



May 8, 2023
Minutes

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting May 8, 2023
6:30 P.M. Executive Session
7:30 P.M. Public Session
West Orange High School
51 Conforti Avenue

Minutes

I. ROLL CALL OF THE MEMBERS

Present: President Rock, Vice President Huerta, Mr. Ivker, Mr. Stevenson and Ms. Tunncliffe.
Absent: None.

II. NOTICE OF MEETING:

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

- A written notice was sent from the Office of the Secretary of the Board on January 6, 2023.
- That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and by email to the Star-Ledger.
- That said notice was posted in the lobby of the Administration Building of the Board of Education and posted on the district website at www.woboe.org
- Please be advised that this meeting is being recorded and may be broadcasted on local TV and the district's website at a future date.

III. EXECUTIVE SESSION

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

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

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

IV. PUBLIC SESSION AT 7:30 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF April 24, 2023
(Att. #1)

Minutes of the April 24, 2023 Meeting

MOTION: Mr. Stevenson

SECOND: Ms. Tunncliffe

VOTE: 5-0 (RC)

Yes
Ivker

Yes
Stevenson

Yes
Tunncliffe

Yes
Huerta

Yes
Rock



VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. Asian American Pacific Islander Presentation
- B. Final Budget Presentation - 2023-2024
- C. HIB Report

IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

X. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS

A. PERSONNEL

1. Resignations / Retirements

- 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
Eddie Arriba	Roosevelt	Social Studies	Resignation	6/30/23
Nicole DeJoseph	Washington	PreK / Special Education	Resignation	6/30/23
Christina DeLuna	Roosevelt	Special Education / Mathematics	Resignation	6/21/23
Julie DiGiacomo	Mt. Pleasant	Principal	Retirement 8 years	9/1/23
Douglas Drabik	WOHS	Social Studies	Retirement 24 years	7/1/23
Michelle Herrera	Gregory	Grade 1 / Special Education	Resignation	6/30/23
Taliah Joyner-Isibor	Roosevelt	School Social Worker	Resignation	6/30/23
Alexandra Mallinas	Gregory	Resource Room	Resignation	6/30/23
Karen Miola	Gregory	Reading Specialist	Resignation	6/21/23
Amy Pacifico	Kelly	Grade 5	Retirement 28 years	7/1/23
Michael Supreme	Roosevelt	French	Resignation	4/30/23
Alexander Walton	.9 Mt. Pleasant / .1 Washington	Music	Resignation	6/30/23

- 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
Rashana Farrington	Gregory	Lunch Aide	Resignation	4/25/23
<u>Maud Haddad</u>	<u>Gregory</u>	<u>Paraprofessional</u>	<u>Resignation</u>	<u>5/8/23</u>
Lidia Santarella	Redwood	Lunch Aide	Resignation	5/19/23



<u>Victoria Socci</u>	<u>BMELC/Washington</u>	<u>Paraprofessional Part-time</u>	<u>Resignation</u>	<u>6/21/23</u>
Donna Zarro	BMELC	Paraprofessional	Retirement 22 years	7/1/23

3. Appointments

a. 2022-2023 School Year

- 1) 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
Ayesha Aly Ahmed	Kelly	Special Education Primary Autistic	Figueiras	N/A	NA	\$200 per diem	4/25/23 - 6/21/23
<u>Maud Haddad</u>	<u>Roosevelt</u>	<u>French</u>	<u>Supreme</u>	<u>MA</u>	<u>4</u>	<u>\$66,972 prorated</u>	<u>5/9/23 - 6/30/23</u>

- 2) 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
Karina Badilla	Redwood	Lunch Aide	G Vega	N/A	N/A	\$19.92 per hour	5/9/23* - 6/21/23
Ryan Eustache	WOHS	Paraprofessional	Coppola	Non-Degree	3	\$30,755 prorated	5/9/23* - 6/30/23
Veronica Sanders	BMELC	Paraprofessional	New	Non-Degree	3	\$30,755 prorated	5/9/23* - 6/30/23

*pending completion of onboarding process

- 3) 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
Catherine Connors	WOHS	Science Vacancy-Mitchell	4/25/23 - 6/22/23
Jodi Costanza	WOHS	Science Vacancy-Mitchell	4/25/23 - 6/22/23
Karen Green	WOHS	Science Vacancy-Mitchell	4/25/23 - 6/22/23
Peter Tourian	WOHS	Science Vacancy-Mitchell	4/25/23 - 6/22/23

- 4) Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following Student Teacher assignments:

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Elizabeth Cohen	The College of New Jersey	BMELC/WOHS	5/12/23 - 6/21/23



b. 2023-2024 School Year

- 1) Superintendent recommends approval to the Board of Education for the following certificated staff appointment(s):

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Zulejka Baharev	Central Office	Acting Executive Director of Special Services	Gogerty	N/A	N/A	\$135,200 prorated	7/1/23 - 12/31/23
<u>Maud Haddad</u>	<u>Roosevelt</u>	<u>French</u>	<u>Supreme</u>	<u>MA</u>	<u>4</u>	<u>\$68,647</u>	<u>9/1/23 - 6/30/24</u>
Ashley Morris	Redwood	Grade 2	Iovino	MA	4	\$68,647	9/1/23 - 6/30/24

- 2) Superintendent recommends approval to the Board of Education for the renewal of contracts for the following staff members for the 2023-2024 school year. *Step and salary may be adjusted upon ratification of collective bargaining agreement(s):
- (a) Tenured and non-tenured certificated staff (Att. #2)
 - (b) Tenured and non-tenured administrators* (Att. #3)
 - (c) Tenured and non-tenured administrative assistants (Att.#4)
 - (d) Tenured and non-tenured custodial/maintenance staff (Att. #5)
 - (e) Paraprofessional staff (Att. #6)
 - (f) Security staff (Att. #7)
 - (g) Transportation staff (Att. #8)
 - (h) Technology staff (Att. #9)
- 3) Superintendent recommends approval to the Board of Education of rates of pay for the additional assignments below for the 2023-2024 school year:
- (a) All district certificated staff to provide home instruction, as assigned, at the WOEa contractual rate, \$82.24 per hour
 - (b) All district paraprofessional staff to provide assistance to students for after school activities/sports, as assigned, at the WOEa contractual rate, \$25.91 per hour
 - (c) All district staff to provide the following services, as assigned, at the WOEa contractual rates indicated:
 - (i) Afternoon Pick-up Duty: \$39.43 per diem
 - (ii) Breakfast Duty: \$39.43 per diem
 - (iii) Edison Aftercare Program: \$22.55 per hour (not to exceed 3.5 hours per day)
 - (iv) General Detention: \$39.43 per diem
 - (v) Morning Drop-off Duty: \$39.43 per diem
- 4) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional summer assignment(s):

Name	Location	Position	Stipend	Effective Dates
Andrew Chan	WOHS	Summer Enrichment Teacher Extnded Day/Chess	\$47.00 per hour not to exceed 4 hours per day	6/26/23 - 7/21/23



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:

Name	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4109 Medical	WOHS	1/2/23 - 5/10/23 amended from 1/2/23 - 4/28/23	5/11/23 - 6/30/23	N/A	9/1/23 amended from 5/1/23
7650 Medical	WOHS	4/24/23 - 6/2/23	N/A	N/A	6/5/23

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

Name	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
7188 Medical	Washington	N/A	N/A	5/1/23 - 5/25/23	5/30/23
6449 Personal	Washington	N/A	N/A	4/17/23 - 5/19/23 amended from 4/17/23 - 5/15/23	5/22/23 amended from 5/16/23
8373 Medical	Hazel	4/24/23 - 5/22/23	N/A	N/A	5/23/23
4924 Medical	Liberty	5/30/23 - 6/30/23	N/A	NA	9/1/23
9079 Medical	Liberty	N/A	4/17/23 - 5/5/23 amended from 4/17/23 - 4/28/23	N/A	5/8/23 amended from 5/1/23

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
Xavier Fitzgerald Voluntary	Edison	Principal	Liberty	Principal	7/1/23 - 6/30/24

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following job description(s): (Att. #10)

Job Description	New	Revised
Coordinator: Institute of Humanities/Institute of Math & Science	X	

Personnel - Items A1 through A6

MOTION: Mr. Stevenson

SECOND: Ms. Huerta

VOTE: 5-0 (RC)

Yes
Ivker

Yes
Stevenson

Yes
Tunnicliffe

Yes
Huerta

Yes
Rock



B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Applications for School Business requests. (Att. #11)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the overnight field trips for the 2022-2023 school year. (Att.#12)
3. Upon the recommendation of the Superintendent of Schools, approval of the 2023-2024 Advancement via Individual Determination (AVID) Implementation Agreement Membership Fees in the amount of \$9,859.00.
4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Organization of American Historians to provide a virtual lecture “Why Asian American History Matters” for the West Orange Community in May 2023 in the amount of \$2,100 funded by ESSER III grant.
5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Social Emotional Learning Summer Program for Grades K-8 between July 2023 - August 2023 not to exceed \$12,000 funded by the ESSER III grant.

