



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

Minutes

I. ROLL CALL OF THE MEMBERS

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

II. NOTICE OF MEETING:

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

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

III. EXECUTIVE SESSION

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

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

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

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

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF October 27, 2025 (Att. #1)

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock



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 (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 6/30/2026
Danielle Dugan	.5Washington .5Redwood	Reading Specialist	Giuliano	MA+45	13	\$87.883	1/1/2026 6/30/2026
Molly Livingston	Kelly	Grade 5 Soc/Sci	Gleason	N/A	N/A	\$360.07	12/1/2025



		Leave Replacement				Per Diem	12/23/2025
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- 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 Cacci Carne	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



Name	Location	Position	Stipend / Rate of Pay	Effective Dates
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 (.5 AM only) amended from 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 amended from 12/1/2025-12/23/2025	N/A	N/A	1/5/2026
7857	Maternity	Edison	9/1/2025-11/12/2025 amended from 9/1/2025-10/30/2025	11/13/2025-2/19/2026 FMLA amended from 10/31/2025-1/30/2026	N/A	2/20/2026 amended from 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 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 ELA	WOHS	Special Education ELA	11/13/2025

MOTION: Mr. Stevenson

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Applications for School Business requests. (Att. #2)
2. Upon the recommendation of the Superintendent of Schools, approval 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)

MOTION: Dr. Bryant

SECOND: Ms. Vera

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock



C. FINANCE

a.) Special Services

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

Student #	Placement	Tuition	Budgeted/Unbudgeted
1510086	Fedcap School	Tuition: \$67,424.69 151 days @ \$499.00/day 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

MOTION: Mr. Stevenson

SECOND: Ms. Vera

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

D. REPORTS

- 1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending 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.”

MOTION: Dr. Bryant

SECOND: Vice President Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock



XI. PETITIONS AND HEARINGS OF CITIZENS

XII. NEXT BOARD MEETING to be held at 6:30 p.m. on 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 at 8:11 p.m.

MOTION: Mr. Stevenson

SECOND: Ms. Vera

VOTE: 5-0 (VV)

Yes
Bryant

Yes
Stevenson

Yes
Vera

Yes
Ivker

Yes
Rock

Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary