated	3/8/24* - 6/30/24
Angelica Safanova	WOHS	Technology Education Leave Replacement	Coen	DR	N/A	\$458.65 per diem	2/9/24 - 6/30/24

\*pending completion of onboarding process

- b.** Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following non-certificated staff(s):

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Lina Murillo	Mt. Pleasant	Lunch Aide	New	N/A	N/A	\$20.62 per hour	2/27/24 - 6/19/24
Marilyn Paccha	Kelly	Paraprofessional	New	Non-Degree	13	\$39,116 prorated	2/27/24 - 6/30/24
Justice Remar	Mt. Pleasant	Lunch Aide	New	N/A	N/A	\$20.62 per hour	2/27/24 - 6/19/24
Marleny Rodriguez	St. Cloud	Paraprofessional	New	Non-Degree	3	\$31,678 prorated	2/27/24 - 6/30/24
Ronen Trincer	BMELC / Washington	Paraprofessional	New	MA	12	\$40,395 prorated	2/27/24 - 6/30/24
Gloria Williams	Transportation	Bus Monitor Part-time	Tutt	N/A	N/A	\$23.97 per hour	2/27/24 - 6/19/24

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

Name	Location	Position	Effective Dates
Salma Hassan	Roosevelt	Special Education Leave Replacement - Eoon	2/29/24 - 6/19/24



Name	Location	Position	Effective Dates
William Keegan	Roosevelt	Special Education Leave Replacement - Eoon	2/29/24 - 6/19/24
Yevgenia Miller	Roosevelt	Special Education Leave Replacement - Eoon	2/29/24 - 6/19/24
Kristen Paul	Roosevelt	Special Education Leave Replacement - Eoon	2/29/24 - 6/19/24
Matthew Garcia	WOHS	Leave Replacement - Daquin	2/22/24 - 6/19/24
Susan Leon-Guerrero	WOHS	Leave Replacement - Daquin	2/22/24 - 6/19/24
Lociano Benjamin	WOHS	Leave Replacement - Daquin	2/22/24 - 6/19/24
Dana Peart	WOHS	Leave Replacement - Daquin	2/22/24 - 6/19/24
Juan Roncero	WOHS	Leave Replacement - Daquin	2/22/24 - 6/19/24

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

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Rose Kelly	Gregory	SEL Lunch Bunch: Kindergarten	\$750	2/26/24 - 6/30/24
Kristen Landosca	Gregory	SEL Lunch Bunch: Grade 3	\$750	2/26/24 - 6/30/24
Danielle Marino	Gregory	SEL Lunch Bunch: Grade 2	\$750	2/26/24 - 6/30/24
Hannsh Rozanski	Gregory	SEL Lunch Bunch: Grade 1	\$750	2/26/24 - 6/30/24
Keith Appello	Liberty	Softball Coach	\$5,575	2023-2024
Carlo Felici Redwood	Liberty	Baseball Co-Coach	\$2,787.50	2023-2024
Daniel Krayton	Liberty	Baseball Co-Coach	\$2,787.50	2023-2024
Joseph LaValle	Liberty	Track Co-Coach	\$2,787.50	2023-2024
Erim Smith	Liberty	Track Co-Coach	\$2,787.50	2023-2024
Jeanina Abramo	WOHS	Spring Musical: Makeup	\$563	2023-2024
Francesco Composto Redwood	WOHS	Spring Musical: Pit Orchestra Musician	\$60 per rehearsal not to exceed \$360 \$125 per performance not to exceed \$500	2023-2024
Phil Gallo OOD	WOHS	Spring Musical: Pit Orchestra Musician	\$60 per rehearsal not to exceed \$360 \$125 per performance not to exceed \$500	2023-2024
Alec Hamilton Gregory	WOHS	Spring Musical: Pit Orchestra Musician	\$60 per rehearsal not to exceed \$360 \$125 per performance not to exceed \$500	2023-2024
Mark Lagatic Gregory	WOHS	Spring Musical: Pit Orchestra Musician	\$60 per rehearsal not to exceed \$360 \$125 per performance not to exceed \$500	2023-2024
Gary Margerum Redwood	WOHS	Spring Musical: Pit Orchestra Musician	\$60 per rehearsal not to exceed \$360 \$125 per performance not to exceed \$500	2023-2024





Name	Location	Position	Stipend / Rate of Pay	Effective Dates
David Rhone	WOHS	Spring Musical: Pit Orchestra Musician	\$125 per performance not to exceed \$500	2023-2024
David Rhone	WOHS	Spring Musical: Rehearsal Pianist	\$1,617	2023-2024
Benjamin Ruben Schnirman OOD	WOHS	Spring Musical: Pit Orchestra Musician	\$60 per rehearsal not to exceed \$360 \$125 per performance not to exceed \$500	2023-2024

- e. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the addition of a new West Orange High School co-curricular activity as indicated below:

Name	Stipend/Rate of Pay	Effective Dates
National Society of Black Engineers (NSBE) Junior Chapter	\$800* prorated	3/1/24 - 6/30/24

\*Pilot year compensation at ½ negotiated yearly rate per WOECA CBA

- f. 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 January 1, 2024. (Att. #2)
- g. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of salaries for the 2022-2023 school year for the West Orange Administrators' Association Bargaining Unit Members retroactive from 7/1/2022 through 6/30/2023. (Att. #3)
- h. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of salaries for the 2023-2024 school year for the West Orange Administrators' Association Bargaining Unit Members retroactive from 7/1/2023 through 6/30/2024. (Att. #4)
- i. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of amended longevity amounts for I.U.O.E. Local 68 (Head Custodians) as specified. Amended longevity is contingent upon Board approval of a final Memorandum of Agreement dated January 30, 2024, covering the period of July 1, 2019 through June 30, 2024. (Att. #5)
- j. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of amended longevity amounts for I.U.O.E. Local 68 (Custodians, Maintenance/Utility, Full-time Bus Drivers and Monitors) as specified. Amended longevity is contingent upon Board approval of a final Memorandum of Agreement dated January 30, 2024, covering the period of July 1, 2019 through June 30, 2024. (Att. #6)
- k. 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
Alexa Zielke	BMELC	High Scope Curriculum Training Workshop	\$378.45	8/23/24 - 8/25/24
Dineen Robinson	Gregory	AM/PM Tutorial Instructor	\$55.20^ per hour	2/24 - 6/24
Sintya Falero-CO	Kelly	ESL Family Academy	\$2,000*	4/1/24 - 5/31/24
Mary Quiroz	Kelly	ESL Family Academy	\$2,000*	4/1/24 - 5/31/24



Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Elizabeth Moss	Washington	Nurse to provide support for student athlete	\$60.76 per hour not to exceed 12 hours	1/2/24 - 4/30/24
Elizabeth Heffner	Washington	Parent Program	\$55.20 per hour* not to exceed 25.5 hours	2/27/24 - 6/30/24
Lisa Rodino	Washington	Parent Program	\$55.20 per hour* not to exceed 25.5 hours	2/27/24 - 6/30/24
Salma Hassan	Roosevelt	After School Tutorial	\$55.20 per hour+ not to exceed 42 hours	2/26/24 - 6/6/24
Susan Hayward	Roosevelt	After School Tutorial	\$55.20 per hour+ not to exceed 42 hours	2/26/24 - 6/6/24
Laura Johansen	Roosevelt	After School Tutorial	\$55.20 per hour+ not to exceed 42 hours	2/26/24 - 6/6/24
William Keegan	Roosevelt	After School Tutorial	\$55.20 per hour+ not to exceed 42 hours	2/26/24 - 6/6/24
Cecily Robinson	Roosevelt	After School Tutorial	\$55.20 per hour+ not to exceed 42 hours	2/26/24 - 6/6/24
Sarah Augustine	WOHS	Nurse for Student Physicals	\$60.76 per hour not to exceed 6 hours	5/28/24, 5/30/24
Trish Dellosso	WOHS	Administrative Assistant for Student Physicals	\$25 per hour not to exceed 10 hours	5/28/24, 5/30/24
Danielle Ducheine	WOHS	Nurse for Student Physicals	\$60.76 per hour not to exceed 6 hours	5/28/24, 5/30/24
Denise Makri Werzen	WOHS	Nurse for Student Physicals	\$60.76 per hour not to exceed 6 hours	5/28/24, 5/30/24
Eridania Perez	WOHS	Administrative Assistant for Student Physicals	\$25 per hour not to exceed 10 hours	5/28/24, 5/30/24

\*Funded via ESEA Title IA

+Funded via ESEA Title I SIA

^Funded via ESSER III

- l.** Upon recommendation of the Superintendent of Schools approval by the Board of Education of or the following mentor assignments to be funded by the provisional teacher.

Mentor	Provisional Teacher	Location	Mentor Fee	Effective Dates
Cheryl Dabroski	Hannah DuBois	Gregory	\$275	2/27/24 - 6/30/24
Eileen Milano	Michael Quintieri	WOHS	\$667 prorated	1/8/24 - 2/8/24 amended
Deborah Mitchell	Kelly Palermo	Mt. Pleasant	\$275	2/27/24 - 6/30/24

- m.** Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following 2023-2024 Student Teacher assignment(s):

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Valeria Rachioffi	St. Peter's University	Mt. Pleasant	2/27/24 - 5/12/24

- n.** 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 2023-2024:



Name	Certification Code	Administrator	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Melanie Byfield	N/A				X			
Johnny Cristodaro	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
4097 Personal	LMS	N/A	2/5/24 - 2/15/24	N/A	2/16/24
8502 Medical	WOHS	1/11/24 - 5/3/24 a.m. only amended from 1/11/24 - 2/29/24 a.m. only	5/3/24 p.m. only - 6/30/24 amended from 2/29/24 p.m. only - 3/8/24	N/A	9/1/24 amended from 3/11/24
6381 Family	WOHS	11/13/23 - 2/2/24 amended from 11/13/23 - 1/31/24	2/5/24 - 6/30/24 amended from 2/1/24 - 6/30/24	N/A	9/1/24
4150 FMLA	WOHS	N/A	1/2/24 - 3/25/24 amended from 1/2/24 - 3/8/24	N/A	3/26/24 amended from 3/11/24
4859 Medical	Washington	2/21/24 - 4/5/24	N/A	N/A	4/8/24
8104 Medical	Kelly	2/21/24 - 3/20/24	N/A	N/A	3/21/24
4197 Medical	WOHS	1/3/24 - 4/8/24 amended from 1/3/24 - 3/27/24	N/A	N/A	4/9/24 amended from 3/28/24
6826 Family	WOHS	5/28/24 - 6/30/24	9/1/24 - 3/31/25	N/A	4/1/25
4276 Medical	WOHS	2/8/24 - 5/31/24	N/A	N/A	6/3/24
4765 Medical	Washington	9/14/23 - 2/16/24 amended from 9/14/23 - 1/31/24	N/A	N/A	2/20/24 amended from 2/1/24
4429 Medical	Gregory	2/9/24 - 3/21/24	N/A	N/A	3/22/24
8871 Family	BMELC	5/20/24 - 6/30/24	9/1/24 - 11/22/24	N/A	11/25/24

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

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
9145 Personal	Liberty	N/A	2/20/24 - 2/27/24	N/A	2/28/24
8687 Personal	Transportation	N/A	N/A	2/12/24 - 3/1/24	3/4/24



Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4177 Medical	WOHS	12/21/23 - 2/28/24 amended from 12/21/23 - 2/14/24	N/A	N/A	2/29/24 amended from 2/15/24
8222 Medical	WOHS	2/16/24 - 3/15/24	3/18/24 - 4/12/24	N/A	4/12/24
4175 Medical	WOHS	3/4/24 - 3/28/24	3/11/24 - 4/8/24	N/A	4/9/24
6629 Medical	Edison	1/2/24 - 3/21/24	N/A	N/A	3/22/24
4547 FMLA	Mt. Pleasant	N/A	1/16/24 - 4/12/24 amended from 1/16/24 - 2/23/24	N/A	4/15/24 amended from 2/26/24
8176 Medical	Washington	1/18/24 - 2/16/24 a.m. only amended from 1/18/24 - 2/15/24 a.m. only	2/16/24 p.m. only - 2/29/24 amended from 2/15/24 p.m. only - 2/29/24	N/A	3/1/24
7786 Medical	WOHS	10/10/23 - 10/20/23	10/23/23 - 3/8/24 amended from 10/23/23 - 2/9/24	N/A	3/11/24 amended from 2/12/2024
7989 Medical	Transportation	9/8/23 - 9/21/23	N/A	9/22/23 - 6/30/24 amended from 9/22/23 - 1/25/24	9/1/24 amended from 1/26/24
9097 Family	Kelly	3/18/24 - 3/27/24	3/28/24 - 6/30/24	N/A	9/1/24

## 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
Antonio Fernandez-Batista Voluntary	Gregory	Head Custodian	ECLC	Head Custodian	2/5/24
Anastasiya Riosa	WOHS	Paraprofessional	BMELC	Paraprofessional	3/11/24
Robert Sabino Voluntary	ECLC	Head Custodian	Gregory	Head Custodian	2/5/24
Krysten Torres Involuntary	Kelly	Paraprofessional	BMELC	Paraprofessional	2/8/24

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of a final Memorandum of Agreement, including salary structure, between the West Orange Board of Education and I.U.O.E. Local 68 (Head Custodians) for a successor collective bargaining agreement covering the period of July 1, 2019 through June 30, 2024. (Att. #7)
7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of a final Memorandum of Agreement, including salary structure, between the West Orange Board of Education and I.U.O.E. Local 68 (Custodians, Maintenance/Utility, Full-time Bus Drivers and Monitors) for a successor collective bargaining agreement covering the period of July 1, 2019 through June 30, 2024. (Att. #8)



8. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following job description(s): (Att. #9)

Job Description	New	Revised
Director of Special Services PreK-12		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. #10)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the overnight and out-of-state field trips for the 2023-2024 school year. (Att. #11)
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for Red Bull Theater Shakespeare in Schools Program to provide one teaching artist to work with English 9 Teachers and Students as they study Romeo & Juliet for the 2023-2024 school year in the amount of \$7,500 funded by local funds.

## C. FINANCE

### a.) Special Services

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following out of district placements for the 2023-2024 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1608082	Cornerstone Day School	Tuition: \$48,651.88 106 days @ \$458.98/day	Unbudgeted
2311002	ECLC of New Jersey	Tuition: \$27,149.48 76 days @ \$357.23/day 1:1 Aide: 18,620.00 76 days @ \$245.00/day	Unbudgeted
2113021	Shepard School	Tuition: \$27,105.48 86 days @ \$315.18/day	Unbudgeted
2706115	North Jersey Outreach	Tuition: \$12,500.00 March 4, 2024 - June 30, 2024 100 hours @ \$125/hour  Tuition: \$8,250.00 July 1, 2024 - August 31, 2024 66 hours @ \$125/hour	Unbudgeted
1308109	Spectrum 360 Lower School -After School Program	Tuition: \$700.00	Unbudgeted
1904011	Winston Preparatory School	Tuition: \$46,221.64	Unbudgeted



2311034	YCS Sawtelle Learning Center	Tuition: \$39,284.19 99 days @ \$396.81	Unbudgeted
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2. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following tuition/extraordinary aide services adjustments as certificate by the State of NJ Division of Administration and Finance:

School	Year	Certificate Rate Less Adjustments	Tuition Paid	Tuition Adjustments
ECLC of New Jersey	2022 - 2023	\$94,111.04 Tuition	\$87,598.56	\$6,512.48
P.G.Chambers	2022 - 2023	\$214,599.00 Tuition	\$199,219.02	\$15,379.98
Summit Speech School	2022 - 2023	\$104,262.75 Tuition \$5,158.90 1:1 Aide	\$94,855.00 \$5,907.78 1:1 Aide	\$9,408.75 -\$748.88

3. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following vendors to provide Related Services for the 2023-2024 School Year:

Student #	Provider	Type of Service	Cost	Not to Exceed	Budgeted/Unbudgeted
2206060	Mountain Lakes Board Education	Hearing Loss Itinerant Services	\$180.00/50 minute session One (1) session per week	\$3,960.00	Unbudgeted

**b.) Business Office**

1. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the February 26, 2024 Bills List in the amount of \$22,425,402.54.
2. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the January 2024 transfers within the 2023-2024 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #12)
3. Upon the recommendation of the Superintendent of Schools acceptance by the Board of Education of the Board Secretary's financial report for the month of January 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 the 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 2024, which report is in agreement with the Secretary's Report. (Att. #14)



5. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Parental Contract for Student Transportation for Student #1913043, for the ESY 2023, in the amount of \$1,305.00.
6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following Classroom Renovation at West Orange Early Childhood Learning Center Resolution:

**Whereas**, The West Orange Board of Education in the County of Essex, New Jersey (the “Board”), desires to proceed with a school facilities project consisting generally of:

**CLASSROOM RENOVATION  
AT  
WEST ORANGE EARLY CHILDHOOD LEARNING CENTER**

**Whereas**, the Board now seeks to take the initial steps in order to proceed with the Project:

NOW, **THEREFORE, BE IT RESOLVED** BY THE WEST ORANGE BOARD OF EDUCATION IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby approves the Schematic Plans prepared in connection with the Project and the Board further authorizes the submission of same to the Essex County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect the proposed Project(s).

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney, bond counsel and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution.

Section 4. This project is being funded as an “other capital project” and will not require state funding and the District is not seeking a Grant.

Section 5. This resolution shall take effect immediately.

7. Upon the recommendation of the Superintendent of Schools, acceptance of FY24 School Development Authority Emergent Capital Maintenance Needs Grant allocation in the amount of \$167,421.



8. Upon the recommendation of the Superintendent of Schools, acceptance of the following donation(s):

Donor	Recipient	Donation
Dr. Joanne Pollara	Kelly Elementary School	\$1,000.00 - to enhance STEAM initiatives (book purchases and/or classroom materials)

9. 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
Seton Hall Prep	24 Apple iMac with AppleCare+	\$50,112.00

10. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the FY23 Preschool Facilities Expansion Grant Number 23E00475 in the amount of \$1,014,000 to be allocated towards the Classroom Renovations at St. Cloud Renovations Project.
11. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of awarding Bid #23-01 for Classroom Renovations at St. Cloud Elementary School to Pal-Pro Builders, LLC, Garfield, NJ in the total bid amount of \$2,290,000.  
(Att. #15)

#### D. REPORTS

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending February 26, 2024.

#### XI. PETITIONS AND HEARINGS OF CITIZENS

#### XII. NEXT BOARD MEETING to be held at 6:30 p.m. on March 18, 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



**Training Level Changes  
Retroactive to January 1, 2024**

<b>First</b>	<b>Last</b>	<b>School</b>	<b>Position</b>	<b>From</b>			<b>To</b>		
				<b>Guide</b>	<b>Step</b>	<b>Salary</b>	<b>Guide</b>	<b>Step</b>	<b>Salary</b>
Maheen	Ahmad	Edison	ELA	MA	11	\$72,502.00	MA+15	11	\$77,180.00
Frank	Auletta*	St. Cloud	Grade 4	MA	17	\$117,064.00	MA+15	17	\$122,518.00
Giovanna	Bay	Edison	ELA	BA	4	\$64,286.00	BA+15	4	\$65,003.00
Timothy	Blumkin	WOHS	Phys Ed	MA	10	\$71,798.00	MA+15	10	\$76,430.00
Vincent	Cordasco	Gregory	Phys Ed	MA	5	\$69,256.00	MA+15	5	\$73,725.00
Michael	Falzarano	Kelly	Phys Ed	MA	5	\$69,256.00	MA+15	5	\$73,725.00
Christina	Graff	WOHS	Social Worker	MA+30	16	\$98,547.00	MA+45	16	\$101,319.00
Suzanne	Grochowski	Edison	Science	BA	8	\$66,291.00	BA+30	8	\$69,683.00
Alexa	Guzman	Liberty	ELA	BA+15	6	\$66,150.00	BA+30	6	\$68,766.00
Katherine	Hedlund	Washington	School OT	MA	12	\$72,857.00	MA+45	12	\$84,911.00
Colleen	Horan	Kelly	Speech Therapist	MA+15	11	\$77,180.00	MA+45	11	\$84,497.00
Connie	Kim	BMELC	School OT	MA	5	\$69,256.00	MA+15	5	\$73,725.00
Suzy	Louie	Washington	Phys Ed	BA	5	\$64,856.00	BA+15	5	\$65,580.00
Kimberly	Macdonald	Kelly	Special Ed	BA+15	8	\$67,032.00	MA	8	\$70,787.00
Stacy	Marcus	Liberty	Special Ed	MA+15	17	\$113,678.00	MA+30	17	\$119,155.00
Jeffrey	Mazurek	WOHS	Phys Ed	MA+15	12	\$77,558.00	MA+30	12	\$83,016.00
David	Rhone	WOHS	Music	BA+15	16	\$82,445.00	BA+30	16	\$87,265.00
Valerie	Romano	WOHS	F&CS	BA+15	8	\$67,032.00	BA+30	8	\$69,683.00
Anllileny	Rosario	WOHS	ELA	BA+15	12	\$68,992.00	BA+30	12	\$71,721.00
Hannah	Rozanski	Gregory	Grade 1	BA+15	6	\$66,150.00	BA+30	6	\$68,766.00
Elizabeth	Rubin*	BMELC	PreK	BA+30	17	\$112,598.00	MA+45	17	\$126,424.00
Fanny	Velandia	Redwood	Special Ed	MA+15	12	\$77,558.00	MA+30	12	\$83,016.00

\*includes longevity

**Revised Reappointments: WOAA Tenure Administrators  
2022-2023 School Year**

Location	Last Name	First Name	Job Title	Salary Guide	Step	Base Salary	Longevity	Stipend Amount	Calculated Salary	FTE %	Dates
BMELC	SALIMBENO	CONSTANCE	Principal	ELEM & MIDDLE PRINCIPAL	OG	\$ 169,532.00	\$ 7,829.00		\$ 177,361.00	100	2022-2023
Central Office	BERG	DARLENE	Supervisor	SUPERVISORS	11	\$ 142,300.00	\$ 7,829.00		\$ 150,129.00	100	2022-2023
Central Office	PLATA	FELIX	Supervisor	SUPERVISORS	OG	\$ 156,200.00		\$ 4,000.00	\$ 160,200.00	100	2022-2023
Central Office	QUAGLIATO	LOUIS	Director	DIRECTOR	OG	\$ 182,733.00	\$ 9,254.00		\$ 191,987.00	100	2022-2023
Edison	FITZGERALD	XAVIER	Principal	ELEM & MIDDLE PRINCIPAL	OG	\$ 185,411.00	\$ 7,829.00		\$ 193,240.00	100	2022-2023
Edison	MELENDEZ	ESTEBAN	Assistant Principal	ELEM & MIDDLE ASST. PRINCIPAL	OG	\$ 160,200.00	\$ 9,254.00		\$ 169,454.00	100	2022-2023
Gregory	HEWITT	MAKEIDA	Principal	ELEM & MIDDLE PRINCIPAL	8	\$ 143,800.00			\$ 143,800.00	100	2022-2023
Hazel	MARTI	ANA	Principal	ELEM & MIDDLE PRINCIPAL	12	\$ 159,800.00	\$ 6,404.00		\$ 166,204.00	100	7/1/2022-8/31/2022
Liberty	KLEMT	ROBERT	Principal	ELEM & MIDDLE PRINCIPAL	OG	\$ 185,411.00	\$ 12,104.00		\$ 197,515.00	100	7/1/2022-8/31/2022
Liberty	OLSHALSKY	STEPHEN	Assistant Principal	ELEM & MIDDLE ASST. PRINCIPAL	7	\$ 129,800.00	\$ 9,254.00		\$ 139,054.00	100	2022-2023
Mt Pleasant	DIGIACOMO	JULIE	Principal	ELEM & MIDDLE PRINCIPAL	12	\$ 159,800.00			\$ 159,800.00	100	2022-2023
Roosevelt	HUSH	LIONEL	Principal	ELEM & MIDDLE PRINCIPAL	OG	\$ 180,560.00	\$ 7,829.00		\$ 188,389.00	100	2022-2023
Roosevelt	LAWRENCE	MARC	Assistant Principal	ELEM & MIDDLE ASST. PRINCIPAL	OG	\$ 153,800.00	\$ 9,254.00		\$ 163,054.00	100	2022-2023
St Cloud	PRICE	ERIC	Principal	ELEM & MIDDLE PRINCIPAL	OG	\$ 186,364.00	\$ 7,829.00		\$ 194,193.00	100	2022-2023
Washington	DE MAIO	MARIE	Principal	ELEM & MIDDLE PRINCIPAL	OG	\$ 200,574.00	\$ 12,104.00		\$ 212,678.00	100	2022-2023
WOHS	ABU-HAKMEH	EMAD	Supervisor	SUPERVISORS	OG	\$ 163,031.00			\$ 163,031.00	100	2022-2023
WOHS	ALVINE	KEVIN	Supervisor	SUPERVISORS	OG	\$ 159,700.00	\$ 10,679.00		\$ 170,379.00	100	2022-2023
WOHS	BLIGH	RONALD	Director	DIRECTOR	OG	\$ 191,582.00	\$ 6,404.00		\$ 197,986.00	100	2022-2023
WOHS	BOYD BUTLER	CHERYL	Director	DIRECTOR	OG	\$ 191,582.00	\$ 6,404.00		\$ 197,986.00	100	2022-2023
WOHS	CHUNG	LESLEY	Assistant Principal	HS ASSISTANT PRINCIPAL	12	\$ 154,800.00	\$ 7,829.00		\$ 162,629.00	100	2022-2023
WOHS	DELGUERCIO	RYAN	Supervisor	SUPERVISORS	OG	\$ 159,721.00	\$ 9,254.00		\$ 168,975.00	100	2022-2023
WOHS	DELLAPIA	LOUIS	Assistant Principal	HS ASSISTANT PRINCIPAL	OG	\$ 164,765.00	\$ 9,254.00		\$ 174,019.00	100	2022-2023
WOHS	FIGUEIREDO	MICHAEL	Supervisor	SUPERVISORS	8	\$ 130,300.00	\$ 6,404.00		\$ 136,704.00	100	2022-2023
WOHS	JULIA-SURIANO	STEPHANIE	Supervisor	SUPERVISORS	8	\$ 104,240.00	\$ 5,123.00		\$ 109,363.00	80	2022-2023
WOHS	MANCARELLA	KIMBERLY	Assistant Principal	HS ASSISTANT PRINCIPAL	OG	\$ 203,102.00	\$ 9,254.00		\$ 212,356.00	100	2022-2023
WOHS	MOORE	HAYDEN	Principal	HIGH SCHOOL PRINCIPAL	OG	\$ 196,092.00	\$ 9,254.00		\$ 205,346.00	100	7/1/2022-8/31/2022
WOHS	MOORE	HAYDEN	Principal	HIGH SCHOOL PRINCIPAL	OG	\$ 196,092.00	\$ 10,679.00		\$ 206,771.00	100	9/1/22-11/20/22
WOHS	MULLIN	NANCY	Supervisor	SUPERVISORS	OG	\$ 167,348.00	\$ 10,679.00	\$ 4,000.00	\$ 182,027.00	100	2022-2023
WOHS	RIBEIRO	DAWN	Supervisor	SUPERVISORS	OG	\$ 159,700.00	\$ 10,679.00	\$ 10,000.00	\$ 180,379.00	100	2022-2023
WOHS	TOWSON	ANNETTE	Assistant Principal	HS ASSISTANT PRINCIPAL	OG	\$ 174,720.00	\$ 9,254.00		\$ 183,974.00	100	7/1/22-8/31/22
WOHS	TOWSON	ANNETTE	Assistant Principal	HS ASSISTANT PRINCIPAL	OG	\$ 174,720.00	\$ 10,679.00		\$ 185,399.00	100	9/1/22-6/30/23
WOHS	VENEZIANO	ELIZABETH	Supervisor	SUPERVISORS	OG	\$ 170,895.00			\$ 170,895.00	100	2022-2023

**Revised Reappointment WOAA Non-Tenure Administrators  
2022-2023 School Year**

Location	Last Name	First Name	Job Title	Definition	Step	Base Salary	Longevity	Calculated Salary	FTE%	Dates
Central Office	HANRATTY	BEATRICE	Supervisor	SUPERVISORS	4	\$ 114,300.00		\$ 114,300.00	100	2022-2023
Central Office	MARTINO	MICHELLE	Director	DIRECTOR	7	\$ 144,800.00		\$ 144,800.00	100	7/19/22-6/30/23
Hazel	CASTILLO	JOEL	Principal	ELEM & MIDDLE PRINCIPAL	7	\$ 139,800.00		\$ 139,800.00	100	2022-2023
Kelly	MARION	DAVID	principal	ELEM & MIDDLE PRINCIPAL	12	\$ 159,800.00		\$ 159,800.00	100	9/1/22-6/30/23
Redwood	JACKSON	KIMYA	Principal	ELEM & MIDDLE PRINCIPAL	8	\$ 143,800.00	\$ 6,404.00	\$ 150,204.00	100	2022-2023
WO-ECLC	DORLEAN	KALISHA	Supervisor	SUPERVISORS	6	\$ 122,300.00		\$ 122,300.00	100	10/14/22-6/30/23
WOHS	GUERRERO	OSCAR	Principal	HS Principal	OG	\$ 179,800.00		\$ 179,800.00	100	11/21/22-6/30/23

**Revised Reappointment WOA Tenure Administrators  
2023-2024 School Year**

Location	Last Name	First Name	Job Title	Salary Guide	Step	Base Salary	Longevity	Stipend	Salary	FTE %	Dates
BMELC	SALIMBENO	CONSTANCE	Principal	E/M Principal	OG	\$ 174,482.00	\$ 7,829.00		\$ 182,311.00	100	7/1/23-8/31/23
BMELC	SALIMBENO	CONSTANCE	Principal	E/M Principal	OG	\$ 174,482.00	\$ 9,254.00		\$ 183,736.00	100	9/1/23-6/30/2024
Central Office	BERG	DARLENE	Supervisor	Supervisor	12	\$ 147,250.00	\$ 7,829.00		\$ 155,079.00	100	2023-2024
Central Office	HANRATTY	BEATRICE	Supervisor	Supervisor	5	\$ 119,250.00			\$ 119,250.00	100	2023-2024
Central Office	PLATA	FELIX	Supervisor	Supervisor	OG	\$ 161,150.00		\$ 4,000.00	\$ 165,150.00	100	2023-2024
Central Office	QUAGLIATO	LOUIS	Director	Director	OG	\$ 187,683.00	\$ 9,254.00		\$ 196,937.00	100	2023-2024
Edison	MELENDEZ	ESTEBAN	Principal	E/M Principal	OG	\$ 175,150.00	\$ 9,254.00		\$ 184,404.00	100	7/1/23-8/31/23
Edison	MELENDEZ	ESTEBAN	Principal	E/M Principal	OG	\$ 175,150.00	\$ 10,679.00		\$ 185,829.00	100	9/1/23-6/30/24
Gregory	HEWITT	MAKEIDA	Principal	E/M Principal	9	\$ 148,750.00			\$ 148,750.00	100	2023-2024
Liberty	FITZGERALD	XAVIER	Principal	E/M Principal	OG	\$ 190,361.00	\$ 7,829.00		\$ 198,190.00	100	2023-2024
Liberty	OLSHALSKY	STEPHEN	Assistant Principal	ES/MS Assistant Principal	8	\$ 134,750.00	\$ 9,254.00		\$ 144,004.00	100	2023-2024
Mt Pleasant	DIGIACOMO	JULIE	Principal	E/M Principal	OG	\$ 164,750.00			\$ 164,750.00	100	7/1/23-8/31/23
Redwood	JACKSON	KIMYA	Principal	E/M Principal	9	\$ 148,750.00	\$ 6,404.00		\$ 155,154.00	100	2023-2024
Roosevelt	HUSH	LIONEL	Principal	E/M Principal	OG	\$ 185,510.00	\$ 7,829.00		\$ 193,339.00	100	2023-2024
Roosevelt	LAWRENCE	MARC	Assistant Principal	ES/MS Assistant Principal	OG	\$ 158,750.00	\$ 9,254.00		\$ 168,004.00	100	7/1/23-8/31/23
Mt Pleasant	LAWRENCE	MARC	Principal	E/M Principal	OG	\$ 168,750.00	\$ 9,254.00		\$ 178,004.00	100	9/1/23-6/30/24
St Cloud	PRICE	ERIC	Principal	E/M Principal	OG	\$ 191,314.00	\$ 7,829.00		\$ 199,143.00	100	2023-2024
Washington	DE MAIO	MARIE	Principal	E/M Principal	OG	\$ 205,524.00	\$ 12,104.00		\$ 217,628.00	100	2023-2024
WOHS	ABU-HAKMEH	EMAD	Supervisor	Supervisor	OG	\$ 167,981.00			\$ 167,981.00	100	9/1/23-12/31/23
WOHS	ABU-HAKMEH	EMAD	Supervisor	Supervisor	OG	\$ 167,981.00	\$ 6,404.00		\$ 174,385.00	100	1/1/24-6/30/24
WOHS	ALVINE	KEVIN	Supervisor	Supervisor	OG	\$ 164,650.00	\$ 10,679.00		\$ 175,329.00	100	2023-2024
WOHS	BLIGH	RONALD	Director	Director	OG	\$ 196,532.00	\$ 6,404.00		\$ 202,936.00	100	7/1/23-8/31/23
WOHS	BOYD BUTLER	CHERYL	Director	Director	OG	\$ 196,532.00	\$ 6,404.00		\$ 202,936.00	100	2023-2024
WOHS	CHUNG	LESLEY	Assistant Principal	HS Assistant Principal	OG	\$ 159,750.00	\$ 7,829.00		\$ 167,579.00	100	2023-2024
WOHS	DELGUERCIO	RYAN	Supervisor	Supervisor	OG	\$ 164,671.00	\$ 9,254.00		\$ 173,925.00	100	2023-2024
WOHS	DELLAPIA	LOUIS	Assistant Principal	HS Assistant Principal	OG	\$ 169,715.00	\$ 9,254.00		\$ 178,969.00	100	2023-2024
WOHS	FIGUEIREDO	MICHAEL	Supervisor	Supervisor	9	\$ 135,250.00	\$ 6,404.00		\$ 141,654.00	100	2023-2024
WOHS	JULIA-SURIANO	STEPHANIE	Supervisor	Supervisor	9	\$ 135,250.00	\$ 6,404.00		\$ 141,654.00	100	9/1/2023-1/22/24
WOHS	MANCARELLA	KIMBERLY	Assistant Principal	HS Assistant Principal	OG	\$ 208,052.00	\$ 9,254.00		\$ 217,306.00	100	2023-2024
WOHS	MULLIN	NANCY	Supervisor	Supervisor	OG	\$ 172,298.00	\$ 10,679.00	\$ 4,000.00	\$ 186,977.00	100	2023-2024
WOHS	RIBEIRO	DAWN	Supervisor	Supervisor	OG	\$ 164,650.00	\$ 10,679.00	\$10,000.00	\$ 185,329.00	100	9/1/23-5/31/2024
WOHS	RIBEIRO	DAWN	Supervisor	Supervisor	OG	\$ 164,650.00	\$ 10,679.00		\$ 175,329.00	100	6/3/2024-6/30/24
WOHS	TOWSON	ANNETTE	Assistant Principal	HS Assistant Principal	OG	\$ 179,670.00	\$ 10,679.00		\$ 190,349.00	100	2023-2024
WOHS	VENEZIANO	ELIZABETH	Supervisor	Supervisor	OG	\$ 175,845.00			\$ 175,845.00	100	2023-2024

**Revised Reappointments: Non-Tenure WOAA Administrators  
2023-2024 School Year**

Location	Last Name	First Name	Job Title	Salary Guide	Step	Base Salary	Longevity	Calculated Salary	FTE %	Dates
Central Office	MARTINO	MICHELLE	Director	Director	8	\$ 149,750.00		\$ 149,750.00	100	2023-2024
Edison	ORANGE-JONES	KERI	Assistant Principal	ES/MS Assistant Principal	7	\$ 130,750.00	\$ 6,404.00	\$ 137,154.00	100	2023-2024
Hazel	CASTILLO	JOEL	Principal	E/M Principal	8	\$ 144,750.00		\$ 144,750.00	100	2023-2024
Kelly	MARION	DAVID	Principal	E/M Principal	OG	\$ 164,750.00		\$ 164,750.00	100	2023-2024
Roosevelt	BETANCES	OLIVIA	Assistant Principal	ES/MS Assistant Principal	5	\$ 122,750.00		\$ 122,750.00	100	10/27/23-6/30/24
WO ECLC	DORLEAN	KALISHA	Supervisor	Supervisor	7	\$ 127,250.00		\$ 127,250.00	100	2023-2024
WOHS	GUERRERO	OSCAR	Principal	HS Principal	OG	\$ 184,750.00		\$ 184,750.00	100	2023-2024
WOHS	ZICHELLA	STEPHAN	Director	Director	11	\$ 161,750.00	\$ 6,404.00	\$ 168,154.00	100	9/1/23-6/30/24

## Head Custodians Local 68 Longevity Adjustments per MOA Longevity Schedule 1

Last Name	First Name	Due date as per Schedule 1	Amount	Effective Dates
Companion, Sr	Gerard	<b>7/1/2019</b>	\$ 4,618.00	7/1/2019-6/30/2020
			\$ 4,618.00	7/1/2020-6/30/2021
			\$ 4,618.00	7/1/2021-6/30/2022
			\$ 4,618.00	7/1/2022-12/31/2022
Smith	James	<b>3/1/2021</b>	\$ 5,723.00	3/1/2021-6/30/2021
			\$ 5,723.00	7/1/2021-7/31/2022
Pantaleo	Vito	<b>10/1/2021</b>	\$ 5,723.00	10/1/2021-6/30/2022
			\$ 5,723.00	7/1/2022-6/30/2023
			\$ 5,723.00	7/1/2023-6/30/2024
Veloz	Giovanni	<b>1/1/2023</b>	\$ 4,618.00	1/1/2023-6/30/2023
			\$ 4,618.00	7/1/2023-6/30/2024