Curriculum and Instruction - Items B1 through B5

MOTION: Ms. Tunncliffe

SECOND: Ms. Huerta

VOTE: 5-0 (RC)

Yes
Ivker

Yes
Stevenson

Yes
Tunncliffe

Yes
Huerta

Yes
Rock

C. FINANCE

a.) Special Services

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following out of district placements for the 2022-2023 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
1901008	Autism Education & Sports Academy	Tuition: \$21,970.00 52 days @ \$422.50/day	Budgeted
1610070	Mt. Carmel Guild	Tuition: \$13,420.00 44 days @ \$305.00/day 1:1 Aide: \$10,824.00 44 days @ \$246.00/day	Budgeted
1406086	Westbridge Academy	Tuition: \$18,819.00 41 days @ \$459.00/day	Unbudgeted
1207138	Windsor Prep High School	Tuition: \$14,773.36 46 days @ \$321.16/day	Budgeted



2. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following approval of home instruction to students of the West Orange Public Schools for the 2022-2023 school year.

Name of Facility	Rate	Not to Exceed
North Jersey Outreach 20 Just Road, 2nd floor Fairfield, NJ 07004	\$125 per hour Instruction \$125 per hour OT Instruction \$125 per hour Speech Therapy	\$7,000

3. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following approval of services for Translator at Special Services Meetings for the 2022-2023 school year.

Company	Description	Cost	Not to Exceed
Para-Plus Translations, Inc. 2 Coleman Avenue Cherry Hill, NJ 08034	Arabic Interpreter - Special Education Parent meeting	\$89.50 per hour	\$500.00

b.) Business Office

1. Upon recommendation of the Superintendent of Schools approval of the following Proposed Budget Resolution:

Be It Resolved, that the proposed budget for the 2023-2024 School Year using the 2023-2024 State Aid figures and the Secretary to the Board of Education be authorized to submit the following proposed budget to the Executive County Superintendent of Schools for approval in accordance with the statutory deadline :

	General Fund	Special Revenues	Debt Service	Total
2023-2024 Total Appropriations	\$195,471,209	\$11,085,844	\$5,898,046	\$212,455,099
Less: Anticipated Revenues	\$43,838,741	\$11,085,844	\$1,000,592	\$55,925,177
Taxes to be raised	\$151,632,468	\$0	\$4,897,454	\$156,529,922

2. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the May 8, 2023 Bills List in the amount of \$12,935,817.29.
3. Upon recommendation of the Superintendent of Schools, approval 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
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Golda Och Upper School	<ul style="list-style-type: none"> • 5 Active Shooter Level 3 Ballistics Hard Plate • 2 Security Planters 	\$7254.18
Seton Hall Prep	<ul style="list-style-type: none"> • Multi Sensor Panoramic View Security Cameras and Wall Brackets • Installation of fence at KAC • 4 Verkada surveillance cameras 	\$4772.25 \$2,050.00 \$5,300.00

4. 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	<ul style="list-style-type: none"> • 8 Dell Latitude Laptops 	\$11,817.76
Golda Och Lower School	<ul style="list-style-type: none"> • 3 USB Flash Drives • LEGO Educational SPIKE Essential Bundle 	\$25.26 \$1,749.70

5. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the Workers' Compensation claim in the matter of Employee #4148, pursuant to the settlement agreement.
6. Upon the recommendation of the Superintendent of School by the Board of Education of the submission of the amended Individuals with Disabilities Education Act (IDEA) Consolidated Grant for fiscal year 2023 in the total amount of \$2,410,529.00. Amended application includes FY2023 Carryover Funds for Basic in the amount of \$468,341.00.

Basic	
Public	\$1,953,568.00
Non Public	\$337,172.00
Total	\$2,330,740.00

Preschool	
Public	\$79,789.00
Non Public	\$0.00
Total	\$79,789.00

7. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the Joint Transportation Agreements between Sussex County Regional Transportation Cooperative and the West Orange Board of Education for the transportation of special education, public / private / charter / choice, athletic and field trip to specific destinations for the 2023-2024 school year.



8. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the Transportation Agreement between Mercer County Special Services School District (MCSSD) and the West Orange Board of Education for the 2023-2024 school year.
9. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the Home Instruction Services Agreement between the Essex Regional Educational Services Commission (ERESC) and the West Orange Board of Education for the 2023-2024 school year.
10. Upon recommendation of the Superintendent approval by the Board of Education for the Lease Agreement with West Orange Community House, located at 242 Main Street, to house four (4) District classrooms that will provide a six-hour comprehensive preschool educational program for up to 60 three and four year old students for the 2023-2024 school year in the amount of \$90,000 annually, to be funded by Preschool Expansion Aid.
11. Upon recommendation of the Superintendent approval by the Board of Education to contract with West Orange Community House, located at 242 Main Street, to provide a six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified private preschool provider for the 2023-2024 school year, to be funded by Preschool Expansion Aid.
12. Upon recommendation of the Superintendent approval by the Board of Education to contract with Montclair Child Development Center, located at 33 Fulton Street, Montclair, to provide a six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified Head Start program for the 2023-2024 school year, to be funded by Preschool Expansion Aid.
13. Upon recommendation of the Superintendent approval by the Board of Education to contract with Montclair Child Development Center, located at 255 William Street, Orange, to provide a six-hour comprehensive preschool educational program for up to 30 three and four year old students as a qualified Head Start program for the 2023-2024 school year, to be funded by Preschool Expansion Aid.
14. Upon recommendation of the Superintendent approval by the Board of Education to contract with Love 2 Learn Early Childhood Academy, located at 20 Northfield Avenue, West Orange, to provide a six-hour comprehensive preschool educational program for up to 60 three and four year old students as a qualified private preschool provider for the 2023-2024 school year, to be funded by Preschool Expansion Aid.
15. Upon recommendation of the Superintendent approval by the Board of Education to contract with Valley Settlement House, located at 33-41 Tompkin Street, West Orange, to provide a six-hour comprehensive preschool educational program for up to 30 three and four year old students as a qualified private preschool provider for the 2023-2024 school year, to be funded by Preschool Expansion Aid.
16. Upon recommendation of the Superintendent approval by the Board of Education to contract with West Essex YMCA Peanut Shell Early Childhood Learning, located at 321 South



Livingston Street, Livingston, to provide a six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified private preschool provider for the 2023-2024 school year, to be funded by Preschool Expansion Aid.

17. Upon the recommendation of the Superintendent of Schools: Approval of the following resolution:

RESOLVED, that the West Orange Board of Education, approves the renewal of the food services contract with Maschio's Food Services Inc. for the 2023/2024 School Year for the total amount of \$3,755,177.53 (beginning on July 1, 2023 and ending on June 30, 2024) with the terms and conditions in adherence to state mandates;

Management Fees(s) / Guarantees

1) **Management Fee**

The School Food Authority shall pay Maschio's an annual management fee in the amount of \$162,400.00. The management fee shall be payable in ten (10) monthly installments of \$16,240.00 per month commencing on September 1, 2023 and ending on June 30, 2024.

2) **Guarantee Return**

Maschio's guarantees a return of \$215,000.

18. Upon recommendation of the Superintendent approval of consolidation contract with Classical Academy Charter School to effect the transfer and relinquishment of authority, duties and obligations for the Child Nutrition Programs to the West Orange Board of Education.

Finance - Special Services Items A1 through A3; Business Office Items B2 through B18

MOTION: Mr. Stevenson

SECOND: Ms. Tunncliffe

VOTE: 5-0 (RC)

Yes
Ivker

Yes
Stevenson

Yes
Tunncliffe

Yes
Huerta

Yes
Rock

Finance - Business Office Item B1

MOTION: Ms. Tunncliffe

SECOND: Mr. Stevenson

VOTE: 3-0 (RC)

No
Ivker

Yes
Stevenson

Yes
Tunncliffe

No
Huerta

Yes
Rock

D. REPORTS

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending May 8, 2023.
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 April 24, 2023, the Superintendent reported HIB Incident Number(s) 040, 041, 044 to the Board; and

Whereas, on April 27, 2023 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) 040, 041, 044 for the 2022-2023 school year for the reasons conveyed to the Board.”

Reports - Items D1 through D2

MOTION: Mr. Stevenson

SECOND: Ms. Huerta

VOTE: 5-0 (RC)

Yes
Ivker

Yes
Stevenson

Yes
Tunncliffe

Yes
Huerta

Yes
Rock

XI. PETITIONS AND HEARINGS OF CITIZENS

XII. NEXT BOARD MEETING to be held at 7:30 p.m. on June 12, 2023 at West Orange High School.

XIII. EXECUTIVE SESSION (as deemed necessary)

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

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

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

XIV. ADJOURNMENT at 9:01 p.m.

Adjournment

MOTION: Mr. Stevenson

SECOND: Ms. Huerta

VOTE: 5-0 (VV)

Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary