



November 10, 2025  
Public Session

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting November 10, 2025**  
**5:30 P.M. Executive Session**  
**6:30 P.M. Public Session**  
**West Orange High School**  
**51 Conforti Avenue**

**Agenda**

**I. ROLL CALL OF THE MEMBERS**

**II. NOTICE OF MEETING:**

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

- A written notice was sent from the Office of the Secretary of the Board on January 7, 2025.
- That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and by email to the Star-Ledger.
- That said notice was posted in the lobby of the Administration Building of the Board of Education and posted on the district website at [www.woboe.org](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 October 27, 2025**  
(Att. #1)

**VII. STUDENT LIAISON REPORT**

**VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS**

- A. Annual Assessment Presentation: Michelle Martino, Director of Assessments, Accountability, & Intervention
- 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 |
|------------------|----------|-----------------|-------------|----------------|
| Anna Sopranzetti | Gregory  | Grade 4 Teacher | Resignation | 1/2/2026       |

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

| Name           | Location  | Position         | Reason      | Effective Date |
|----------------|-----------|------------------|-------------|----------------|
| Gayle Palmieri | Redwood   | Lunch Aide       | Resignation | 11/14/2025     |
| Kiara Munoz    | St. Cloud | Paraprofessional | Resignation | 11/12/2025     |

#### 2. Rescissions

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

| Employee # | Location | Position | Effective Date           |
|------------|----------|----------|--------------------------|
| 5149       | Kelly    | Teacher  | 11/3/25-1/30/26<br>(LOA) |

#### 3. Appointments

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

| Name             | Location                  | Position                             | Replacement / New | Guide | Step | Salary               | Effective Dates         |
|------------------|---------------------------|--------------------------------------|-------------------|-------|------|----------------------|-------------------------|
| Anna Bobok       | Edison                    | Library Media Specialist             | Bochese           | BA+30 | 6    | \$70,561             | 12/1/2025<br>6/30/2026  |
| Danielle Dugan   | .5Washington<br>.5Redwood | Reading Specialist                   | Giuliano          | MA+45 | 13   | \$87,883             | 1/1/2026<br>6/30/2026   |
| Molly Livingston | Kelly                     | Grade 5 Soc/Sci<br>Leave Replacement | Gleason           | N/A   | N/A  | \$360.07<br>Per Diem | 12/1/2025<br>12/23/2025 |

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

| Name | Location | Position | Replacement / New | Guide | Step | Salary | Effective Dates |
|------|----------|----------|-------------------|-------|------|--------|-----------------|
|------|----------|----------|-------------------|-------|------|--------|-----------------|



|                           |              |                   |              |     |     |             |                        |
|---------------------------|--------------|-------------------|--------------|-----|-----|-------------|------------------------|
| Viviana Contreras         | Kelly        | Lunch Aide        | Boroff       | N/A | N/A | \$10,000.90 | 11/11/2025 - 6/30/2026 |
| Sureily Francisco Urrutia | ECLC         | Teacher Assistant | Freda Acquah | BA  | 4   | \$35,363.00 | 11/11/2025 - 6/30/2026 |
| Jean Freedman             | Mt. Pleasant | Paraprofessional  | N/A          | MA  | 4   | \$37,782.00 | 11/11/2025- 6/30/2026  |

- 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        |
|-------------------|----------|----------------------------------|------------------------|
| Mark Cacciacarne  | WOHS     | Special Education Vacancy-Alfano | 9/3/2025 - 11/12/2025* |
| Christopher Evans | WOHS     | Leave Replacement - Bastiao      | 11/3/2025 - 12/16/2025 |
| Gina Paradiso     | WOHS     | Special Education Vacancy-Alfano | 9/3/2025 - 11/12/2025* |

\*amended

- d. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following staff salary adjustments for the 2025-2026 school year:

| Name            | Location | Position                 | Salary Guide FROM | Step | Salary | Salary Guide TO | Step | Salary | Effective Dates    | FTE    |
|-----------------|----------|--------------------------|-------------------|------|--------|-----------------|------|--------|--------------------|--------|
| Gisselle Dal Bo | Hazel    | Teacher                  | BA+15             | 7    | 68,465 | BA+30           | 7    | 71,173 | 9/1/2025 6/30/2026 | 100.00 |
| Meara Franowicz | St Cloud | Library Media Specialist | MA+15             | 13   | 80,273 | MA+30           | 13   | 85,922 | 9/1/2025 6/30/2026 | 100.00 |

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

| Name                    | Location | Position                                             | Stipend / Rate of Pay | Effective Dates        |
|-------------------------|----------|------------------------------------------------------|-----------------------|------------------------|
| Rebecca Beutel          | Redwood  | Challenge 24 Grade 5                                 | \$500.00              | 11/25/2025 - 5/26/2026 |
| Joy Burnett             | Redwood  | NJ Amistad African American History Day Project Club | \$500.00              | 11/25/2025 - 5/26/2026 |
| Francesco Composto      | Redwood  | Orchestra Club                                       | \$500.00              | 11/25/2025 - 5/26/2026 |
| Corinn Giaquinto        | Edison   | Club Stitch & Create - The Sewing Club               | \$836.50              | 2025-2026              |
| Pamela Halstead-Stewart | Edison   | Club Stitch & Create - The Sewing Club               | \$836.50              | 2025-2026              |
| Nancy Hopkins           | Redwood  | Board Game Club                                      | \$500.00              | 11/25/2025 - 5/26/2026 |
| Carly Lovejoy           | Redwood  | Challenge 24 Grade 4                                 | \$500.00              | 11/25/2025 - 5/26/2026 |
| Kim Fields-Murphy       | Redwood  | Signature Club                                       | \$500.00              | 11/25/2025 - 5/26/2026 |
| Nicole Shipitofsky      | Edison   | Math Club                                            | \$1,673.00*           | 10/1/2025              |
| Mazen Dahroug           | WOHS     | Volunteer Fall/Spring Musical                        | N/A                   | 2025 - 2026            |

\*amended



- f. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following staff to serve as Mentors to Provisional Teachers for the 2025-2026 school year:

| Mentor                | Provisional Teacher | Location    | Stipend | Effective Dates |
|-----------------------|---------------------|-------------|---------|-----------------|
| Tara Capra            | Meghan Bachert      | St Cloud    | \$550   | 9/1/25-6/30/26  |
| Cardinalli, Dianne    | Philana Otruba-Fhal | Liberty     | \$238   | 9/1/25-6/30/26  |
| Cindy Celi            | Andrew Mazurek      | WOHS        | \$670   | 9/1/25-6/30/26  |
| Carolann Colazzo      | Leoneiry Diaz       | Kelly       | \$550   | 9/1/25-6/30/26  |
| Erin DiFrancisco      | Hailey Scaff        | Mt Pleasant | \$550   | 9/1/25-6/30/26  |
| Anna Marie Grammatica | Sushin Wang         | Roosevelt   | \$412   | 9/1/25-1/5/26   |
| Melissa Halter        | Hailey Slyvchak     | Redwood     | \$550   | 9/1/25-6/30/26  |
| Elizabeth Heffner     | Makenna Tahbaz      | Washington  | \$550   | 9/1/25-6/30/26  |
| Tantanya Hodges       | Jamani Thompson     | Edison      | \$550   | 9/1/25-6/30/26  |
| Nicole Mindo          | Ayesha Aly Ahmed    | Kelly       | \$550   | 9/1/25-6/30/26  |
| Shrina Patel          | Matthew Schiff      | Edison      | \$550   | 9/1/25-6/30/26  |
| Kristen Paul          | Anna Favetta        | Roosevelt   | \$1,000 | 9/1/25-6/30/26  |
| Dineen Robinson       | Sabreen Assaf       | Gregory     | \$550   | 9/1/25-6/30/26  |
| Pamela Romanchuk      | Marina Kaiafas      | Edison      | \$550   | 9/1/25-6/30/26  |
| Susan Vecchio         | Olivia Baldacci     | BMELC@Wash  | \$550   | 9/1/25-6/30/26  |

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

| Name           | Location | Position                                       | Stipend / Rate of Pay | Not to Exceed          | Effective Dates        |
|----------------|----------|------------------------------------------------|-----------------------|------------------------|------------------------|
| Amanda Best    | WOHS     | Paraprofessional Student Assistance            | \$26.82 per hour      | Not to exceed 3 hours  | 2025-2026              |
| Erik Mortenson | Edison   | Paraprofessional Student Assistance            | \$26.82 per hour      | Not to exceed 42 hours | 2025-2026              |
| Jennica Baul   | Edison   | Paraprofessional Student Assistance Substitute | \$26.82 per hour      | Not to exceed 42 hours | 2025-2026              |
| Heather Young  | WOHS     | Inclusion and Access Liaison                   | \$1,500               | N/A                    | 11/11/2025 - 6/30/2026 |