**B and G / Transportation Local 68 Longevity Adjustments per MOA Longevity Schedule 1**

<b>Last Name</b>	<b>First Name</b>	<b>Due date as per Schedule 1</b>	<b>Amount</b>	<b>Effective Dates</b>
Facchiano	Michael	<b>8/1/2019</b>	\$ 6,774.00	8/1/2019-6/30/2020
			\$ 6,774.00	7/1/2020-6/30/2021
			\$ 6,774.00	7/1/2021-6/30/2022
			\$ 6,774.00	7/1/2022-6/30/2023
			\$ 6,774.00	7/1/2023-6/30/2024
Espinoza	Alexander	<b>8/1/2019</b>	\$ 6,774.00	8/1/2019-6/30/2020
			\$ 6,774.00	7/1/2020-6/30/2021
			\$ 6,774.00	7/1/2021-9/30/2021
Pagan	Cecilia	<b>9/1/2019</b>	\$ 4,618.00	9/1/2019-6/30/2020
			\$ 4,618.00	9/1/2020-6/30/2021
			\$ 4,618.00	9/1/2021-6/30/2022
			\$ 4,618.00	9/1/2022-6/30/2023
			\$ 4,618.00	9/1/2023-6/30/2024
Narcisse	Gerard	<b>5/1/2021</b>	\$ 6,774.00	5/1/2021-6/30/2021
			\$ 6,774.00	7/1/2021-6/30/2022
			\$ 6,774.00	7/1/2022-6/30/2023
			\$ 6,774.00	7/1/2023-6/30/2024
Charles	Aline	<b>9/1/2020</b>	\$ 4,618.00	9/1/2020-6/30/2021
			\$ 4,618.00	9/1/2021-6/30/2022
Hinton	Antoine	<b>11/1/2020</b>	\$ 5,723.00	11/1/2020-6/30/2021
			\$ 5,723.00	9/1/2021-6/30/2022
			\$ 5,723.00	9/1/2022-6/30/2023
			\$ 5,723.00	9/1/2023-6/30/2024
Allen	Timothy	<b>3/1/2022</b>	\$ 4,618.00	3/1/2022-6/30/2022
			\$ 4,618.00	7/1/2022-6/30/2023
			\$ 4,618.00	7/1/2023-6/30/2024
Ardon	Rosa	<b>8/1/2021</b>	\$ 4,618.00	8/1/2021-6/30/2022
			\$ 4,618.00	7/1/2022-6/30/2023
			\$ 4,618.00	7/1/2023-12/31/2023
Kaba	Musa	<b>5/1/2022</b>	\$ 4,618.00	5/1/2022-6/30/2022
			\$ 4,618.00	9/1/2022-6/30/2023
			\$ 4,618.00	9/1/2023-6/30/2024
Khan	Fazal	<b>7/1/2022</b>	\$ 6,774.00	7/1/2022-6/30/2023
			\$ 6,774.00	9/1/2023-6/30/2024

**B and G / Transportation Local 68 Longevity Adjustments per MOA Longevity Schedule 1**

<b>Last Name</b>	<b>First Name</b>	<b>Due date as per Schedule 1</b>	<b>Amount</b>	<b>Effective Dates</b>
Raglievich	Caludio	<b>10/1/2022</b>	\$ 5,723.00	10/1/2022-6/30/2023
			\$ 5,723.00	7/1/2023-6/30/2024
Cruz	Maria	<b>5/1/2023</b>	\$ 5,723.00	5/1/2023-10/1/2023
Cruz	Delmi	<b>2/1/2023</b>	\$ 4,618.00	2/1/2023-6/30/2023
			\$ 4,618.00	7/1/2023-6/30/2024
Louigene	Claudio	<b>2/1/2023</b>	\$ 4,618.00	2/1/2023-6/30/2023
			\$ 4,618.00	7/1/2023-6/30/2024



**MEMORANDUM OF AGREEMENT  
BETWEEN  
WEST ORANGE BOARD OF EDUCATION  
AND  
LOCAL 68 (HEAD CUSTODIANS)**

The parties in the negotiations for a successor collective negotiations agreement between the West Orange Board of Education ("Board") and Local 68 – Head Custodians ("Union") agree to recommend the following terms to their respective constituents as follows:

1. **ARTICLE I - RECOGNITION** – It is understood and agreed upon that this bargaining unit shall represent the following composition of titles: Head Custodian. This bargaining unit excludes the following titles: Custodian, Bus Driver, Monitor and Maintenance Utility Employees.
2. **ARTICLE II – SEPARABILITY** – No changes to Article II.
3. **ARTICLE III – INSURANCE** - No changes to Article III.
4. **ARTICLE IV – SENIORITY RIGHTS** – No changes to Article IV.
5. **ARTICLE V – TENURE AND PROBATIONARY PERIOD - Section A**– The parties agree to eliminate the second paragraph of Article V, Section A in its entirety.  
  
**Section A: Add new second paragraph as follows:** "It is agreed and understood that all employees represented under this agreement, who previously held the title of Custodial Supervisor, will regain the tenure status they attained with the West Orange Public School District prior to their appointment as Custodial Supervisor."
6. **ARTICLE VI – SALARIES, HOURS OF WORK AND OVERTIME** - The parties agree to the following salary increases, inclusive of increment, for each year of the agreement as follows. It is further agreed that the salary guides shall be mutually agreed upon by the parties.

Effective July 1, 2019 and retroactive to July 1, 2019 – See Attached Salary Guide

Effective July 1, 2020 and retroactive to July 1, 2020 – See Attached Salary Guide

Effective July 1, 2021 and retroactive to July 1, 2021 – See Attached Salary Guide

Effective July 1, 2022 – See Attached Salary Guide

Effective July 1, 2023 – See Attached Salary Guide

**Section E. shall be modified as follows:** "Salaries of all employees covered by this Agreement for the school years **2019-2020, 2020-2021, 2021-2022, 2022-2023 and 2023-2024** shall be as set forth in Appendix "A-2", which is annexed hereto and made a part hereof.

7. **ARTICLE VII – LONGEVITY**

**Section B shall be modified as follows:**

**Longevity Schedule 1\***

<u>7/1/19</u>	<u>7/1/20</u>	<u>7/1/21</u>	<u>7/1/22</u>
<u>Completion of 14<sup>th</sup> through completion of 18<sup>th</sup> year of service</u>			
\$3,623.00	\$3,623.00	\$3,623.00	\$3,623.00

<u>Beginning of 19<sup>th</sup> through 23<sup>rd</sup> year of service</u>			
\$4,618.00	\$4,618.00	\$4,618.00	\$4,618.00

<u>Beginning of 24<sup>th</sup> through 28<sup>th</sup> year of service</u>			
\$5,723.00	\$5,723.00	\$5,723.00	\$5,723.00

<u>Beginning of 29<sup>th</sup> year of service or more</u>			
\$6,774.00	\$6,774.00	\$6,774.00	\$6,774.00

- The parties have further agreed to advance Gio Veloz under Longevity Schedule I in the 2022-2023 school year:
- See Attachment A for the parties agreement on the advancement of individual employees.

**Longevity Schedule 2**

Effective on July 1, 2023, it is understood and agreed that the Longevity entitlement shall convert to the following Longevity Schedule 2 for all eligible employees; As of July 1, 2023, Longevity Schedule 1 shall no longer apply to any employee, regardless of whether they advanced on Longevity Schedule 1 in any given year of this Agreement:

Paid years 15-19 - \$3,623.00  
Paid years 20-24 - \$4,618.00  
Paid years 25-29 - \$5,723.00  
Paid years 30+ - \$6,774.00

8. **ARTICLE VIII – VACATIONS, HOLIDAYS AND EMPLOYEE ABSENCES**

**Article shall be modified by including the following language:**

“During the period from September 1 through September 15, and from June 15 through June 30, Custodians shall not be permitted to take vacation days.”

“Beginning with the 2022-2023 school year, all employees represented under this agreement may carry over up to five (5) unused vacation days for one (1) year only.”

“Upon full ratification of this Memorandum of Agreement, all employees represented under this agreement shall be prohibited from taking a personal day before or after a holiday.”

9. **ARTICLE IX – CHECK-OFF OF UNION DUES**

**Section C. shall be modified as follows:**

C. Any employee who is not a member of the Union may pay a representation fee for services rendered by the Union. If the employee consents to pay, such representation fee shall be paid at the rate of 100% of the regular membership dues, fees, and assessments. Membership in the Union is available to all employees on an equal basis and the Union has established and maintained a demand and return system which complies with Section 2(c) and 3 of the Act. The payroll deductions for such representation fees shall be made pursuant to the procedure applicable in the district to salary deductions. The Union shall provide the Board with a list of the employees who agree to pay the representation fee on an annual basis, no later than July 1 of any given year. Should Federal or State law hereinafter provide for a change in the permissible scope of representation clauses, the Employer and the Union agree to implement a union representation fee clause of 100% of the regular membership dues.

10. **ARTICLE X – BOARD RIGHTS** – No changes to this Article.

11. **ARTICLE XI – GRIEVANCE PROCEDURE** - No changes to this Article.

12. **ARTICLE XII – JOB POSTING** – No changes to this Article.

13. **ARTICLE XIII – FIREMAN’S LICENSE** – No changes to this Article.

14. **ARTICLE XIV – SCHOOL BUS DRIVERS’ LICENSE AND EYE EXAM** – This Article shall be removed from this agreement as it does not apply to Head Custodians.

15. **ARTICLE XV – UNIFORMS AND FOUL WEATHER GEAR**

The following language shall be modified as follows:

“Effective July 1, 2019, the Board shall provide three (3) uniforms per year to each employee who is required to wear uniforms. Upon proof of purchase, the Board will reimburse each employee a total of \$150.00 per year towards the purchase of work shoes. Employees may purchase more than one pair of shoes per year, but shall only receive a maximum reimbursement of \$150.00 for the year.”

It is understood and agreed that uniforms will be provided by the District for the 2022-2023 school year.

The following language shall be added to the agreement:

“Effective July 1, 2023, each employee represented under this agreement shall receive a \$325.00 clothing allowance for the purpose of purchasing work shirts and pants. The employees shall purchase three (3) pairs of Dickies style pants. The Union’s work pants shall all be one color, either black or blue, to be decided by the Union on a yearly basis.

The Director of Buildings and Grounds shall have the sole discretion to establish and modify the standards and specifications of uniforms and foul weather gear as necessary on an annual basis.”

All other language in the Article shall remain as currently written in the agreement.

16. **ARTICLE XVI – INSPECTION OF VEHICLES** – No changes to this Article.
17. **ARTICLE XVII – PAYMENT FOR UNUSED SICK LEAVE** - No changes to this Article.
18. **ARTICLE XVIII – PRIVATIZATION** – No changes to this Article.
19. **ARTICLE XIX – NON-DISCRIMINATION** - No changes to this Article.
20. **ARTICLE XX – CONTINUING EDUCATION**

Effective with the 2021-2022 school year, the following language shall be added to this Article:

“With the approval of the Superintendent, Unit Members shall be reimbursed for all successfully completed relevant courses at a rate not to exceed one hundred percent (100%) of the current accredited state university tuition. The annual maximum liability for the entire union shall not exceed two thousand dollars (\$2,000) in each year of the agreement. In order to qualify for tuition reimbursement for coursework taken at an institution of higher education or certifications related to an employee’s job responsibilities the following standards apply:

- A. The institution shall be an accredited, industry acknowledged institution that provides educational courses related to or aligned with the present skill set within the trades (e.g. HVAC, Plumbing, Carpentry, Electrical, Glazier, Locksmith, or Custodial Services).
- B. The employee shall obtain approval from the superintendent of schools or designee prior to enrollment in any course for which tuition assistance is sought.
- C. The tuition assistance or additional compensation shall be provided only for a course or degree related to the employee's current or future job responsibilities.
- D. All employees who receive reimbursement for the above referenced tuition shall remain in District employment for one (1) year after payment is made by the District. If the employee leaves the District prior to one (1) year after the payment of tuition, the District may collect the tuition from the employee’s last paycheck or by other means.

## **21. ARTICLE XXI – MISCELLANEOUS**

### **Add New Section 6 entitled “Employee Performance Evaluation” as follows:**

The Employee's immediate supervisor will conduct individual employee performance evaluations by using a Board approved evaluation form **subject to Board Policy #4220 on employee performance evaluations.**”

Additional evaluators may be designated by the Director of Buildings and Grounds. Evaluations are to be conducted at mid-year and end of year. Evaluation reports shall be made in writing. All written evaluations of the performance of any employee shall be signed by the individual who makes the evaluation. Employees shall be rated. If rated unsatisfactory by the supervisory staff, the staff shall make recommendations for improvement and provide assistance to the employee.

An employee who was hired on or after July 1, 2016, and has received unsatisfactory performance evaluations shall be subject to nonrenewal and/or dismissal. The Board retains the right to terminate an employee for just cause. Evaluations shall not be placed in the employee's file unless the employee has had the opportunity to read the evaluation. The employee shall acknowledge that he/she has read such material by affirming his/her signature on the copy to be filed. Such signature shall merely signify that he/she has read the material and is not to be construed that he/she necessarily agrees or disagrees with its contents. If the employee refuses to sign, that fact shall be so noted and dated. The employee has the right to make written comments on the evaluation form. A copy of the final signed evaluation shall be provided to the employee within ten (10) working days of the final sign-off.

### **Add New Section 7 – Advancement on Salary Guide as follows:**

“Employees who have been granted a Leave of Absence of any type, **including the use of sick leave**, or who are on unpaid leave, must actually work one hundred twenty-four (124) days within the school year to advance on the salary guide.”

“Employees who are hired on or before February 1 of any school year are eligible to advance as per the negotiated settlement for the given year. Employees hired after February 1 of any school year or who worked one hundred twenty-four (124) or less days, shall not advance on the salary guide in the following school year. Should the salary of the step in the subsequent year be less than the previous step that the employee occupied, the employee's salary shall be "red-circled" (not reduced).

## **22. ARTICLE XXV – TERM OF AGREEMENT**

The term of this Agreement shall be for five (5) years and shall encompass the 2019-2020, 2020-2021, 2021-2022, 2022-2023 and 2023-2024 school years.

23. All provisions of the current collective negotiations agreement between the parties shall continue and remain in effect except as modified as set forth in this Memorandum.

24. All proposals not contained herein, whether written or oral, presented by the parties during the course of negotiations, are deemed withdrawn and not part of this Agreement.

25. This Memorandum represents the complete and final agreement between the parties shall not be modified except by a writing signed by the parties.

26. This Memorandum is subject to ratification by the Board and Local 68.

West Orange Board of Education

Local 68 (Head Custodians)

\_\_\_\_\_

Mr. Mitchell

\_\_\_\_\_

[Signature]

\_\_\_\_\_

[Signature]

Dated: January 3<sup>rd</sup>, 2024

## Attachment A

**Year 1: The parties have further agreed to advance the following employees under Longevity Schedule I in the 2019-2020 school year:**

COMPANION	GERARD

**Year 2: The parties have further agreed to advance the following employees under Longevity Schedule I in the 2020-2021 school year:**

SMITH	JAMES

**Year 3: The parties have further agreed to advance the following employees under Longevity Schedule I in the 2021-2022 school year:**

PANTALEO	VITO

**Year 4: The parties have further agreed to advance the following employees under Longevity Schedule I in the 2022-2023 school year:**

GIO            VELOZ

**MEMORANDUM OF AGREEMENT  
BETWEEN  
WEST ORANGE BOARD OF EDUCATION  
AND  
LOCAL 68 (CUSTODIANS, MAINTENANCE/UTILITY EMPLOYEES, FULL-TIME  
BUS DRIVERS and MONITORS)**

The parties in the negotiations for a successor collective negotiations agreement between the West Orange Board of Education ("Board") and Local 68 - Custodians, Maintenance/Utility, Full-Time Bus Drivers and Monitors ("Union") agree to recommend the following terms to their respective constituents as follows:

1. **ARTICLE I - RECOGNITION** – It is understood and agreed upon that this bargaining unit shall represent the following composition of titles: Custodians, Bus Drivers, Monitors and Maintenance Utility Employees.
2. **ARTICLE II – SEPARABILITY** – No changes to Article II.
3. **ARTICLE III – INSURANCE** - No changes to Article III.
4. **ARTICLE IV – SENIORITY RIGHTS** – No changes to Article IV.
5. **ARTICLE V – TENURE AND PROBATIONARY PERIOD - Section A**– The parties agree to eliminate the second paragraph of Article V, Section A in its entirety.
6. **ARTICLE VI – SALARIES, HOURS OF WORK AND OVERTIME** - The parties agree to the following salary increases, inclusive of increment, for each year of the agreement as follows. It is further agreed that the salary guides shall be mutually agreed upon by the parties.

Effective July 1, 2019 and retroactive to July 1, 2019 – 3.00%

Effective July 1, 2020 and retroactive to July 1, 2020 – 3.00%

Effective July 1, 2021 and retroactive to July 1, 2021 – 3.00%

Effective July 1, 2022 – 3.00%

Effective July 1, 2023 – 3.00%

**Section E. shall be modified as follows:** "Salaries of all employees covered by this Agreement for the school years **2019-2020, 2020-2021, 2021-2022, 2022-2023 and 2023-2024** shall be as set forth in Appendix "A-2", which is annexed hereto and made a part hereof.



7. **ARTICLE VII – LONGEVITY**

**Section B shall be modified as follows:**

**Longevity Schedule 1\***

<u>7/1/19</u>	<u>7/1/20</u>	<u>7/1/21</u>	<u>7/1/22</u>
<u>Completion of 14<sup>th</sup> through completion of 18<sup>th</sup> year of service</u>			
\$3,623.00	\$3,623.00	\$3,623.00	\$3,623.00

<u>Beginning of 19<sup>th</sup> through 23<sup>rd</sup> year of service</u>			
\$4,618.00	\$4,618.00	\$4,618.00	\$4,618.00

<u>Beginning of 24<sup>th</sup> through 28<sup>th</sup> year of service</u>			
\$5,723.00	\$5,723.00	\$5,723.00	\$5,723.00

<u>Beginning of 29<sup>th</sup> year of service or more</u>			
\$6,774.00	\$6,774.00	\$6,774.00	\$6,774.00

- The parties have further agreed to advance the following employees under Longevity Schedule I in the 2022-2023 school year: Fazal Khan, Claudio Raglievich, Maria Cruz, Delmi Cruz, and Claudy Louigene.
- See Attachment A for the parties agreement on the advancement of individual employees.

**Longevity Schedule 2**

Effective on July 1, 2023, it is understood and agreed that the Longevity entitlement shall convert to the following Longevity Schedule 2 for all eligible employees. As of July 1, 2023, Longevity Schedule 1 shall no longer apply to any employee, regardless of whether they advanced on Longevity Schedule 1 in any given year of this Agreement:

Paid years 15-19 - \$3,623.00  
Paid years 20-24 - \$4,618.00  
Paid years 25-29 - \$5,723.00  
Paid years 30+ - \$6,774.00

8. **ARTICLE VIII – VACATIONS, HOLIDAYS AND EMPLOYEE ABSENCES**

**Article shall be modified by including the following language:**

“During the period from September 1 through September 15, and from June 15 through June 30, Custodians shall not be permitted to take vacation days.”

“Beginning with the 2022-2023 school year, all employees represented under this agreement may carry over up to five (5) unused vacation days for one (1) year only.”

“Upon full ratification of this Memorandum of Agreement, all employees represented under this agreement shall be prohibited from taking a personal day before or after a holiday.”

9. **ARTICLE IX – CHECK-OFF OF UNION DUES**

**Section C. shall be modified as follows:**

C. Any employee who is not a member of the Union may pay a representation fee for services rendered by the Union. If the employee consents to pay, such representation fee shall be paid at the rate of 100% of the regular membership dues, fees, and assessments. Membership in the Union is available to all employees on an equal basis and the Union has established and maintained a demand and return system which complies with Section 2(c) and 3 of the Act. The payroll deductions for such representation fees shall be made pursuant to the procedure applicable in the district to salary deductions. The Union shall provide the Board with a list of the employees who agree to pay the representation fee on an annual basis, no later than July 1 of any given year. Should Federal or State law hereinafter provide for a change in the permissible scope of representation clauses, the Employer and the Union agree to implement a union representation fee clause of 100% of the regular membership dues.

10. **ARTICLE X – BOARD RIGHTS** – No changes to this Article.

11. **ARTICLE XI – GRIEVANCE PROCEDURE** - No changes to this Article.

12. **ARTICLE XII – JOB POSTING** – No changes to this Article.

13. **ARTICLE XIII – FIREMAN’S LICENSE**

Effective July 1, 2021, and retroactive to July 1, 2021, employees hired after July 1, 1999 and who possess a New Jersey Fireman’s License shall receive an increase in their annual stipend as follows:

<u>7/1/19</u>	<u>7/1/20</u>	<u>7/1/21</u>	<u>7/1/22</u>	<u>7/1/23</u>
\$700.00	\$700.00	\$1,150.00	\$1,150.00	\$1,150.00

The annual stipend for all other employees represented under this agreement shall remain unchanged for the entirety of the agreement.

14. **ARTICLE XIV – SCHOOL BUS DRIVERS’ LICENSE AND EYE EXAM** – No change to this Article.

15. **ARTICLE XV – UNIFORMS AND FOUL WEATHER GEAR**

The following language shall be modified as follows:

“Effective July 1, 2019, the Board shall provide three (3) uniforms per year to each employee who is required to wear uniforms. Upon proof of purchase, the Board will

reimburse each employee a total of \$150.00 per year towards the purchase of work shoes. Employees may purchase more than one pair of shoes per year, but shall only receive a maximum reimbursement of \$150.00 for the year.”

It is understood and agreed that uniforms will be provided by the District for the 2022-2023 school year.

The following language shall be added to the agreement:

“Effective July 1, 2023, each employee represented under this agreement shall receive a \$450.00 clothing allowance for the purpose of purchasing work shirts, pants, jackets and foul weather gear. The Director of Buildings and Grounds shall have the sole discretion to establish and modify the standards and specifications of uniforms and foul weather gear as necessary on an annual basis.

All other language in the Article shall remain as currently written in the agreement.

16. **ARTICLE XVI – INSPECTION OF VEHICLES** – No changes to this Article.
17. **ARTICLE XVII – PAYMENT FOR UNUSED SICK LEAVE** - No changes to this Article.
18. **ARTICLE XVIII – PRIVATIZATION** – No changes to this Article.
19. **ARTICLE XIX – NON-DISCRIMINATION** - No changes to this Article.
20. **ARTICLE XX – CONTINUING EDUCATION**

Effective with the 2021-2022 school year, the following language shall be added to this Article:

“With the approval of the Superintendent, Unit Members shall be reimbursed for all successfully completed relevant courses at a rate not to exceed one hundred percent (100%) of the current accredited state university tuition. The annual maximum liability for the entire union shall not exceed two thousand dollars (\$2,000) in each year of the agreement. In order to qualify for tuition reimbursement for coursework taken at an institution of higher education or certifications related to an employee’s job responsibilities the following standards apply:

- A. The institution shall be an accredited, industry acknowledged institution that provides educational courses related to or aligned with the present skill set within the trades (e.g. HVAC, Plumbing, Carpentry, Electrical, Glazier, Locksmith, or Custodial Services).
- B. The employee shall obtain approval from the superintendent of schools or designee prior to enrollment in any course for which tuition assistance is sought.
- C. The tuition assistance or additional compensation shall be provided only for a course or degree related to the employee's current or future job responsibilities.
- D. All employees who receive reimbursement for the above referenced tuition shall remain in District employment for one (1) year after payment is made by the District. If the employee

leaves the District prior to one (1) year after the payment of tuition, the District may collect the tuition from the employee's last paycheck or by other means.

## **21. ARTICLE XXI – MISCELLANEOUS**

### **Add New Section 6 entitled “Employee Performance Evaluation” as follows:**

The Employee's immediate supervisor will conduct individual employee performance evaluations by using a Board approved evaluation form **subject to Board Policy #4220 on employee performance evaluations.**”

Additional evaluators may be designated by the Director of Buildings and Grounds. Evaluations are to be conducted at mid-year and end of year. Evaluation reports shall be made in writing. All written evaluations of the performance of any employee shall be signed by the individual who makes the evaluation. Employees shall be rated. If rated unsatisfactory by the supervisory staff, the staff shall make recommendations for improvement and provide assistance to the employee.

An employee who was hired on or after July 1, 2016, and has received unsatisfactory performance evaluations shall be subject to nonrenewal and/or dismissal. The Board retains the right to terminate an employee for just cause. Evaluations shall not be placed in the employee's file unless the employee has had the opportunity to read the evaluation. The employee shall acknowledge that he/she has read such material by affirming his/her signature on the copy to be filed. Such signature shall merely signify that he/she has read the material and is not to be construed that he/she necessarily agrees or disagrees with its contents. If the employee refuses to sign, that fact shall be so noted and dated. The employee has the right to make written comments on the evaluation form. A copy of the final signed evaluation shall be provided to the employee within ten (10) working days of the final sign-off.

**Add New Section 7 entitled “SWAPPING CHARTERS” as follows:** “In all charter swaps, the Transportation Office shall receive written notice of all employees involved in the swaps and the runs being covered two (2) business days prior to the swap.”

### **Add New Section 8 – Advancement on Salary Guide as follows:**

“Employees who have been granted a Leave of Absence of any type, **including the use of sick leave**, or who are on unpaid leave, must actually work one hundred twenty-four (124) days within the school year to advance on the salary guide.”

“Employees who are hired on or before February 1 of any school year are eligible to advance as per the negotiated settlement for the given year. Employees hired after February 1 of any school year or who worked one hundred twenty-four (124) or less days, shall not advance on the salary guide in the following school year. Should the salary of the step in the subsequent year be less than the previous step that the employee occupied, the employee's salary shall be "red-circled" (not reduced).

22. **ARTICLE XXV – TERM OF AGREEMENT**

The term of this Agreement shall be for five (5) years and shall encompass the 2019-2020, 2020-2021, 2021-2022, 2022-2023 and 2023-2024 school years.

23. All provisions of the current collective negotiations agreement between the parties shall continue and remain in effect except as modified as set forth in this Memorandum.

24. All proposals not contained herein, whether written or oral, presented by the parties during the course of negotiations, are deemed withdrawn and not part of this Agreement.



25. This Memorandum represents the complete and final agreement between the parties shall not be modified except by a writing signed by the parties.

26. This Memorandum is subject to ratification by the Board and Local 68.

West Orange Board of Education

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Local 68 (Custodians, Maintenance/Utility, Full-Time Bus Drivers and Monitors)

  
  
\_\_\_\_\_

Dated: January 30, 2024

## **Attachment A**

**Year 1: The parties have further agreed to advance the following employees under Longevity Schedule I in the 2019-2020 school year:**

FACCHIANO	MICHAEL
ESPINOZA	ALEXANDER
PAGAN	CECILIA

**Year 2: The parties have further agreed to advance the following employees under Longevity Schedule I in the 2020-2021 school year:**

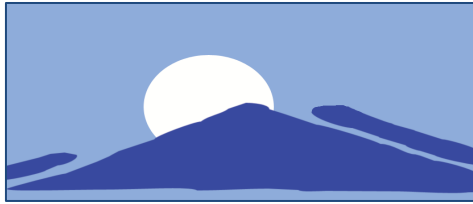
NARCISSE	GERARD
CHARLES	ALINE
HINTON	ANTIONE

**Year 3: The parties have further agreed to advance the following employees under Longevity Schedule I in the 2021-2022 school year:**

ALLEN	TIMOTHY
ARDON	ROSA
KABA	MUSA

**Year 4: The parties have further agreed to advance the following employees under Longevity Schedule I in the 2022-2023 school year:**

FAZAL	KHAN
CLAUDIO	RAGLEVICH
MARIA	CRUZ
DELM	CRUZ
CLAUDY	LOUIGENE



**West Orange Public Schools**  
West Orange, New Jersey

**Title:**

Director of Special Services, PreK-12

**Location:**

Central Office

**Organizational Responsibilities**

**Reports to:**

Superintendent of Schools

**Supervises:**

Director of School Counseling/Pupil Services, Supervisors of Special Education, Child Study Team members, certified and noncertified special education personnel, and health personnel

**Terms of Employment:**

12 months

**Job Goals:**

To administer and supervise the Department of Special Services for grades PreK-12 and serve as the central office liaison to the Department of School Counseling in compliance with State and Federal laws, rules and regulations, and the policies of the West Orange Board of Education.

To provide leadership and direction to enable special education pupils to benefit from their educational opportunities to the fullest by eliminating or ameliorating problems that interfere with student learning.

**Qualifications:**

1. Master's Degree in special education, school psychology, LDTC, or social work
2. NJ Certificate in one of the above areas
3. NJ Principal or School Administrator Certificate
4. Minimum experience as determined by the Board in the areas of (a) special education services (b) supervision of staff
5. Extensive knowledge of State and Federal special education laws, regulations, procedures and reporting requirements
6. Demonstrated ability to effectively administer special education programs and to work with parents, community groups, and agencies
7. Strong leadership and communication skills
8. Required criminal history check and proof of U.S. citizens or resident alien status

**Performance Responsibilities:**

1. Provides leadership in the development of the district's special education program; coordinates and supervises related activities; evaluates existing programs and recommends policies and programs essential to the needs of special education children, and makes recommendations for improvements
2. Assists Human Resources in locating, interviewing, and recommending candidates for positions in the Department of Special Services
3. Keeps informed of all legal requirements governing special education, keeps staff informed of legal requirements and ensures that all requirements under administrative code, State/Federal law and Board policy are met
4. Confers with and advises the principals of all schools on matters pertaining to pupils, classes, situations, or problems within the purview of the Department of Special Services
5. Establishes procedures for evaluation, placement, and reappraisal of students in need of special education and/or related services and makes final determinations of special education program placements and assignments
6. Supervises, coordinates, and evaluates the services and activities of all tenured and non-tenured personnel in Special Education (Special Education Supervisors, Child Study Teams, Speech-Language Specialists, Occupational Therapists, Special Education Teachers, Behavior Analysts, Psychologists, Nurses, Instructional Aides, Administrative Assistants, Clerical Staff).
7. Supervises and coordinates home instruction for homebound or hospitalized special education pupils
8. Assumes responsibility for district compliance with regulations regarding school special education programs
9. Oversees the development and effective delivery of the district's special education program, including the development and maintenance of the cumulative records of students receiving special services
10. Initiates, facilitates, and maintains a relationship with community agencies and other resources to meet pupils' special needs; refers parents and child to agencies when appropriate
11. Interprets the objectives of the district's special education program to parents, students, staff and the community
12. Cooperates with building principals to plan, coordinate and evaluate the special services program and to evaluate the performance of special education staff assigned to each school
13. Supervises the development and implementation of in-service and training programs; supervises all Child Study Team personnel and Teachers on methods, procedures and materials used in referral, assessment, and placement decisions
14. Prepares and administers the departmental budget and recommends payment of tuition for pupils placed in private schools
15. Maintains contact and receives reports on the progress of pupils placed in out-of-district facilities and certifies their attendance for the payment of monthly tuition
16. Prepares and sends to the Office of the Executive County Superintendent of Schools, data, forms, reports, etc. so that reimbursement for tuition payment to eligible non-public school programs can be secured
17. Attends Child Study Team meetings and assumes responsibility for the preparation and timely submission of all required documents and reports, in order to assure district compliance with all legal requirements of this process
18. Coordinates the speech-language programs for all schools, assigning speech-language specialists to schools, overseeing their work and maintenance of records



19. Attends County and State meetings regarding special education activities
20. Coordinates in-service activities for staff and parents
21. Supervises nurses and medical needs of the district; works with the Health Department regarding State and Federal mandates
22. Gatekeeper for Non-Public funding of Special Education students within the Non-Public schools of West Orange
23. Reviews service plans for Non-Public Schools in West Orange
24. Reviews curriculum guides and standardized tests to assure that they are non-discriminatory, and recommends corrective steps when necessary
25. Performs other related duties which may be assigned by the Superintendent or required by law, code, and regulation/Board policy

**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: 08/16/2011

Revised: 12/17/2012

Revised: 9/22/2020

Revised:

**Applications for Absence for School Business 2023-2024  
2-26-2024**

Name	Position	School	Conference	Dates	Amount	Funded
Vincent Cordasco	Physical Education Teacher	Gregory	NJSIAA State Wrestling Tournament Atlantic City, NJ	2/28/2024 -3/2/2024	\$292.60	Local
Rebecca Giacopelli	Gifted and Talented Teacher	Administration Building	NJAGC Conference 2024 West Windsor Township, NJ	4/12/2024	\$249.00	Local
Jason-Lamont Jackson Sr.	Career Education Teacher	WOHS	2024 New Balance Indoor Track & Field Nationals Boston, MA	3/7/2024 -3/10/2024	\$801.00	Local
Jason-Lamont Jackson Sr.	Career Education Teacher	WOHS	2024 Penn Relay Carnival Philadelphia, PA	4/24/2024 -4/27/2024	\$1,156.00	Local
Kathy Jackson	Career Education Teacher	WOHS	2024 New Balance Indoor Track & Field Nationals Boston, MA	3/7/2024 -3/10/2024	\$801.00	Local
Kathy Jackson	Career Education Teacher	WOHS	2024 Penn Relay Carnival Philadelphia, PA	4/24/2024 -4/27/2024	\$1,156.00	Local
Jeffrey Mazurek	Physical Education Teacher	WOHS	NJSIAA State Wrestling Tournament Atlantic City, NJ	2/28/2024 -3/2/2024	\$912.10	Local
Megan Schaller	Gifted and Talented Teacher	Administration Building	NJAGC Conference 2024 West Windsor Township, NJ	4/12/2024	\$294.65	Local
Joe Spina	Special Education Teacher	WOHS	NJSIAA State Wrestling Tournament Atlantic City, NJ	2/28/2024 -3/2/2024	\$292.60	Local
Stephan Zichella	Director Of Athletics	WOHS	NJSIAA State Wrestling Tournament Atlantic City, NJ	2/28/2024 -3/2/2024	\$2,092.60	Local
Stephan Zichella	Director Of Athletics	WOHS	Director of Athletics Association of New Jersey State Conference Atlantic City, NJ	3/11/2024 -3/15/2024	\$1,301.60	Local

**West Orange School District Field Trips**  
**Overnight and Out-of-State**  
**2023 - 2024 School Year**  
**February 26, 2023**

School	Grades	Course / Group	Destination	City	State
Liberty	7-8	DRAMA CLUB	MINSKOFF THEATRE	New York	NY
Roosevelt	7-8	DRAMA CLUB	BELASCO THEATER	New York	NY
WOHS	9-12	CAREER EDUCATION/ FAMILY COMMUNITY CAREER LEADERS OF AMERICA	DOUBLETREE BY HILTON	Cherry Hill	NJ
WOHS	9-12	US HISTORY 1- SOCIAL STUDIES/ ICE	METROPOLITAN MUSEUM OF ART	New York	NY
WOHS	9-12	JUNIOR STATESMEN OF AMERICA/ SOCIAL STUDIES	DOUBLETREE CRYSTAL CITY	Arlington	VA
WOHS	9-12	FUTURE BUSINESS LEADERS OF AMERICA / FBLA COMPETITION	HARRAH'S RESORT & CASINO ATLANTIC CITY	Atlantic City	NJ
WOHS	9-12	HONORS CHAMBER CHOIR	CARNEGIE HALL	New York	NY
WOHS	9-12	HONORS CHAMBER CHOIR	CARNEGIE HALL	New York	NY
WOHS	9-12	HONORS CHAMBER CHOIR	CARNEGIE HALL	New York	NY
WOHS	9-12	SOCIAL STUDIES	CITY HALL PARK NYC	New York	NY
WOHS	9-12	US HISTORY 1- ICE	METROPOLITAN MUSEUM OF ART	New York	NY
WOHS	9-12	AVID 9,10,11,12	TEMPLE UNIVERSITY	Philadelphia	PA
WOHS	9-12	JROTC COMPETITION	LOUIS E DIERUFF HIGH SCHOOL	Allentown	PA
WOHS	9-12	GIRLS STEP TEAM	CANARSIE HIGH SCHOOL	Brooklyn	NY
WOHS	9-12	BOYS STEP TEAM COMPETITION	CANARSIE HIGH SCHOOL	Brooklyn	NY

January 2024 Transfers						
From				To		
				11-000-270-161	Sal-Transp-Sp ED	94,000
				11-000-270-162	Sal-Home & School	70,000
			3	11-000-270-443	Transp-Lease	46,647
11-000-270-503	Transp-Aid in Lieu	46,647		11-000-270-511	Transp-Home & Sch	471,000
11-000-270-518	Transp-Sp Ed-ESC	645,000		11-000-270-514	Transp-Parent Contracts	10,000
				11-000-291-241	PERS-Annual billing	252,056
11-000-100-566	Tuition-Private School	250,000	1	11-000-291-260	Worker's Comp	50,000
11-000-291-270	Health Benefits	177,056		11-000-291-290	Health Waivers	125,000
11-000-213-890	Nursing-Misc Exp	85				
11-000-218-104	Guidance-Salaries	2,702				
11-000-218-600	Guidance-Supplies	1,377				
11-190-100-610	Instructional Supplies	3,696				
11-190-100-640	Textbooks	1,500				
11-213-100-610	Resource Room-Supplies	532				
11-230-100-610	Basic Skills-Supplies	98				
11-240-100-610	Bilingual-Supplies	1,908		11-000-240-600	Admin Off-Supplies	4,551
11-240-100-640	Bilingual-Textbooks	950	9	11-190-100-320	Assemblies	8,359
11-401-100-890	Co-Curricular-Msic Exp	2,000		11-402-100-600	Athletic Supplies	1,938
11-201-100-106	Salaries-Aides-ID Program	19,120		11-190-100-106	Sal-Aides-Classroom	46,000
11-212-100-106	Sal-Aides-MD Program	50,562		11-201-100-101	Sal-Teachers-ID Program	19,120
11-213-100-106	Sal-Aides-Resource Room	46,000		11-209-100-101	Sal-Teacher-ERI Program	54,837
11-214-100-101	Sal-Teachers-Autism	81,552	6	11-214-100-106	Sal-Aides-Autism	12,296
11-216-100-106	Sal-Aides-Preschool Program	24,556		11-216-100-101	Sal-Teachers-Preschool Program	89,537
11-000-266-610	Security-Supplies	3,582				
11-000-270-518	Transp-Sp Ed-ESC	26,500	8	11-402-100-390	Athletic-Pur Srv-Referees	25,000
11-190-100-610	Pupil Supplies	1,000		11-402-100-600	Athletic-Supplies	6,082

January 2024 Transfers						
From				To		
11-000-213-100	Salaries-Nursing	30,000	C	11-000-213-320	Pur Srv-Nursing	30,000
11-000-216-320	Pur Srv-Related Srv	27,500				
11-216-100-101	Salaries-Preschool Program	11,986	5	11-000-216-100	Salaries-Related Srv	39,486
11-150-100-320	Home Instruction-Pur Srv	25,000				
11-190-100-640	Textbooks	3,800	12	11-000-223-390	In-District Training	4,800
11-240-100-640	Bilingual-Textbooks	1,000		11-000-223-580	Training	25,000
11-000-217-320	Extraordinary-Pur Prof Srv	80,000		11-000-230-331	Legal Service	80,000
11-000-230-332	Audit Fees	5,000	13	11-000-230-530	Communications	5,000
11-000-230-610	Supt Office-Supplies	5,000		11-000-230-890	Supt Off-Dues/Fees	5,000
11-000-251-340	Central Office-Pur Tech Srv	1,000				
11-000-251-890	Central Office-Misc Fees	3,000	11	11-000-251-100	Salaries-Central Office	32,483
11-000-291-270	Health Benefits	32,483		11-000-251-600	Central Office-Supplies	4,000
11-000-262-520	Technology-Insurance	105,000	A	11-000-252-600	Technology-Supplies	105,000
				11-000-261-420	Required Maint-Cont Srv	90,000
				11-000-262-110	Custodial-Salaries	87,988
				11-000-262-199	Custodial-Vac Payout	5,227
11-000-261-610	Required Maint-Supplies	10,000		11-000-262-299	Custodial-Sick Payout	6,785
11-000-262-621	Heating	100,000		11-000-262-610	Custodial Supplies	10,000
11-000-262-626	Vehicle Maint	1,000	2	11-000-262-622	Electric	70,000
11-000-270-518	Transp-Sp Ed-ESC	160,000		11-000-262-890	Misc Exp	1,000
				11-000-266-420	Security-Supplies	2,500
11-000-266-300	Security-Pur Prof Srv	7,500	B	11-000-266-610	Security-Supplies	5,000

January 2024 Transfers						
From				To		
11-000-217-106	Extraordinary-Sal-Aides	52,405				
11-000-222-100	Library-Salaries	5,000				
11-110-100-101	Salaries-Teachers-Kinderg	25,000				
11-120-100-101	Salaries-Teachers-Gr1-5	140,000				
11-130-100-101	Salaries-Teachers-Gr 6-8	75,000				
11-140-100-101	Salaries-Teachers-HS	28,033				
11-190-100-106	Salaries-Classroom Aides	20,000				
11-201-100-106	Salaries-Aides-ID Program	70,967				
11-204-100-101	Salaries-Teachers-LLD Program	15,000				
11-204-100-106	Salaries-Aides-LLD Program	5,000				
11-213-100-101	Salaries-Teachers-Resource Room	22,000				
11-213-100-106	Salaries-Aides-Resource Room	98,595	10			
11-214-100-101	Salaries-Teachers-Autism	3,000				
11-214-100-106	Salaries-Aides-Autism	37,000				
11-216-100-101	Salaries-Teachers-Preschool	5,000				
11-216-100-106	Salaries-Aides-Preschool	11,000		11-190-100-320	Pur Prof Srv-EDUSTAFF	613,000
				12-000-220-730	Equipment-Media Center	34,000
11-000-291-270	Health Benefits	58,400	4	12-000-266-730	Equipment-Security	2,000
12-000-252-730	Equipment-Technology	2,000		12-120-100-730	Equipment-Gr 1-5	24,400
<b>Total</b>		<b>2,669,092</b>		<b>Total</b>		<b>2,669,092</b>

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REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
General Fund - Fund 10  
Interim Balance Sheet  
For 7 Month Period Ending 01/31/2024

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ASSETS AND RESOURCES

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--- A S S E T S ---

101	Cash in bank		\$13,777,076.43
102-107	Cash and cash equivalents		\$19,380.68
116	Capital reserve Account		\$5,152,205.80
117	Maint. Reserve Account		\$2,013,277.81
121	Tax levy receivable		\$75,816,234.00
	Accounts receivable:		
141	Intergovernmental - State	\$17,437,920.01	
153,154	Other (net of est uncollectible of \$ _____)	\$3,168,842.60	\$20,606,762.61
	Other Current Assets		\$21,578.00

--- R E S O U R C E S ---

301	Estimated Revenues	\$191,116,523.00	
302	Less Revenues	(\$186,577,997.50)	
			\$4,538,525.50
			=====
	Total assets and resources		\$121,945,040.83
			=====



REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
General Fund - Fund 10  
Interim Balance Sheet  
For 7 Month Period Ending 01/31/2024

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LIABILITIES AND FUND EQUITY

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--- L I A B I L I T I E S ---

421	Accounts Payable	\$4,156,964.97
422	Judgements Payable	\$1,660,650.00
423	Prior year accounts payable	(\$3,208.15)
	Other current liabilities including Net Assets	\$3,616,623.39

TOTAL LIABILITIES

\$9,431,030.21

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F U N D   B A L A N C E

--- A p p r o p r i a t e d ---

753	Reserve for Encumbrances - Current Year	\$87,594,280.17
754	Reserve for Encumbrance - Prior Year	\$225,720.25
	Reserved fund balance:	
761	Capital reserve account -	\$5,118,642.36
604	Add: Increase in capital reserve	\$100.00
		\$5,118,742.36
769	Restricted Balance for Unemployment Fund	\$456,573.66
580	Unemployment Trust Liability	\$88,618.96
		\$88,618.96
764	Reserve for Maintenance	\$2,000,182.47
606	Add: Increase in Maintenance Reserve	\$100.00
		\$2,000,282.47
601	Appropriations	\$196,414,853.77
602	Less : Expenditures	\$101,480,122.07
603	Encumbrances	\$87,820,000.42
		(\$189,300,122.49)
		\$7,114,731.28

Total Appropriated

\$102,598,949.15

--- U n a p p r o p r i a t e d ---

770	Unreserved Fund Balance -	\$14,269,747.47
303	Budgeted Fund Balance	(\$4,354,686.00)

TOTAL FUND BALANCE

\$112,514,010.62

TOTAL LIABILITIES AND FUND EQUITY

\$121,945,040.83

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West Orange Board of Education  
General Fund - Fund 10  
Interim Balance Sheet  
For 7 Month Period Ending 01/31/2024

RECAPITULATION OF FUND BALANCE:		Budgeted	Actual	Variance
		<u>                    </u>	<u>                    </u>	<u>                    </u>
Appropriations		\$196,414,853.77	\$189,300,122.49	\$7,114,731.28
Revenues		(\$191,116,523.00)	(\$186,577,997.50)	(\$4,538,525.50)
		<u>                    </u>	<u>                    </u>	<u>                    </u>
		\$5,298,330.77	\$2,722,124.99	\$2,576,205.78
Change in Capital Reserve accounts:				
604 Plus - Increase in reserve	\$100.00			
Change in Tuition Reserve accounts:				
Change in Maintenance Reserve account:				
606 Plus - Increase in reserve	\$100.00			
Change in Unemployment Fund account:				
580 Plus - Increase in reserve	\$88,618.96			
		c		
Subtotal Reserve Adjustments		\$88,818.96	\$88,818.96	
Less: Adjust for prior year encumb.		(\$943,844.77)	(\$943,844.77)	
Budgeted Fund Balance		\$4,443,304.96	\$1,867,099.18	\$2,576,205.78
		<u>                    </u>	<u>                    </u>	<u>                    </u>
Recapitulation of Budgeted Fund Balance by Subfund				
Fund 10 (includes 10, 11, 12, and 13)		\$4,443,304.96	\$1,867,099.18	\$2,487,586.82
		<u>                    </u>	<u>                    </u>	<u>                    </u>
TOTAL Budgeted Fund Balance		\$4,443,304.96	\$1,867,099.18	\$2,576,205.78
		=====	=====	=====

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
GENERAL FUND - FUND 10  
INTERIM STATEMENTS COMPARING  
BUDGET REVENUE WITH ACTUAL TO DATE AND  
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE  
For 7 Month Period Ending 01/31/2024

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
1XXX From Local Sources	\$152,272,758.00	\$152,232,816.28		\$39,941.72
3XXX From State Sources	\$38,588,620.00	\$34,288,620.00		\$4,300,000.00
4XXX From Federal Sources	\$255,145.00	\$56,561.22		\$198,583.78
TOTAL REVENUE/SOURCES OF FUNDS	\$191,116,523.00	\$186,577,997.50		\$4,538,525.50
	=====	=====	=====	=====
				AVAILABLE
*** EXPENDITURES ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	BALANCE
--- CURRENT EXPENSE ---				
11-1XX-100-XXX Regular Programs - Instruction	\$54,236,240.77	\$27,743,521.65	\$25,768,072.96	\$724,646.16
11-2XX-100-XXX Special Education - Instruction	\$19,636,105.17	\$9,772,886.40	\$9,372,043.71	\$491,175.06
11-230-100-XXX Basic Skills - Remedial Instruction	\$4,013,713.03	\$1,993,843.61	\$1,958,890.53	\$60,978.89
11-240-100-XXX Bilingual Education - Instruction	\$1,960,624.00	\$971,920.16	\$959,415.70	\$29,288.14
11-401-100-XXX School-Spon. Cocurr. Acti-Instr	\$782,506.57	\$194,202.86	\$529,463.99	\$58,839.72
11-402-100-XXX School-Spons. Athletics - Instruction	\$1,830,940.35	\$972,744.81	\$758,151.15	\$100,044.39
--- UNDISTRIBUTED EXPENDITURES ---				
11-000-100-XXX Instruction	\$11,711,658.00	\$6,083,161.24	\$4,381,456.38	\$1,247,040.38
11-000-211-XXX Attendance and Social Work Services	\$288,115.00	\$188,503.18	\$84,462.79	\$15,149.03
11-000-213-XXX Health Services	\$1,828,408.00	\$881,225.28	\$908,455.15	\$38,727.57
11-000-216-XXX Speech, OT,PT & Related Svcs	\$3,050,701.57	\$1,447,569.64	\$1,513,374.54	\$89,757.39
11-000-217-XXX Other Support Serv - Students Extra Srvc	\$746,341.00	\$313,531.35	\$382,720.25	\$50,089.40
11-000-218-XXX Guidance	\$3,670,665.90	\$1,937,706.66	\$1,569,386.42	\$163,572.82
11-000-219-XXX Child Study Teams	\$4,888,129.45	\$2,481,776.76	\$2,189,175.01	\$217,177.68
11-000-221-XXX Improv of Inst. - Instruc Staff	\$2,336,172.00	\$965,441.93	\$1,336,228.94	\$34,501.13
11-000-222-XXX Educational Media Serv/School Library	\$1,425,612.80	\$768,874.85	\$623,216.59	\$33,521.36
11-000-223-XXX Instructional Staff Training Services	\$327,664.00	\$148,722.50	\$62,353.00	\$116,588.50
11-000-230-XXX Supp. Serv.-General Administration	\$2,708,706.17	\$1,841,354.01	\$835,692.86	\$31,659.30
11-000-240-XXX Supp. Serv.-School Administration	\$6,574,067.61	\$3,510,880.32	\$2,978,664.27	\$84,523.02
11-000-25X-XXX Central Serv & Admin. Inform. Tech.	\$3,873,004.65	\$2,289,704.03	\$1,426,831.54	\$156,469.08
11-000-261-XXX Require Maint. for School Facilities	\$2,239,812.46	\$1,350,298.71	\$704,402.02	\$185,111.73
11-000-262-XXX Custodial Services	\$11,324,089.80	\$5,806,690.73	\$5,277,632.72	\$239,766.35
11-000-263-XXX Care and Upkeep of Grounds	\$1,050,479.25	\$680,014.25	\$298,773.70	\$71,691.30
11-000-266-XXX Security	\$1,781,736.63	\$1,062,913.81	\$680,409.30	\$38,413.52
11-000-270-XXX Student Transportation Services	\$16,979,243.50	\$8,709,230.00	\$7,257,525.77	\$1,012,487.73
11-XXX-XXX-2XX Allocated and Unallocated Benefits	\$30,435,452.32	\$15,054,460.33	\$15,089,176.37	\$291,815.62
11-000-310-XXX Food Services	\$350,000.00	.00	.00	\$350,000.00
TOTAL GENERAL CURRENT EXPENSE				
EXPENDITURES/USES OF FUNDS	\$190,050,190.00	\$97,171,179.07	\$86,945,975.66	\$5,933,035.27
	=====	=====	=====	=====

REPORT OF THE SECRETARY  
 TO THE BOARD OF EDUCATION  
 West Orange Board of Education  
 GENERAL FUND - FUND 10  
 INTERIM STATEMENTS COMPARING  
 BUDGET REVENUE WITH ACTUAL TO DATE AND  
 APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE  
 For 7 Month Period Ending 01/31/2024

*** EXPENDITURES - cont'd ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
*** CAPITAL OUTLAY ***				
12-XXX-XXX-73X Equipment	\$856,379.54	\$236,798.89	\$541,369.51	\$78,211.14
12-000-4XX-XXX Facilities acquisition & constr. serv.	\$4,871,690.23	\$3,699,390.11	\$96,299.25	\$1,076,000.87
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
 TOTAL CAP OUTLAY EXPEND./USES OF FUNDS	 \$5,728,069.77	 \$3,936,189.00	 \$637,668.76	 \$1,154,212.01
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
 10-000-100-56X Transfer of Funds to Charter Schools	 \$636,594.00	 \$372,754.00	 \$236,356.00	 \$27,484.00
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
 TOTAL GENERAL FUND EXPENDITURES	 \$196,414,853.77	 \$101,480,122.07	 \$87,820,000.42	 \$7,114,731.28
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
GENERAL FUND - FUND 10  
SCHEDULE OF REVENUES  
ACTUAL COMPARED WITH ESTIMATED  
For 7 Month Period Ending 01/31/2024

	ESTIMATED	ACTUAL	UNREALIZED
	<u>                    </u>	<u>                    </u>	<u>                    </u>
--- LOCAL SOURCES ---			
1210 Local Tax Levy	\$151,632,468.00	\$151,632,468.00	.00
1310 Tuition from Individuals		\$23,245.00	(\$23,245.00)
1320 Tuition from LEAs Within State	\$187,710.00	\$227,814.96	(\$40,104.96)
1910 Rents and Royalties	\$50,000.00	\$13,265.00	\$36,735.00
1XXX Miscellaneous	\$402,580.00	\$336,023.32	\$66,556.68
	<u>                    </u>	<u>                    </u>	<u>                    </u>
TOTAL LOCAL	\$152,272,758.00	\$152,232,816.28	\$39,941.72
	=====	=====	=====
--- STATE SOURCES ---			
3121 Categorical Transportation Aid	\$3,033,009.00	\$3,033,009.00	.00
3131 Extraordinary Aid	\$4,250,000.00	.00	\$4,250,000.00
3132 Categorical Special Education Aid	\$6,078,649.00	\$6,078,649.00	.00
3176 Equalization	\$23,310,609.00	\$23,310,609.00	.00
3177 Categorical Security	\$1,866,353.00	\$1,866,353.00	.00
3190 Other Unrestricted State Aid	\$50,000.00	.00	\$50,000.00
	<u>                    </u>	<u>                    </u>	<u>                    </u>
TOTAL	\$38,588,620.00	\$34,288,620.00	\$4,300,000.00
	=====	=====	=====
--- FEDERAL SOURCES ---			
4200 Federal Grants including Medicaid Reimbursement			
	\$255,145.00	\$56,561.22	\$198,583.78
	<u>                    </u>	<u>                    </u>	<u>                    </u>
TOTAL	\$255,145.00	\$56,561.22	\$198,583.78
	=====	=====	=====
--- OTHER FINANCING SOURCES ---			
TOTAL REVENUES/SOURCES OF FUNDS	\$191,116,523.00	\$186,577,997.50	\$4,538,525.50
	=====	=====	=====

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 7 Month Period Ending 01/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
*** GENERAL CURRENT EXPENSE ***				
--- Regular Programs - Instruction ---				
11-105-100-936 Local Contrib-Tfr to Spc Rev-Inclusion	\$214,396.00	\$169,135.00	.00	\$45,261.00
11-110-100-101 Kindergarten - Salaries of Teachers	\$2,350,567.00	\$1,153,617.10	\$1,120,436.50	\$76,513.40
11-120-100-101 Grades 1-5 - Salaries of Teachers	\$16,920,417.00	\$8,380,776.04	\$8,419,861.43	\$119,779.53
11-130-100-101 Grades 6-8 - Salaries of Teachers	\$11,770,397.00	\$5,817,493.76	\$5,824,792.32	\$128,110.92
11-140-100-101 Grades 9-12 - Salaries of Teachers	\$17,316,889.00	\$8,621,634.40	\$8,682,035.26	\$13,219.34
--- Regular Programs - Home Instruction ---				
11-150-100-101 Salaries of Teachers	\$152,500.00	\$47,325.01	\$65,173.95	\$40,001.04
11-150-100-320 Purchased Prof.-Ed. Services	\$86,500.00	\$14,812.30	\$50,887.70	\$20,800.00
--- Regular Programs - Undistr. Instruction ---				
11-190-100-106 Other Salaries for Instruction	\$1,137,960.00	\$570,969.46	\$557,558.50	\$9,432.04
11-190-100-320 Purchased Prof.-Ed. Services	\$1,136,359.00	\$517,426.76	\$602,200.00	\$16,732.24
11-190-100-340 Purchased Technical Services	\$3,500.00	.00	\$2,925.00	\$575.00
11-190-100-500 Other Purch. Serv. (400-500 series)	\$1,003,920.00	\$795,392.68	\$172,435.34	\$36,091.98
11-190-100-610 General Supplies	\$2,063,436.77	\$1,617,406.32	\$256,081.96	\$189,948.49
11-190-100-640 Textbooks	\$39,118.00	\$26,060.85	\$4,500.00	\$8,557.15
11-190-100-800 Other Objects	\$40,281.00	\$11,471.97	\$9,185.00	\$19,624.03
TOTAL	\$54,236,240.77	\$27,743,521.65	\$25,768,072.96	\$724,646.16
--- SPECIAL EDUCATION - INSTRUCTION ---				
Intellectual Disability - Mild:				
11-201-100-101 Salaries of Teachers	\$802,810.00	\$424,773.00	\$370,821.54	\$7,215.46
11-201-100-106 Other Salaries for Instruction	\$601,854.00	\$297,655.98	\$287,393.00	\$16,805.02
11-201-100-610 General Supplies	\$5,383.00	\$2,002.17	.00	\$3,380.83
11-201-100-800 Other Objects	\$6,091.00	\$1,420.00	\$400.00	\$4,271.00
TOTAL	\$1,416,138.00	\$725,851.15	\$658,614.54	\$31,672.31
Learning and/or Language Disabilities Mild or Moderate:				
11-204-100-101 Salaries of Teachers	\$1,966,685.00	\$1,022,534.61	\$891,269.64	\$52,880.75
11-204-100-106 Other Salaries for Instruction	\$1,407,649.00	\$719,406.48	\$639,443.50	\$48,799.02
11-204-100-610 General Supplies	\$18,179.08	\$5,545.20	\$408.26	\$12,225.62
TOTAL	\$3,392,513.08	\$1,747,486.29	\$1,531,121.40	\$113,905.39
Emotional Regulation Impairment:				
11-209-100-101 Salaries of Teachers	\$374,093.00	\$165,394.90	\$206,484.30	\$2,213.80
11-209-100-106 Other Salaries for Instruction	\$310,320.00	\$153,248.10	\$155,342.50	\$1,729.40
11-209-100-610 General supplies	\$14,032.00	\$8,231.68	\$963.00	\$4,837.32
11-209-100-800 Other Objects	\$368.00	.00	.00	\$368.00
TOTAL	\$698,813.00	\$326,874.68	\$362,789.80	\$9,148.52
Multiple Disabilities:				
11-212-100-101 Salaries of Teachers	\$244,971.00	\$125,381.40	\$119,487.00	\$102.60
11-212-100-106 Other Salaries for Instruction	\$390,612.00	\$210,238.02	\$175,676.50	\$4,697.48
11-212-100-610 General supplies	\$8,332.63	\$167.72	\$3,949.16	\$4,215.75
TOTAL	\$643,915.63	\$335,787.14	\$299,112.66	\$9,015.83