\*amended

- h. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated coaching assignment(s):

| Name              | Location | Position                                              | Stipend / Rate of Pay | Effective Dates |
|-------------------|----------|-------------------------------------------------------|-----------------------|-----------------|
| Douglas Adams III | WOHS     | Football Assistant Coach                              | \$12,312              | 2025-2026       |
| Jeremiah Moore    | Liberty  | Boys Basketball Middle School Travel Coach            | \$5,770               | 2025-2026       |
| Ryan Patscher     | WOHS     | Co-Ed Wrestling Middle School Travel Coach at Liberty | \$5,770               | 2025-2026       |
| Christopher Todd  | Liberty  | Girls Basketball Middle School Travel Coach           | \$5,770               | 2025-2026       |



- i. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following substitute appointment(s) at the appropriate substitute rates for 2025-2026:

| Name         | Certification Code | Administrator | Administrative Assistant | Substitute | Lunch Aide | Nurse | Custodian |
|--------------|--------------------|---------------|--------------------------|------------|------------|-------|-----------|
| Ethan Maayan |                    | X             |                          |            |            |       |           |
| Thomas Kelly |                    |               |                          | Renewal    |            |       |           |
| Bob Franks   |                    | X             |                          |            |            |       |           |

#### 4. Leaves of Absence:

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

| Employee # | Type      | Location   | Paid Leave                                                                  | Unpaid Leave with Benefits                                           | Unpaid Leave without Benefits | Anticipated Return Date               |
|------------|-----------|------------|-----------------------------------------------------------------------------|----------------------------------------------------------------------|-------------------------------|---------------------------------------|
| 4572       | Medical   | Kelly      | 9/18/2025-12/1/2025<br>(.5 AM only)<br>amended from<br>9/18/2025-10/30/2025 | 12/1/2025 (.5 PM only)-2/4/2026                                      | N/A                           | 2/5/2026                              |
| 4880       | Medical   | Washington | 12/4/2025-12/23/2025<br>amended from<br>12/1/2025-12/23/2025                | N/A                                                                  | N/A                           | 1/5/2026                              |
| 7857       | Maternity | Edison     | 9/1/2025-11/12/2025<br>amended from<br>9/1/2025-10/30/2025                  | 11/13/2025-2/19/2026<br>FMLA<br>amended from<br>10/31/2025-1/30/2026 | N/A                           | 2/20/2026<br>amended from<br>2/2/2026 |
| 8516       | Medical   | WOHS       | 10/24/2025-12/3/2025                                                        | 12/4/2025-12/5/2025                                                  | N/A                           | 12/8/2025                             |
| 4938       | Medical   | WOHS       | 12/16/2025-1/16/2026                                                        | N/A                                                                  | N/A                           | 1/19/2026                             |
| 8871       | Maternity | BMELC      | 2/2/2026-3/6/2026                                                           | 4/13/2026- 6/30/2026<br>FMLA                                         | 3/9/2026-4/10/2026            | 9/1/2026                              |

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

| Employee # | Location | Paid Leave                         | Unpaid Leave with Benefits | Unpaid Leave without Benefits        | Anticipated Return Date |
|------------|----------|------------------------------------|----------------------------|--------------------------------------|-------------------------|
| 9086       | Redwood  | 10/29/2025-11/12/2025 (.5 AM only) | N/A                        | 11/12/2025 (.5 PM only) - 11/14/2025 | 11/17/2025              |

#### 5. Transfer(s):

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

| Name         | From      | Position                 | To   | Position                 | Effective Date |
|--------------|-----------|--------------------------|------|--------------------------|----------------|
| Alyssa Cowan | Roosevelt | Special Education<br>ELA | WOHS | Special Education<br>ELA | 11/13/2025     |

## B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of



the Applications for School Business requests. (Att. #2)

2. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of field trip destinations for the 2025-2026 school year. (Att. #3)
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the out-of-state/overnight field trips for the 2025-2026 school year. (Att. #4)
4. Upon recommendation of the Superintendent of Schools, approved by the Board of Education for the following 2025-2026 Student Teacher assignments:

| Student Teacher/Intern Candidate | Affiliate University        | Assigned School | Effective Dates         |
|----------------------------------|-----------------------------|-----------------|-------------------------|
| Bobok, Anna                      | William Paterson University | WOHS            | 11/11/2025 - 11/30/2025 |
| Hanks, Matthew                   | University of West Florida  | WOHS            | 11/11/2025 - 3/27/2026  |

5. Upon recommendation of the Superintendent of Schools approved by the Board of Education of the following clubs/organizations effective 2025-2026:

| Location | Club/Organization                                    |
|----------|------------------------------------------------------|
| Edison   | Club Stitch & Create - The Sewing Club               |
| Redwood  | NJ Amistad African American History Day Project Club |
| Redwood  | 4th Grade Challenge 24 (name change only)            |
| Redwood  | 5th Grade Challenge 24 (name change only)            |

## C. FINANCE

### a.) Special Services

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following out of district placements for the 2025 - 2026 school year:

| Student # | Placement     | Tuition                                                               | Budgeted/Unbudgeted |
|-----------|---------------|-----------------------------------------------------------------------|---------------------|
| 1510086   | Fedcap School | Tuition: \$67,424.69<br>151 days @ \$499.00/day<br>10/21/25 - 6/26/26 | Unbudgeted          |

### b.) Business Office

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the November 10, 2025 Bills List in the amount of \$6,092,479.06.
2. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Settlement Agreement and Release between the parents of Student



#2311019 and the West Orange Board of Education.

3. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the revised Joint Transportation Agreement between Hunterdon County Educational Services Commission (HCESC) and the West Orange Board of Education for the 2025 - 2026 school year for services not to exceed \$6,129,366. *(This agreement was previously approved at our August 18, 2025 Board Meeting.)*
4. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Agreement between the International Association of Machinists Corporation for Re-Employment and Safety Training (IAM CREST) and the West Orange Board of Education conduct a Diesel Mechanics Course at WOHS for the period November 1, 2025 through June 30, 2026, for an amount not to exceed \$6,500 (48 classes).
5. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the following resolution:

**Whereas**, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting required maintenance activities for each of its public school facilities; and

**Whereas**, the required maintenance activities as listed in the document for the various school facilities of the West Orange Public School District are consistent with these requirements; and

**Whereas**, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid.

**Now, Therefore, Be It Resolved**, that the West Orange Board of Education hereby authorizes the Business Administrator/Board Secretary to submit the Comprehensive Maintenance Plan and M-1 Form for the West Orange Public School District in compliance with Department of Education requirements.

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of proposed Non-Public Security Aid Program expenditures funded through the Office of State Aid Entitlements and Payments to Non-Public Schools (not local funds).

| School                 | Description                                      | Amount   |
|------------------------|--------------------------------------------------|----------|
| Golda Och Lower School | Security Guards during the 2025-2026 school year | \$41,600 |
| Golda Och Upper School | Security Guards during the 2025-2026 school year | \$43,640 |

## D. REPORTS

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the



acceptance of the HIB Report ending November 10, 2025.

**2. Harassment, Intimidation and Bullying**

**“WHEREAS**, pursuant to Board Policy and the requirements of N.J.S.A. 18A:37-17(b)(6)(c), at its meeting on October 27, 2025, the Superintendent reported HIB Incident Number(s) 001, 002, 003, 004 to the Board; and

**WHEREAS**, on October 28, 2025 the parents and/or guardians of the students who are parties to the investigation received information about the investigation pursuant to N.J.S.A. 18A:37-17(b)(6)(d); and

**NOW, THEREFORE, BE IT RESOLVED**, that the Board affirms the decision of the Superintendent concerning HIB Incident Number(s) 001, 002, 003, 004 for the 2025-2026 school year for the reasons conveyed to the Board.”

**XI. PETITIONS AND HEARINGS OF CITIZENS**

**XII. NEXT BOARD MEETING to be held at 6:30 p.m. on December 15, 2025 at West Orange High School.**

**XIII. EXECUTIVE SESSION (as deemed necessary)**

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

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

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

**XIV. ADJOURNMENT**

**Applications for Absence for School Business 2025-2026**

**November 10, 2025**

| <b>Name</b>       | <b>Position</b>     | <b>School</b> | <b>Conference</b>                                               | <b>Dates</b>               | <b>Amount</b> | <b>Funded</b> |
|-------------------|---------------------|---------------|-----------------------------------------------------------------|----------------------------|---------------|---------------|
| Kim Fields-Murphy | Speech<br>Therapist | Edison        | ASHA Convention 2025,<br>Walter E. Washington Convention Center | 11/20/2025 -<br>11/22/2025 | \$808.99      | District      |

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

**Trip Destinations**

| Destination              | Address            | City     | State |
|--------------------------|--------------------|----------|-------|
| New York Hall of Science | 47-01 111th Street | Corona   | NY    |
| Skyscape                 | 928 8th Avenue     | New York | NY    |

**West Orange School District Field Trips  
Overnight/Out of State  
2025-2026 School Year  
November 10, 2025**

| School    | Grades    | Course / Group | Destination              | City     | State |
|-----------|-----------|----------------|--------------------------|----------|-------|
| Liberty   | 7th & 8th | Italian Club   | Tenement Museum          | New York | NY    |
| Roosevelt | 6-8       | Explorers Club | Spyscape                 | New York | NY    |
| Roosevelt | 6-8       | Explorers Club | New York Hall of Science | Corona   | NY    |