West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 7 Month Period Ending 01/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
Resource Room/Resource Center:				
11-213-100-101 Salaries of Teachers	\$6,325,700.00	\$3,148,748.87	\$3,170,058.08	\$6,893.05
11-213-100-106 Other Salaries for Instruction	\$758,669.00	\$357,095.38	\$382,168.05	\$19,405.57
11-213-100-610 General supplies	\$24,499.00	\$8,873.64	\$969.99	\$14,655.37
<b>TOTAL</b>	<b>\$7,108,868.00</b>	<b>\$3,514,717.89</b>	<b>\$3,553,196.12</b>	<b>\$40,953.99</b>
Autism:				
11-214-100-101 Salaries of Teachers	\$1,085,001.00	\$545,817.14	\$520,505.00	\$18,678.86
11-214-100-106 Other Salaries for Instruction	\$1,791,447.00	\$929,698.93	\$854,891.00	\$6,857.07
11-214-100-610 General Supplies	\$110,904.46	\$43,561.47	\$24,913.20	\$42,429.79
11-214-100-800 Other Objects	\$525.00	.00	.00	\$525.00
<b>TOTAL</b>	<b>\$2,987,877.46</b>	<b>\$1,519,077.54</b>	<b>\$1,400,309.20</b>	<b>\$68,490.72</b>
Preschool Disabilities - Full-Time:				
11-216-100-101 Salaries of Teachers	\$1,232,669.00	\$596,262.46	\$560,978.26	\$75,428.28
11-216-100-106 Other Salaries for Instruction	\$1,793,161.00	\$849,179.12	\$805,234.40	\$138,747.48
11-216-100-600 General Supplies	\$27,420.00	\$14,150.99	\$10,127.56	\$3,141.45
<b>TOTAL</b>	<b>\$3,053,250.00</b>	<b>\$1,459,592.57</b>	<b>\$1,376,340.22</b>	<b>\$217,317.21</b>
Home Instruction:				
11-219-100-101 Salaries of Teachers	\$190,000.00	\$87,604.91	\$102,394.00	\$1.09
11-219-100-320 Purchased Prof.-Ed. Services	\$144,730.00	\$55,894.23	\$88,165.77	\$670.00
<b>TOTAL</b>	<b>\$334,730.00</b>	<b>\$143,499.14</b>	<b>\$190,559.77</b>	<b>\$671.09</b>
<b>TOTAL SPECIAL ED - INSTRUCTION</b>	<b>\$19,636,105.17</b>	<b>\$9,772,886.40</b>	<b>\$9,372,043.71</b>	<b>\$491,175.06</b>
--- Basic Skills/Remedial-Instruction ---				
11-230-100-101 Salaries of Teachers	\$3,980,299.00	\$1,982,404.88	\$1,947,107.65	\$50,786.47
11-230-100-610 General Supplies	\$33,414.03	\$11,438.73	\$11,782.88	\$10,192.42
<b>TOTAL</b>	<b>\$4,013,713.03</b>	<b>\$1,993,843.61</b>	<b>\$1,958,890.53</b>	<b>\$60,978.89</b>
--- Bilingual Education-Instruction ---				
11-240-100-101 Salaries of Teachers	\$1,930,059.00	\$967,259.72	\$950,551.35	\$12,247.93
11-240-100-610 General Supplies	\$23,110.00	\$4,660.44	\$8,864.35	\$9,585.21
11-240-100-640 Textbooks	\$7,455.00	.00	.00	\$7,455.00
<b>TOTAL</b>	<b>\$1,960,624.00</b>	<b>\$971,920.16</b>	<b>\$959,415.70</b>	<b>\$29,288.14</b>
--- School spons.cocurricular activities-Instruction ---				
11-401-100-100 Salaries	\$613,081.00	\$117,922.56	\$491,515.94	\$3,642.50
11-401-100-500 Purchased Services (300-500 series)	\$72,110.00	\$35,307.50	\$18,575.68	\$18,226.82
11-401-100-600 Supplies and Materials	\$75,859.57	\$35,392.80	\$18,622.37	\$21,844.40
11-401-100-800 Other Objects	\$21,456.00	\$5,580.00	\$750.00	\$15,126.00
<b>TOTAL</b>	<b>\$782,506.57</b>	<b>\$194,202.86</b>	<b>\$529,463.99</b>	<b>\$58,839.72</b>
--- School sponsored athletics-Instruct. ---				
11-402-100-100 Salaries	\$1,304,471.00	\$675,985.91	\$628,485.09	.00
11-402-100-500 Purchased Services (300-500 series)	\$343,289.00	\$216,936.45	\$81,292.80	\$45,059.75
11-402-100-600 Supplies and Materials	\$132,880.35	\$67,828.95	\$48,373.26	\$16,678.14
11-402-100-800 Other Objects	\$50,300.00	\$11,993.50	.00	\$38,306.50

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 7 Month Period Ending 01/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$1,830,940.35	\$972,744.81	\$758,151.15	\$100,044.39
--- UNDISTRIBUTED EXPENDITURES ---				
--- Instruction ---				
11-000-100-561 Tuition to Other LEAs within State Regular	\$33,700.00	\$11,774.25	\$3,924.75	\$18,001.00
11-000-100-562 Tuition to Other LEAs within State Special	\$1,459,734.00	\$561,839.19	\$527,221.80	\$370,673.01
11-000-100-563 Tuition to Co.Voc.School Dist.-reg.	\$47,288.00	\$21,279.60	\$20,097.40	\$5,911.00
11-000-100-564 Tuition to Co.Voc. School Dist.-spec.	\$81,936.00	\$25,491.20	\$56,444.80	.00
11-000-100-565 Tuition to Co.Spec.Serv. & Reg. Day schls	\$425,154.00	\$200,724.92	\$203,985.58	\$20,443.50
11-000-100-566 Tuition to Priv Sch for Disbl w/i State	\$9,185,473.00	\$5,043,763.02	\$3,323,447.76	\$818,262.22
11-000-100-568 Tuition - State Facilities	\$4,500.00	\$2,250.00	.00	\$2,250.00
11-000-100-569 Tuition - Other	\$473,873.00	\$216,039.06	\$246,334.29	\$11,499.65
TOTAL	\$11,711,658.00	\$6,083,161.24	\$4,381,456.38	\$1,247,040.38
--- Attendance and social work services ---				
11-000-211-100 Salaries	\$200,455.00	\$115,212.70	\$83,818.02	\$1,424.28
11-000-211-300 Purchased Prof. & Tech. Svc.	\$86,660.00	\$72,997.73	\$375.00	\$13,287.27
11-000-211-600 Supplies and Materials	\$1,000.00	\$292.75	\$269.77	\$437.48
TOTAL	\$288,115.00	\$188,503.18	\$84,462.79	\$15,149.03
--- Health services ---				
11-000-213-100 Salaries	\$1,619,686.00	\$796,177.90	\$819,212.50	\$4,295.60
11-000-213-300 Purchased Prof. & Tech. Svc.	\$160,381.00	\$52,547.05	\$82,833.75	\$25,000.20
11-000-213-500 Other Purchd. Serv.(400-500 series)	\$5,000.00	.00	.00	\$5,000.00
11-000-213-600 Supplies and Materials	\$39,826.00	\$29,894.08	\$6,408.90	\$3,523.02
11-000-213-800 Other Objects	\$3,515.00	\$2,606.25	.00	\$908.75
TOTAL	\$1,828,408.00	\$881,225.28	\$908,455.15	\$38,727.57
--- Speech, OT,PT & Related Svcs ---				
11-000-216-100 Salaries	\$2,225,980.00	\$1,134,837.20	\$1,091,010.87	\$131.93
11-000-216-320 Purchased Prof. Ed. Services	\$796,370.00	\$299,352.75	\$419,748.75	\$77,268.50
11-000-216-600 Supplies and Materials	\$28,351.57	\$13,379.69	\$2,614.92	\$12,356.96
TOTAL	\$3,050,701.57	\$1,447,569.64	\$1,513,374.54	\$89,757.39
--- Other support services - Students - Extra Srvc				
11-000-217-100 Salaries	\$239,288.00	\$117,504.10	\$118,212.50	\$3,571.40
11-000-217-320 Purchased Prof. Ed. Services	\$507,053.00	\$196,027.25	\$264,507.75	\$46,518.00
TOTAL	\$746,341.00	\$313,531.35	\$382,720.25	\$50,089.40
--- Guidance ---				
11-000-218-104 Salaries Other Prof. Staff	\$2,874,065.00	\$1,439,419.15	\$1,340,741.06	\$93,904.79
11-000-218-105 Sal Sec. & Clerical Asst.	\$519,681.00	\$299,125.78	\$217,178.14	\$3,377.08
11-000-218-390 Other Purch. Prof. & Tech Svc.	\$239,727.00	\$184,922.31	.00	\$54,804.69
11-000-218-500 Other Purchased Services (400-500 series)	\$1,500.00	\$729.20	\$729.20	\$41.60
11-000-218-600 Supplies and Materials	\$34,642.90	\$12,971.22	\$10,738.02	\$10,933.66
11-000-218-800 Other Objects	\$1,050.00	\$539.00	.00	\$511.00
TOTAL	\$3,670,665.90	\$1,937,706.66	\$1,569,386.42	\$163,572.82

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 7 Month Period Ending 01/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
--- Child Study Teams ---				
11-000-219-104 Salaries Other Prof. Staff	\$4,118,852.00	\$2,078,607.67	\$1,948,594.80	\$91,649.53
11-000-219-105 Sal Secr. & Clerical Asst.	\$457,413.00	\$267,953.59	\$174,482.63	\$14,976.78
11-000-219-199 Unused Vac Payment to Term/Ret Staff	\$23,206.00	\$9,160.15	.00	\$14,045.85
11-000-219-320 Purchased Prof. - Ed. Services	\$136,600.00	\$38,375.00	\$58,925.00	\$39,300.00
11-000-219-390 Other Purch. Prof. & Tech Svc.	\$78,041.85	\$32,037.78	.00	\$46,004.07
11-000-219-592 Misc Purch Ser(400-500 O/than Resid costs)	\$7,000.00	\$1,218.37	\$333.00	\$5,448.63
11-000-219-600 Supplies and Materials	\$66,516.60	\$54,024.20	\$6,839.58	\$5,652.82
11-000-219-800 Other Objects	\$500.00	\$400.00	.00	\$100.00
TOTAL	\$4,888,129.45	\$2,481,776.76	\$2,189,175.01	\$217,177.68
--- Improv. of instr. Serv. ---				
11-000-221-102 Salaries Superv. of Instr.	\$1,919,985.00	\$795,779.35	\$1,114,024.65	\$10,181.00
11-000-221-104 Salaries Other Prof. Staff	\$86,554.00	\$43.93	\$82,548.07	\$3,962.00
11-000-221-105 Sal Secr. & Clerical Asst.	\$91,591.00	\$51,768.48	\$29,865.00	\$9,957.52
11-000-221-176 Sal. Facilitators,Math, Literacy Coaches	\$219,215.00	\$109,607.03	\$109,607.97	.00
11-000-221-199 Unused Vac Payment to Term/Ret Staff	\$15,077.00	\$7,161.44	\$0.56	\$7,915.00
11-000-221-500 Other Purchased Services (400-500 series)	\$500.00	\$100.30	\$79.43	\$320.27
11-000-221-600 Supplies and Materials	\$2,500.00	\$803.40	\$103.26	\$1,593.34
11-000-221-800 Other Objects	\$750.00	\$178.00	.00	\$572.00
TOTAL	\$2,336,172.00	\$965,441.93	\$1,336,228.94	\$34,501.13
--- Educational media serv./sch.library ---				
11-000-222-100 Salaries	\$1,279,062.00	\$644,579.00	\$615,783.90	\$18,699.10
11-000-222-300 Purchased Prof. & Tech Svc.	\$25,400.00	\$20,060.10	.00	\$5,339.90
11-000-222-600 Supplies and Materials	\$120,850.80	\$103,938.75	\$7,432.69	\$9,479.36
11-000-222-800 Other Objects	\$300.00	\$297.00	.00	\$3.00
TOTAL	\$1,425,612.80	\$768,874.85	\$623,216.59	\$33,521.36
--- Instructional Staff Training Services ---				
11-000-223-104 Salaries Other Prof. Staff	\$16,415.00	\$7,664.42	.00	\$8,750.58
11-000-223-390 Other Purch. Prof. & Tech Svc.	\$206,602.00	\$122,803.77	\$19,900.00	\$63,898.23
11-000-223-500 Other Purchased Services (400-500 series)	\$92,747.00	\$10,956.73	\$42,453.00	\$39,337.27
11-000-223-600 Supplies and Materials	\$11,400.00	\$6,997.50	.00	\$4,402.50
11-000-223-800 Other Objects	\$500.00	\$300.08	.00	\$199.92
TOTAL	\$327,664.00	\$148,722.50	\$62,353.00	\$116,588.50
--- Support services-general administration ---				
11-000-230-100 Salaries	\$689,265.00	\$394,258.12	\$294,690.84	\$316.04
11-000-230-331 Legal Services	\$485,000.00	\$263,335.77	\$217,276.35	\$4,387.88
11-000-230-332 Audit Fees	\$68,600.00	\$67,600.00	\$932.97	\$67.03
11-000-230-334 Architectural/Engineering Services	\$198,602.79	\$177,809.60	\$20,385.52	\$407.67
11-000-230-339 Other Purchased Prof. Svc.	\$82,475.00	\$42,630.70	\$35,308.30	\$4,536.00
11-000-230-340 Purchased Tech. Services	\$11,001.00	\$4,000.00	\$2,000.00	\$5,001.00
11-000-230-530 Communications/Telephone	\$510,500.29	\$286,436.35	\$222,220.71	\$1,843.23
11-000-230-580 Travel - All Other	\$4,400.00	\$918.70	.00	\$3,481.30
11-000-230-585 BOE Other Purchased Prof. Svc.	\$7,362.00	\$5,753.10	\$262.00	\$1,346.90
11-000-230-590 Misc Purchased Services (400-500)	\$567,725.00	\$557,265.46	\$7,657.79	\$2,801.75



West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 7 Month Period Ending 01/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
	<hr/>	<hr/>	<hr/>	<hr/>
11-000-230-610 General Supplies	\$7,000.00	\$1,709.50	.00	\$5,290.50
11-000-230-630 BOE In-House Training/Meeting Supplies	\$4,500.00	\$716.71	\$3,283.29	\$500.00
11-000-230-890 Misc. Expenditures	\$44,275.09	\$11,725.00	\$31,675.09	\$875.00
11-000-230-895 BOE Membership Dues and Fees	\$28,000.00	\$27,195.00	.00	\$805.00
TOTAL	<hr/> \$2,708,706.17	<hr/> \$1,841,354.01	<hr/> \$835,692.86	<hr/> \$31,659.30
--- Support services-school administration ---				
11-000-240-103 Salaries Princ./Asst. Princ.	\$4,296,267.00	\$2,356,749.61	\$1,923,345.29	\$16,172.10
11-000-240-105 Sal Secr. & Clerical Asst.	\$2,065,972.00	\$1,071,842.21	\$988,432.42	\$5,697.37
11-000-240-199 Unused Vac Payment to Term/Ret Staff	\$18,500.00	\$18,406.15	.00	\$93.85
11-000-240-500 Other Purchased Services (400-500 series)	\$71,799.00	\$753.42	\$32,530.36	\$38,515.22
11-000-240-600 Supplies and Materials	\$118,154.61	\$60,748.39	\$34,356.20	\$23,050.02
11-000-240-800 Other Objects	\$3,375.00	\$2,380.54	.00	\$994.46
TOTAL	<hr/> \$6,574,067.61	<hr/> \$3,510,880.32	<hr/> \$2,978,664.27	<hr/> \$84,523.02
--- Central Services ---				
11-000-251-100 Salaries	\$1,703,649.00	\$973,746.23	\$710,297.30	\$19,605.47
11-000-251-199 Unused Vac Payment to Term/Ret Staff	\$10,754.00	\$10,753.65	\$0.35	.00
11-000-251-330 Purchased Prof. Services	\$91,400.00	\$80,035.90	\$5,479.38	\$5,884.72
11-000-251-340 Purchased Technical Services	\$96,000.00	\$88,708.94	\$4,338.75	\$2,952.31
11-000-251-592 Misc Pur Serv (400-500 series )	\$51,061.00	\$27,529.58	\$1,670.91	\$21,860.51
11-000-251-600 Supplies and Materials	\$36,815.00	\$31,598.30	\$2,904.03	\$2,312.67
11-000-251-89X Other Objects	\$8,325.00	\$4,954.00	.00	\$3,371.00
TOTAL	<hr/> \$1,998,004.00	<hr/> \$1,217,326.60	<hr/> \$724,690.72	<hr/> \$55,986.68
--- Admin. Info. Technology ---				
11-000-252-100 Salaries	\$1,460,151.00	\$862,521.89	\$597,628.41	\$0.70
11-000-252-199 Unused Vac Payment to Term/Ret Staff	\$8,200.00	\$8,154.82	.00	\$45.18
11-000-252-340 Purchased Technical Services	\$188,746.00	\$132,090.55	\$22,133.40	\$34,522.05
11-000-252-500 Other Pur Serv. (400-500 series )	\$12,340.00	\$2,239.20	\$540.00	\$9,560.80
11-000-252-600 Supplies and Materials	\$202,453.65	\$64,866.97	\$81,839.01	\$55,747.67
11-000-252-800 Other Objects	\$3,110.00	\$2,504.00	.00	\$606.00
TOTAL	<hr/> \$1,875,000.65	<hr/> \$1,072,377.43	<hr/> \$702,140.82	<hr/> \$100,482.40
TOTAL Cent. Svcs. & Admin IT	\$3,873,004.65	\$2,289,704.03	\$1,426,831.54	\$156,469.08
--- Required Maint.for School Facilities ---				
11-000-261-420 Cleaning, Repair & Maint. Svc	\$1,855,712.46	\$1,125,486.19	\$645,096.75	\$85,129.52
11-000-261-421 Lead Testing of Drinking Water	\$35,000.00	\$27,874.00	\$774.00	\$6,352.00
11-000-261-610 General Supplies	\$332,800.00	\$182,947.52	\$58,531.27	\$91,321.21
11-000-261-800 Other Objects	\$16,300.00	\$13,991.00	.00	\$2,309.00
TOTAL	<hr/> \$2,239,812.46	<hr/> \$1,350,298.71	<hr/> \$704,402.02	<hr/> \$185,111.73
--- Custodial Services ---				
11-000-262-1XX Salaries	\$5,363,617.00	\$2,945,130.36	\$2,340,641.09	\$77,845.55
11-000-262-107 Salaries of Non-Instructional Aids	\$639,136.00	\$240,253.16	\$398,882.84	.00
11-000-262-199 Unused Vac Payment to Term/Ret Staff	\$13,111.00	\$13,109.86	\$0.16	\$0.98
11-000-262-300 Purchased Prof. & Tech. Svc.	\$340,296.00	\$193,276.00	\$114,970.00	\$32,050.00

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 7 Month Period Ending 01/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-262-420 Cleaning, Repair & Maint. Svc.	\$348,000.00	\$181,299.67	\$131,434.05	\$35,266.28
11-000-262-441 Rental of Land & Bldgs Other Than Lease	\$552,210.00	\$227,133.24	\$269,288.77	\$55,787.99
11-000-262-444 Lease Purch Paymts - Energy Saving	\$688,874.00	\$344,436.26	\$344,436.25	\$1.49
11-000-262-490 Other Purchased Property Svc.	\$272,066.80	\$181,557.34	\$82,004.38	\$8,505.08
11-000-262-520 Insurance	\$411,000.00	\$410,768.00	.00	\$232.00
11-000-262-580 Travel	\$1,500.00	.00	.00	\$1,500.00
11-000-262-610 General Supplies	\$593,325.00	\$492,199.06	\$76,296.96	\$24,828.98
11-000-262-621 Energy (Natural Gas)	\$625,956.00	\$99,036.94	\$526,919.06	.00
11-000-262-622 Energy (Electricity)	\$1,423,498.00	\$463,262.33	\$960,235.67	.00
11-000-262-626 Energy (Gasoline)	\$49,000.00	\$13,828.51	\$31,873.49	\$3,298.00
11-000-262-8XX Other Objects	\$2,500.00	\$1,400.00	\$650.00	\$450.00
<b>TOTAL</b>	<b>\$11,324,089.80</b>	<b>\$5,806,690.73</b>	<b>\$5,277,632.72</b>	<b>\$239,766.35</b>
--- Care and Upkeep of Grounds ---				
11-000-263-100 Salaries	\$674,048.00	\$398,577.68	\$275,470.32	.00
11-000-263-420 Cleaning, Repair, & Maintenance Serv.	\$336,431.25	\$255,419.41	\$21,389.06	\$59,622.78
11-000-263-610 General Supplies	\$40,000.00	\$26,017.16	\$1,914.32	\$12,068.52
<b>TOTAL</b>	<b>\$1,050,479.25</b>	<b>\$680,014.25</b>	<b>\$298,773.70</b>	<b>\$71,691.30</b>
--- Security ---				
11-000-266-100 Salaries	\$1,303,947.00	\$674,215.52	\$608,007.54	\$21,723.94
11-000-266-300 Purchased Prof. & Tech. Svc.	\$48,057.00	\$29,797.00	\$11,450.00	\$6,810.00
11-000-266-420 Cleaning, Repair, & Maintenance Serv.	\$207,079.00	\$178,598.36	\$23,434.87	\$5,045.77
11-000-266-610 General Supplies	\$222,653.63	\$180,302.93	\$37,516.89	\$4,833.81
<b>TOTAL</b>	<b>\$1,781,736.63</b>	<b>\$1,062,913.81</b>	<b>\$680,409.30</b>	<b>\$38,413.52</b>
<b>TOTAL Oper &amp; Maint of Plant Services</b>	<b>\$16,396,118.14</b>	<b>\$8,899,917.50</b>	<b>\$6,961,217.74</b>	<b>\$534,982.90</b>
--- Student transportation services ---				
11-000-270-107 Salaries of Non-Instructional Aids	\$533,502.00	\$275,000.09	\$258,500.73	\$1.18
11-000-270-160 Sal Pupil Trans(Bet Home & Sch)-reg	\$610,903.00	\$294,733.36	\$251,105.70	\$65,063.94
11-000-270-161 Sal Pupil Trans(Bet Home & Sch)-Sp Ed	\$844,151.00	\$428,676.79	\$414,967.20	\$507.01
11-000-270-162 Sal Pupil Trans.Other than Bet Home & Sch	\$160,000.00	\$83,920.99	\$76,079.01	.00
11-000-270-350 Management Fee - ESC Transp. Prog.	\$265,796.00	\$153,419.07	\$82,260.59	\$30,116.34
11-000-270-390 Other Purch. Prof. & Tech Svc.	\$75,700.00	\$38,739.14	\$32,700.00	\$4,260.86
11-000-270-420 Cleaning, Repair & Maint. Svc.	\$165,077.50	\$43,503.36	\$10,582.93	\$110,991.21
11-000-270-443 Lease Purch Payments - School Buses	\$262,237.00	\$212,234.50	.00	\$50,002.50
11-000-270-503 Contr Svc-Aid in Lieu Paymnts-Non Pub Sch	\$471,266.00	\$21,462.00	\$446,451.00	\$3,353.00
11-000-270-511 Contract Svc (btw Home & Sch.)-vendors	\$6,446,150.00	\$3,755,230.12	\$2,606,797.94	\$84,121.94
11-000-270-512 Contract Svc (other btw home & sch)-vndrs	\$350,000.00	\$112,260.35	\$23,468.75	\$214,270.90
11-000-270-514 Contract Svc (Sp Ed.)-vendors	\$45,100.00	\$25,948.36	\$14,877.28	\$4,274.36
11-000-270-515 Contract Svc (Sp Ed.)-joint agreements	\$1,330.00	.00	.00	\$1,330.00
11-000-270-517 Contract Svc (reg std) - ESCs	\$347,820.00	\$145,866.66	\$189,344.44	\$12,608.90
11-000-270-518 Contract Svc (Sp Ed) - ESCs	\$6,159,390.00	\$2,964,865.74	\$2,781,658.71	\$412,865.55
11-000-270-580 Travel	\$2,200.00	\$685.68	\$664.10	\$850.22
11-000-270-593 Misc. Purchased Svc.- Transp.	\$108,000.00	\$106,727.00	.00	\$1,273.00
11-000-270-610 General Supplies	\$5,250.00	\$1,997.39	\$1,194.11	\$2,058.50

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 7 Month Period Ending 01/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
11-000-270-615 Transportation Supplies	\$117,921.00	\$37,579.40	\$66,173.28	\$14,168.32
11-000-270-800 Misc. Expenditures	\$7,450.00	\$6,380.00	\$700.00	\$370.00
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
TOTAL	\$16,979,243.50	\$8,709,230.00	\$7,257,525.77	\$1,012,487.73
--- Personal Services-Employee Benefits---				
11-XXX-XXX-210 Group Insurance	\$3,300.00	\$1,772.28	.00	\$1,527.72
11-XXX-XXX-220 Social Security Contributions	\$2,300,000.00	\$1,282,729.80	\$1,017,269.62	\$0.58
11-XXX-XXX-241 Other Retirement Contrb. - PERS	\$3,105,003.26	.00	\$3,105,003.26	.00
11-XXX-XXX-248 Other Retirement - Deferred PERS	\$78,540.00	.00	\$73,510.00	\$5,030.00
11-XXX-XXX-249 Other Retirement Contrb. - Regular	\$81,000.00	\$31,812.55	\$44,187.45	\$5,000.00
11-XXX-XXX-260 Workman's Compensation	\$797,000.00	\$530,573.74	\$84,402.91	\$182,023.35
11-XXX-XXX-270 Health Benefits	\$22,505,384.00	\$12,617,471.43	\$9,848,179.92	\$39,732.65
11-XXX-XXX-280 Tuition Reimbursement	\$312,993.06	\$60,678.53	\$252,314.53	.00
11-XXX-XXX-290 Other Employee Benefits	\$1,044,500.00	\$364,010.00	\$647,308.68	\$33,181.32
11-XXX-XXX-299 Unused Sick Payment to Term/Ret Staff	\$207,732.00	\$165,412.00	\$17,000.00	\$25,320.00
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
TOTAL	\$30,435,452.32	\$15,054,460.33	\$15,089,176.37	\$291,815.62
--- Food services ---				
11-000-310-93X Transfers to Cover Deficit (Enterprise)	\$350,000.00	.00	.00	\$350,000.00
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
TOTAL	\$350,000.00	\$0.00	\$0.00	\$350,000.00
 Total Undistributed Expenditures	 \$107,590,060.11	 \$55,522,059.58	 \$47,599,937.62	 \$4,468,062.91
*** TOTAL CURRENT EXPENSE EXPENDITURES ***	\$190,050,190.00	\$97,171,179.07	\$86,945,975.66	\$5,933,035.27
*** TOTAL CURRENT EXPENSE EXPENDITURES & TRANSFERS ***	\$190,050,190.00	\$97,171,179.07	\$86,945,975.66	\$5,933,035.27
	=====	=====	=====	=====

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 7 Month Period Ending 01/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
	<hr/>	<hr/>	<hr/>	<hr/>
*** CAPITAL OUTLAY ***				
--- EQUIPMENT ---				
Regular programs-instruction				
12-120-100-730 Grades 1-5	\$24,400.00	.00	\$24,257.21	\$142.79
12-130-100-730 Grades 6-8	\$26,385.00	.00	\$26,175.00	\$210.00
12-140-100-730 Grades 9-12	\$35,318.28	\$34,962.65	.00	\$355.63
Special education - instruction				
12-4XX-100-730 School-spons. & oth instr prog	\$94,386.40	\$94,386.40	\$0.00	\$0.00
Undistributed expenses				
12-000-210-730 Support services-students-reg.	\$14,752.86	\$14,752.86	\$0.00	\$0.00
12-000-220-730 Support services-instruc. staff	\$34,000.00	.00	\$6,787.43	\$27,212.57
12-000-252-730 Admin. Info. Tech.	\$500,827.00	\$10,990.00	\$460,266.60	\$29,570.40
12-000-261-730 Undist. Exp.-Req. Maint. Schl Facilities	\$14,700.00	\$14,640.00	.00	\$60.00
12-000-262-730 Undist. Exp.-Custodial Services	\$57,745.00	\$19,145.00	\$18,925.00	\$19,675.00
12-000-266-730 Undist. Exp.-Security	\$53,865.00	\$47,921.98	\$4,958.27	\$984.75
<hr/>				
Undist. Exp. - Non-instructional Services				
TOTAL	\$856,379.54	\$236,798.89	\$541,369.51	\$78,211.14
--- Facilities acquisition and construction services ---				
12-000-400-334 Architectural/Engineering Services	\$284,438.05	\$39,155.55	\$38,803.75	\$206,478.75
12-000-400-450 Construction Services	\$1,809,026.18	\$939,504.06	.00	\$869,522.12
12-000-400-896 Assmt for Debt Service on SDA Funding	\$114,991.00	\$57,495.50	\$57,495.50	.00
12-000-400-932 Capital Outlay tfr to Captl. Projects	\$2,663,235.00	\$2,663,235.00	.00	.00
Sub Total	\$4,871,690.23	\$3,699,390.11	\$96,299.25	\$1,076,000.87
<hr/>				
TOTAL	\$4,871,690.23	\$3,699,390.11	\$96,299.25	\$1,076,000.87
<hr/>				
TOTAL CAPITAL OUTLAY EXPENDITURES	\$5,728,069.77	\$3,936,189.00	\$637,668.76	\$1,154,212.01

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 7 Month Period Ending 01/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
10-000-100-56X Transfer of Funds to Charter Schls.	\$636,594.00	\$372,754.00	\$236,356.00	\$27,484.00
TOTAL GENERAL FUND EXPENDITURES	\$196,414,853.77	\$101,480,122.07	\$87,820,000.42	\$7,114,731.28



REPORT OF THE SECRETARY CERTIFICATION PAGE  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
General Fund - Fund 10

For 7 Month Period Ending 01/31/2024

I, Tonya H. Flowers, Board Secretary/Business Administrator  
certify that no line item account has encumbrances and expenditures,  
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.

  
Board Secretary/Business Administrator

2/20/24  
Date

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
Special Revenue Fund - Fund 20  
Interim Balance Sheet  
For 7 Month Period Ending 01/31/2024

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ASSETS AND RESOURCES

=====

--- A S S E T S ---

101	Cash in bank		(\$73,902.59)
	Accounts receivable:		
141	Intergovernmental - State	\$2,363,093.13	
142	Intergovernmental - Federal	\$7,288.87	
153,154	Other (net of estimated uncollectible of \$____)	\$6,565.54	
			\$2,376,947.54

--- R E S O U R C E S ---

301	Estimated Revenues	\$13,400,759.57	
302	Less Revenues	(\$7,636,317.61)	
			\$5,764,441.96
	Total assets and resources		\$8,067,486.91
			=====

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
Special Revenue Fund - Fund 20  
Interim Balance Sheet  
For 7 Month Period Ending 01/31/2024

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LIABILITIES AND FUND EQUITY

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--- L I A B I L I T I E S ---

421	Accounts Payable	\$310,319.19
481	Deferred revenues	\$123,194.81
TOTAL LIABILITIES		\$433,514.00
		=====

F U N D   B A L A N C E

--- A p p r o p r i a t e d ---

753	Reserve for encumbrances - Current Year	\$4,466,972.76
754	Reserve for encumbrances - Prior Year	\$4,150.30
758	Reserve Fund Balance - Student Activities	\$213,347.15
601	Appropriations	\$13,400,759.57
602	Less: Expenditures	\$5,984,284.11
603	Encumbrances	\$4,466,972.76
	(\$10,451,256.87)	
	\$2,949,502.70	
TOTAL FUND BALANCE		\$7,633,972.91
TOTAL LIABILITIES AND FUND EQUITY		\$8,067,486.91
		=====



REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
Special Revenue Fund - Fund 20  
INTERIM STATEMENTS COMPARING  
BUDGET REVENUE WITH ACTUAL TO DATE AND  
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE  
For 7 Month Period Ending 01/31/2024

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
1XXX From Local Sources	\$309,966.06	\$275,932.47		\$34,033.59
2XXX From Intermediate Sources	\$72,708.14	\$72,708.14		.00
3XXX From State Sources	\$5,813,931.60	\$5,356,682.00		\$457,249.60
4XXX From Federal Sources	\$7,035,018.77	\$1,761,860.00		\$5,273,158.77
5XXX Other Financing Source	\$169,135.00	\$169,135.00		.00
TOTAL REVENUE/SOURCES OF FUNDS	\$13,400,759.57	\$7,636,317.61		\$5,764,441.96
	=====	=====	=====	=====
*** EXPENDITURES ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
LOCAL PROJECTS:				
Other Local Projects (001-199)	\$132,674.20	\$14,015.18	\$21,428.52	\$97,230.50
Student Activity Fund (475)	\$250,000.00	\$204,778.52	.00	\$45,221.48
TOTAL LOCAL PROJECTS	\$382,674.20	\$218,793.70	\$21,428.52	\$142,451.98
STATE PROJECTS:				
Preschool Education Aid (218)	\$4,887,235.00	\$2,718,018.48	\$1,933,354.93	\$235,861.59
Nonpublic Teacher STEM Grant (481)	\$65,672.60	\$26,880.08	.00	\$38,792.52
SDA Emergent Needs & Capital Maintenance (492)	\$167,421.00	.00	\$167,421.00	.00
Nonpublic textbooks (501)	\$79,952.00	\$76,908.11	.00	\$3,043.89
Nonpublic auxiliary services (502)	\$6,000.00	.00	\$6,000.00	.00
Nonpublic handicapped services (506)	\$254,919.00	\$41,100.29	\$178,493.71	\$35,325.00
Nonpublic nursing services (509)	\$166,560.00	\$66,624.00	\$99,936.00	.00
Nonpublic Technology Aid (510)	\$67,767.00	\$6,881.75	.00	\$60,885.25
Nonpublic School Programs (511)	\$287,540.00	\$164,758.13	\$94,051.87	\$28,730.00
TOTAL STATE PROJECTS	\$5,983,066.60	\$3,101,170.84	\$2,479,257.51	\$402,638.25
FEDERAL PROJECTS:				
ARP - IDEA Basic Grant Program (223)	\$153,912.00	\$151,278.94	.00	\$2,633.06
ESSA Title I - Part A/D (231-239)	\$1,249,670.00	\$387,537.90	\$469,271.63	\$392,860.47
ESSA Title III - English Lang Enhancement (241-245)	\$113,467.00	\$74,032.57	\$30,430.04	\$9,004.39
I.D.E.A. Part B (Handicapped) (250-259)	\$2,673,219.00	\$1,290,270.78	\$1,051,554.78	\$331,393.44
ESSA Title II - Part A/D (270-279)	\$263,461.00	\$77,215.00	\$100,998.79	\$85,247.21
ESSA Title IV (280-289)	\$107,395.00	\$2,576.00	\$76,796.52	\$28,022.48
Vocational Education (361-389)	\$55,232.00	\$37,816.04	\$9,866.60	\$7,549.36
CRRSA Act-Learning Acceleration Grant Program (484)	\$119,763.92	\$119,559.14	.00	\$204.78
CRRSA Act-Mental Health Grant Program (485)	\$1,271.91	\$1,010.19	.00	\$261.72
ACERS Program (486)	\$420,865.00	\$255,094.00	\$165,770.05	\$0.95
ARP - ESSER Grant Program (487)	\$1,589,497.21	\$217,352.06	\$61,410.93	\$1,310,734.22
ARP - ESSER Accelerated Learning Coaching (488)	\$238,479.71	\$49,826.95	.00	\$188,652.76
ARP - ESSER Evidence-Based Summer Learning (489)	\$9,377.04	.00	.00	\$9,377.04
ARP - ESSER NJ Tiered System of Supports (491)	\$27,769.64	\$750.00	\$187.39	\$26,832.25
ARP - Homeless Children & Youth II (496)	\$11,638.34	.00	.00	\$11,638.34

*** EXPENDITURES ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FEDERAL PROJECTS	\$7,035,018.77	\$2,664,319.57	\$1,966,286.73	\$2,404,412.47
*** TOTAL EXPENDITURES ***	\$13,400,759.57	\$5,984,284.11	\$4,466,972.76	\$2,949,502.70
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REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
SPECIAL REVENUE - FUND 20  
SCHEDULE OF REVENUES  
ACTUAL COMPARED WITH ESTIMATED  
For 7 Month Period Ending 01/31/2024

		ESTIMATED	ACTUAL	UNREALIZED
1760	Student Activity Fund Revenue	\$250,000.00	\$216,966.41	\$33,033.59
1XXX	Other Revenue from Local Sources	\$59,966.06	\$58,966.06	\$1,000.00
	Total Revenues from Local Sources	\$309,966.06	\$275,932.47	\$34,033.59
		=====	=====	=====
--- INTERMEDIATE SOURCES ---				
2XXX	From Intermediate Sources	\$72,708.14	\$72,708.14	.00
	Total Revenue Intermediate Sources	\$72,708.14	\$72,708.14	\$0.00
		=====	=====	=====
--- STATE SOURCES ---				
3212	Nonpublic Teacher STEM Grant	\$65,672.60	.00	\$65,672.60
3218	Preschool Education Aid	\$4,718,100.00	\$4,718,100.00	.00
3257	SDA Emergent Needs & Capital Maintenance	\$167,421.00	.00	\$167,421.00
32XX	Other Restricted Entitlements	\$862,738.00	\$638,582.00	\$224,156.00
	Total Revenue from State Sources	\$5,813,931.60	\$5,356,682.00	\$457,249.60
		=====	=====	=====
--- FEDERAL SOURCES ---				
4411-16	Title I	\$1,249,670.00	\$262,745.00	\$986,925.00
4451-55	Title II	\$263,461.00	\$46,707.00	\$216,754.00
4491-94	Title III	\$113,467.00	\$57,666.00	\$55,801.00
4471-74	Title IV	\$107,395.00	\$2,451.00	\$104,944.00
4419	ARP - IDEA Basic	\$153,912.00	\$151,279.00	\$2,633.00
4420-29	I.D.E.A. Part B (Handicapped)	\$2,673,219.00	\$830,962.00	\$1,842,257.00
4430	Vocational Education	\$55,232.00	\$37,705.00	\$17,527.00
4535	CRRSA Act - Learning Acceleration Grant	\$119,763.92	\$119,559.00	\$204.92
4536	CRRSA Act - Mental Health Grant	\$1,271.91	\$1,011.00	\$260.91
4537	ACSERS Special Ed and Related Services	\$420,865.00	.00	\$420,865.00
4540	ARP-ESSER Grant Program	\$1,589,497.21	\$208,924.00	\$1,380,573.21
4541	ARP-ESSER Accelerated Learning Coaching	\$238,479.71	\$41,622.00	\$196,857.71
4542	ARP-ESSER Evidence-Based Summer Learning	\$9,377.04	.00	\$9,377.04
4544	ARP-ESSER NJ NTiered System of Supports	\$27,769.64	\$1,229.00	\$26,540.64
4546	ARP - Homeless Children & Youth II	\$11,638.34	.00	\$11,638.34
	Total Revenues from Federal Sources	\$7,035,018.77	\$1,761,860.00	\$5,273,158.77
		=====	=====	=====
--- OTHER FINANCING SOURCES ---				
5200	Transfers from Operating Budget - Preschool	\$169,135.00	\$169,135.00	.00
	Total Other Financing Sources	\$169,135.00	\$169,135.00	\$0.00
		=====	=====	=====
	TOTAL REVENUES/SOURCES OF FUNDS	\$13,400,759.57	\$7,636,317.61	\$5,764,441.96

West Orange Board of Education  
SPECIAL REVENUE - FUND 20  
SCHEDULE OF REVENUES  
ACTUAL COMPARED WITH ESTIMATED  
For 7 Month Period Ending 01/31/2024

ESTIMATED	ACTUAL	UNREALIZED
_____	_____	_____
=====	=====	=====

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
Special Revenue Fund - Fund 20  
STATEMENT OF APPROPRIATIONS - RESTRICTED STATE ENTITLEMENTS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 7 Month Period Ending 01/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
Local Projects:				
20-001-XXX-XXX to 20-199-XXX-XXX Local Projects	\$132,674.20	\$14,015.18	\$21,428.52	\$97,230.50
20-475-XXX-XXX Student Activity Fund	\$250,000.00	\$204,778.52	.00	\$45,221.48
<b>TOTAL LOCAL PROJECTS</b>	<b>\$382,674.20</b>	<b>\$218,793.70</b>	<b>\$21,428.52</b>	<b>\$142,451.98</b>
State Projects:				
--- Preschool Education Aid - Instruction ---				
20-218-100-101 Salaries of Teachers	\$346,092.00	\$174,374.52	\$171,717.48	.00
20-218-100-106 Other Sal. For Instruction	\$172,879.00	\$79,067.05	\$93,811.95	.00
20-218-100-321 Purchased Prof & Ed Services	\$50,000.00	\$18,252.26	\$30,000.00	\$1,747.74
20-218-100-500 Other purchased servs. (400-500 series)	\$2,500.00	.00	.00	\$2,500.00
20-218-100-600 General Supplies	\$103,285.00	\$103,056.24	.00	\$228.76
<b>Total Instruction</b>	<b>\$674,756.00</b>	<b>\$374,750.07</b>	<b>\$295,529.43</b>	<b>\$4,476.50</b>
--- Preschool Education Aid - Support Services ---				
20-218-200-102 Salaries of Supervisors of Instruction	\$121,500.00	\$60,750.00	\$60,750.00	.00
20-218-200-104 Salaries of Other Professional Staff	\$75,502.00	.00	.00	\$75,502.00
20-218-200-105 Salaries of Secr. And Clerical Assistants	\$44,098.00	\$21,449.00	\$21,449.00	\$1,200.00
20-218-200-110 Other Salaries	\$131,868.00	\$57,944.53	\$73,923.47	.00
20-218-200-173 Salaries of Community Parent Involvement Spec.	\$160,990.00	\$77,438.88	\$83,551.12	.00
20-218-200-176 Salaries of Master Teachers	\$90,000.00	\$25,674.34	\$42,221.66	\$22,104.00
20-218-200-200 Personal Services - Employee Benefits	\$55,801.00	.00	.00	\$55,801.00
20-218-200-321 Purchased Educ. Services-Contracted Pre-K	\$2,733,225.00	\$1,643,225.42	\$1,050,467.79	\$39,531.79
20-218-200-325 Purchased Educ. Services-Head Start	\$686,475.00	\$391,290.78	\$260,860.52	\$34,323.70
20-218-200-330 Other Purchased Professional Services	\$15,000.00	\$10,500.00	\$4,500.00	.00
20-218-200-440 Rentals	\$90,000.00	\$50,000.00	\$40,000.00	.00
20-218-200-516 Contr. Trans. Serv. (Field Trips.)	\$4,500.00	\$2,735.00	.00	\$1,765.00
20-218-200-580 Travel	\$520.00	\$184.61	\$101.94	\$233.45
20-218-200-600 Supplies and Materials	\$3,000.00	\$2,075.85	.00	\$924.15
<b>Total Support Services</b>	<b>\$4,212,479.00</b>	<b>\$2,343,268.41</b>	<b>\$1,637,825.50</b>	<b>\$231,385.09</b>
<b>-- TOTAL Preschool Education Aid --</b>	<b>\$4,887,235.00</b>	<b>\$2,718,018.48</b>	<b>\$1,933,354.93</b>	<b>\$235,861.59</b>
-- Other State Programs --				
20-501-XXX-XXX to 20-511-XXX-XXX Nonpublic Programs	\$862,738.00	\$356,272.28	\$378,481.58	\$127,984.14
20-481-XXX-XXX Nonpublic Teacher STEM Grant	\$65,672.60	\$26,880.08	.00	\$38,792.52
20-492-XXX-XXX SDA Emergent Needs & Capital Maintenance	\$167,421.00	.00	\$167,421.00	.00
<b>-- TOTAL Other State Programs --</b>	<b>\$1,095,831.60</b>	<b>\$383,152.36</b>	<b>\$545,902.58</b>	<b>\$166,776.66</b>
<b>TOTAL STATE PROJECTS</b>	<b>\$5,983,066.60</b>	<b>\$3,101,170.84</b>	<b>\$2,479,257.51</b>	<b>\$402,638.25</b>
Federal Projects:				

	Appropriations	Expenditures	Encumbrances	Balance
--- CARES Act Educational Stabilization Fund ---				
--- Bridging the Digital Divide Program				
--- Coronavirus Relief Grant Program ---				
--- Other Federal Programs ---				
20-223-XXX-XXX ARP-IDEA Basic Grant Program	\$153,912.00	\$151,278.94	.00	\$2,633.06
20-231 to 20-239-XXX-XXX ESSA Title I - Part A/D	\$1,249,670.00	\$387,537.90	\$469,271.63	\$392,860.47
20-241 to 20-245-XXX-XXX ESSA Title III - Part A/D	\$113,467.00	\$74,032.57	\$30,430.04	\$9,004.39
20-25X-XXX-XXX I.D.E.A. Part B	\$2,673,219.00	\$1,290,270.78	\$1,051,554.78	\$331,393.44
20-27X-XXX-XXX ESSA Title II - Part A/D	\$263,461.00	\$77,215.00	\$100,998.79	\$85,247.21
20-28X-XXX-XXX ESSA Title IV	\$107,395.00	\$2,576.00	\$76,796.52	\$28,022.48
20-361 to 20-389-XXX-XXX Vocational Education	\$55,232.00	\$37,816.04	\$9,866.60	\$7,549.36
20-484-XXX-XXX CRRSA Act-Learning Acceleration Grant Program				
	\$119,763.92	\$119,559.14	.00	\$204.78
20-485-XXX-XXX CRRSA Act-Mental Health Grant Program	\$1,271.91	\$1,010.19	.00	\$261.72
20-486-XXX-XXX ACSERS Special Ed and Related Services Program				
	\$420,865.00	\$255,094.00	\$165,770.05	\$0.95
20-487-XXX-XXX ARP-ESSER Grant Program	\$1,589,497.21	\$217,352.06	\$61,410.93	\$1,310,734.22
20-488-XXX-XXX ARP-ESSER Accelerated Learning Coaching	\$238,479.71	\$49,826.95	.00	\$188,652.76
20-489-XXX-XXX ARP-ESSER Evidence-Based Summer Learning	\$9,377.04	.00	.00	\$9,377.04
20-491-XXX-XXX ARP-ESSER NJ Tiered System of Supports	\$27,769.64	\$750.00	\$187.39	\$26,832.25
20-496-XXX-XXX ARP - Homeless Children & Youth II	\$11,638.34	.00	.00	\$11,638.34
TOTAL Other Federal Programs	\$7,035,018.77	\$2,664,319.57	\$1,966,286.73	\$2,404,412.47
	=====	=====	=====	=====
TOTAL FEDERAL PROJECTS	\$7,035,018.77	\$2,664,319.57	\$1,966,286.73	\$2,404,412.47
20-XXX-XXX-XXX All Other State/Fed/Loc Projects	\$0.00	\$0.00	\$0.00	\$0.00
T O T A L E X P E N D I T U R E S	\$13,400,759.57	\$5,984,284.11	\$4,466,972.76	\$2,949,502.70



REPORT OF THE SECRETARY CERTIFICATION PAGE  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Special Revenue Fund - Fund 20  
For 7 Month Period Ending 01/31/2024

I, Tonya M. Flowers, Board Secretary/Business Administrator  
certify that no line item account has encumbrances and expenditures,  
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.

  
\_\_\_\_\_  
Board Secretary/Business Administrator

2/20/24  
\_\_\_\_\_  
Date

2/19 2:58pm

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
Capital Projects Fund - Fund 30  
Interim Balance Sheet  
For 7 Month Period Ending 01/31/2024

=====

ASSETS AND RESOURCES

=====

--- A S S E T S ---

101	Cash in bank		\$2,468,634.92
-----	--------------	--	----------------

--- R E S O U R C E S ---

301	Estimated Revenues	\$2,663,235.00
302	Less Revenues	(\$2,663,235.00)

	Total assets and resources		\$2,468,634.92
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REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Capital Projects Fund - Fund 30  
Interim Balance Sheet  
For 7 Month Period Ending 01/31/2024

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LIABILITIES AND FUND EQUITY

=====

--- L I A B I L I T I E S ---

421	Accounts Payable		\$24,600.83
	TOTAL LIABILITIES		\$24,600.83
			=====

F U N D   B A L A N C E

--- A p p r o p r i a t e d ---

753	Reserve for encumbrances - Current Year		\$56,409.09
601	Appropriations	\$2,663,235.00	
602	Less : Expenditures	\$219,200.91	
603	Encumbrances	\$56,409.09	
		(\$275,610.00)	
			\$2,387,625.00
	Total Appropriated		\$2,444,034.09

--- U n a p p r o p r i a t e d ---

TOTAL FUND BALANCE	\$2,444,034.09
TOTAL LIABILITIES AND FUND EQUITY	\$2,468,634.92

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REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Capital Projects Fund - Fund 30  
INTERIM STATEMENTS COMPARING  
BUDGET REVENUE WITH ACTUAL TO DATE AND  
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE  
For 7 Month Period Ending 01/31/2024

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
52XX Transfers from other funds	\$2,663,235.00	\$2,663,235.00		.00
TOTAL REVENUE/SOURCES OF FUNDS	\$2,663,235.00	\$2,663,235.00		\$0.00
	=====	=====	=====	=====
*** EXPENDITURES ***				AVAILABLE BALANCE
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	
--- Facilities acquisition and constr. serv. ---				
30-000-4XX-334 Architectural/Engineering Services	\$582,685.00	\$134,565.91	\$12,809.09	\$435,310.00
30-000-4XX-450 Construction services	\$2,080,550.00	\$84,635.00	\$43,600.00	\$1,952,315.00
Total fac.acq.and constr. serv.	\$2,663,235.00	\$219,200.91	\$56,409.09	\$2,387,625.00
	=====	=====	=====	=====
TOTAL EXPENDITURES	\$2,663,235.00	\$219,200.91	\$56,409.09	\$2,387,625.00
*** TOTAL EXPENDITURES AND TRANSFERS	\$2,663,235.00	\$219,200.91	\$56,409.09	\$2,387,625.00
	=====	=====	=====	=====

REPORT OF THE SECRETARY CERTIFICATION PAGE  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Capital Projects Fund - Fund 30  
For 7 Month Period Ending 01/31/2024

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\_\_\_\_\_  
Board Secretary/Business Administrator

2/20/24  
\_\_\_\_\_  
Date

## ASSETS AND RESOURCES

301	Estimated Revenues	\$5,709,013.00
302	Less Revenues	(5,709,013.00)
		<hr/>
	Total assets and resources	\$336,288.91

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Debt Service Fund - Fund 40  
Interim Balance Sheet  
For 7 Month Period Ending 01/31/24

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LIABILITIES AND FUND EQUITY

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FUND BALANCE

--- Appropriated ---

753	Reserve for encumbrances - Current Year		\$336,284.75
	Reserved fund balance:		
601	Appropriations	\$5,898,046.00	
602	Less : Expenditures	\$5,561,758.85	
603	Encumbrances	\$336,284.75	
		(\$5,898,043.60)	
		\$2.40	

Total Appropriated	\$336,287.15
--------------------	--------------

--- Unappropriated ---

770	Fund Balance	\$189,034.76
303	Budgeted Fund Balance	(\$189,033.00)

TOTAL FUND BALANCE	\$336,288.91
TOTAL LIABILITIES AND FUND EQUITY	\$336,288.91

=====

RECAPITULATION OF FUND BALANCE:

	Budgeted	Actual	Variance
Appropriations	\$5,898,046.00	\$5,898,043.60	\$2.40
Revenues	(\$5,709,013.00)	(\$5,709,013.00)	\$0.00
	\$189,033.00	\$189,030.60	\$2.40
--- Change in Maint. / Capital reserve account ---			
Subtotal	\$189,033.00	\$189,030.60	\$2.40
Less: Adjust for prior year encumb.	\$0.00	\$0.00	
	\$189,033.00	\$189,030.60	\$2.40
Budgeted Fund Balance	\$189,033.00	\$189,030.60	\$2.40

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Debt Service Fund - Fund 40  
INTERIM STATEMENTS COMPARING  
BUDGET REVENUE WITH ACTUAL TO DATE AND  
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE  
For 7 Month Period Ending 01/31/24

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
	_____	_____	_____	_____
*** REVENUES/SOURCES OF FUNDS ***				
--- Local Sources ---				
1210      Local tax levy	\$4,897,454.00	\$4,897,454.00		.00
	_____	_____		_____
Total Local Sources	\$4,897,454.00	\$4,897,454.00		\$0.00
	=====	=====		=====
--- State Sources ---				
3160      Debt service aid Type II	\$811,559.00	\$811,559.00		.00
	_____	_____		_____
Total State Sources	\$811,559.00	\$811,559.00		\$0.00
	=====	=====		=====
TOTAL REVENUE/SOURCES OF FUNDS	\$5,709,013.00	\$5,709,013.00		\$0.00
	=====	=====		=====

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Debt Service Fund - Fund 40  
INTERIM STATEMENTS COMPARING  
BUDGET REVENUE WITH ACTUAL TO DATE AND  
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE  
For 7 Month Period Ending 01/31/24

*** EXPENDITURES ***	APPROPRIATIONS	EXPENDITURES/Enc.	AVAILABLE BALANCE
	<u>                    </u>	<u>                    </u>	<u>                    </u>
--- Debt Service - Regular ---			
40-701-510-723 Princ. Payments-Comm. Appr. Lease Pur. Agr.	\$2,610,000.00	\$2,610,000.00	.00
40-701-510-833 Interest Payments-Comm. Appr. Lease Pur. Agr.	\$587,901.00	\$587,900.00	\$1.00
40-701-510-834 Interest on Bonds	\$161,145.00	\$161,143.60	\$1.40
40-701-510-910 Redemption of Principal	\$2,539,000.00	\$2,539,000.00	.00
	<u>                    </u>	<u>                    </u>	<u>                    </u>
TOTAL	\$5,898,046.00	\$5,898,043.60	\$2.40
	=====	=====	=====
	<u>                    </u>	<u>                    </u>	<u>                    </u>
TOTAL USES OF FUNDS BEFORE TRANSFERS	\$5,898,046.00	\$5,898,043.60	\$2.40
	=====	=====	=====
*** TOTAL USES OF FUNDS ***	\$5,898,046.00	\$5,898,043.60	\$2.40
	=====	=====	=====

REPORT OF THE SECRETARY CERTIFICATION PAGE  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
Debt Service Fund - Fund 40

For 7 Month Period Ending 01/31/24

I, Tonya M. Flowers, Board Secretary/Business Administrator  
certify that no line item account has encumbrances and expenditures,  
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.

  
\_\_\_\_\_  
Board Secretary/Administrator

2/20/24  
Date



REPORT OF THE TREASURER  
TO THE BOARD OF EDUCATION

DISTRICT OF WEST ORANGE

ALL FUNDS

FOR THE MONTH ENDING JANUARY 31, 2024

		Beginning Cash Balance	Cash Receipts	Cash Disbursements	Ending Cash Balance
<b>GOVERNMENTAL FUNDS</b>					
General Fund - Fund 10		23,509,416.15	4,704,338.00	18,482,969.90	9,730,784.25
Capital Reserve -Fund 10		5,136,249.20	15,956.60		5,152,205.80
Maintenance Reserve -Fund 10		2,007,062.60	6,235.21	20.00	2,013,277.81
Workers Comp Claims Fund-Fund 10		90,000.00			90,000.00
Unemployment Trust Fund-Fund 10		543,606.44	1,586.18		545,192.62
Payroll Agency-Fund 10		2,749,816.18	5,736,057.42	5,075,110.59	3,410,763.01
Flex Account-Fund 10		192.58	38,949.94	38,805.97	336.55
Flex Account-Fiscal Agent-Fund 10		19,380.68			19,380.68
Special Revenue Fund - Fund 20		(486,027.69)	1,227,736.00	1,041,145.94	(299,437.63)
Student Activity Fund - Fund 20		234,896.84	30,486.76	39,848.56	225,535.04
Capital Projects Fund - Fund 30		2,474,485.12		5,850.20	2,468,634.92
Debt Service Fund - Fund 40		(2,158,710.13)			(2,158,710.13)
<b>Total Governmental Funds</b>		<b>34,120,367.97</b>	<b>11,761,346.11</b>	<b>24,683,751.16</b>	<b>21,197,962.92</b>
<b>ENTERPRISE FUNDS</b>					
Food Service Fund - Fund 60		3,264,229.52	330,068.31	742,846.18	2,851,451.65
Enrichment Fund - Fund 61		25,887.06	1,000.00		26,887.06
<b>Total Enterprise Funds</b>		<b>3,290,116.58</b>	<b>331,068.31</b>	<b>742,846.18</b>	<b>2,878,338.71</b>
<b>AGENCY FUNDS</b>					
Payroll		0.00	6,192,561.90	6,188,180.75	4,381.15
<b>Total Agency Funds</b>		<b>0.00</b>	<b>6,192,561.90</b>	<b>6,188,180.75</b>	<b>4,381.15</b>
<b>TOTAL ALL FUNDS</b>		<b>37,410,484.55</b>	<b>18,284,976.32</b>	<b>31,614,778.09</b>	<b>24,080,682.78</b>



Treasurer of School Monies

2/20/24  
Date



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**West Orange Public Schools  
West Orange, New Jersey 07052**

**BID SUMMARY AND CONTRACT AWARD RECOMMENDATION**

On authorization of the Business Administrator, formal bids were solicited for Classroom Renovations at St. Cloud Elementary School, Bid #23-01. This solicitation was made by an advertised Public Notice appearing in the Newark Star Ledger on January 8, 2024.

Bids were sent to the following vendors:

Accurate Construction, Inc.  
Billy Contracting & Restoration  
Blackstone 360  
Brahma Construction  
Catcord Construction  
Drill Construction  
G Meyer Group  
GL Group, Inc.  
GPC, Inc.  
Grove Contracting LLC  
H & S Construction and Mechanical  
Imperial Construction & Electric, Inc.  
John O'Hara Co., Inc.  
M & M Construction  
Molba Construction  
Pal-Pro Builders, LLC  
S. Houran US Contractors, LLC  
Salazar Associates

Sealed bids were opened and read aloud on Thursday, February 22, 2024 at 11:00 AM at the Administration Building, Room 203, 179 Eagle Rock Avenue, West Orange, NJ 07052.

Those in attendance were:

<u>Name</u>	<u>Firm</u>
Michael Cimmino	WOBOE
Nick Munoz	WOBOE
Nicole Torrisi	WOBOE
DeShawn Johnson	WOBOE
Rodney Watkins	DiCara Rubino Architects

Proposals were received from the following companies:



Accurate Construction, Inc.	Total Bid: \$2,291,000
Billy Contracting & Restoration	Total Bid: \$2,324,000
Brahma Construction	Total Bid: \$2,524,000
Catcord Construction	Total Bid: \$2,477,700
G Meyer Group	Total Bid: \$2,464,600
GL Group, Inc.	Total Bid: \$2,590,000
GPC, Inc.	Total Bid: \$2,700,000
Grove Contracting LLC	Total Bid: \$2,389,000
Imperial Construction & Electric, Inc.	Total Bid: \$2,586,000
John O'Hara Co., Inc.	Total Bid: \$3,153,643
M & M Construction	Total Bid: \$2,480,000
Molba Construction	Total Bid: \$2,471,224
Pal-Pro Builders, LLC	Total Bid: \$2,290,000
S. Houran US Contractors, LLC	Total Bid: \$3,186,000
Salazar Associates	Total Bid: \$3,138,000

Recommend award of a contract to Pal-Pro Builders, LLC, Garfield, NJ for the Classroom Renovations at St. Cloud Elementary School, Bid #23-01, in the total bid amount of \$2,290,000.