WEST ORANGE BOARD OF EDUCATION
Public Board Meeting March 26, 2026
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, Mr. Ivker and Mr. Stevenson.
Absent: Vice President Vera and Dr. Bryant.

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 March 4, 2026.
- 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 March 5, 2026 (Att. #1)

MOTION: Mr. Stevenson **SECOND:** Mr. Ivker **VOTE:** 3-0 (RC)

Absent	Yes	Yes	Absent	Yes
Bryant	Ivker	Stevenson	Vera	Rock

VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

A. Preliminary Budget Presentation
B. HIB Report

IX. BOARD POLICY (IES)

A. Second Reading and Adoption of Policy #2460 - Special Education (M) (Att. #2)

MOTION: Mr. Ivker **SECOND:** Mr. Stevenson **VOTE:** 3-0 (RC)

Absent Bryant	Yes Ivker	Yes Stevenson	Absent Vera	Yes Rock

X. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

XI. 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
Jeanina Abramo	WOHS	Teacher	Resignation	4/28/2026
Patricia Aldworth	WOHS	Teacher	Retirement 20 years	7/1/2026
Yasmeen Beckham	WOHS	Teacher	Resignation	6/30/2026

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
Dawn Brennan	Gregory	Administrative Assistant	Retirement 26 Years	7/1/2026
Antonio Fernandez-Batista	ECLC	Head Custodian	Retirement 18 Years	2/1/2026
Susan Saccente	WOHS	Administrative Assistant	Retirement 10 years	7/1/2026
Benet Moze	Transportation	Bus Driver	Resignation	2/26/2026
Leonides Perez	WOHS	Custodian	Retirement 17 Years	6/1//2026

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
Jeanina Abramo	WOHS	Work-Based Learner Program	2025-2026

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
Omar Abdallah	Roosevelt	Music Teacher Leave Replacement	Martin	N/A	N/A	$360.07 Per Diem	05/01/2026 - 06/30/2025
Amy Butcher	St Cloud	Kindergarten Leave Replacement	Vanderhoof	MA	N/A	$384.50 Per Diem	4/6/2026 - 6/30/2026
Molly Livingston	Kelly	Grade 5 SS/Sci Leave Replacement	Gleason	N/A	N/A	$360.07 Per Diem	12/1/2025 - 4/30/2026 amended end date from 3/31/2026
Jack Mault EDUSTAFF	.5Liberty/ .5 Roosevelt	Art Teacher Ext. Assign Sub	K.Lopez	N/A	N/A	$200.00 Per Diem	5/19/2026 - 6/30/2026

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
Abdoulie Conteh	Washington	Night Shift Custodian	Gary Fleming	N/A	3	$41,450.00	2/24/2026 - 6/30/2026
Patricia Neal	YMCA Peanut Shell	Paraprofessional	N/A	BA	4	$35,363.00	3/2/2026 amended from 2/24/2026

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
Floyd Gray	Liberty	Math /Resource Reassignment - Marcus	2/23/2026 - 6/30/2026
Elena Iannucci	Liberty	Math /Resource Reassignment - Marcus	2/23/2026 - 6/30/2026
Melissa Martino	Liberty	Math /Resource Reassignment - Marcus	2/23/2026 - 6/30/2026
Elica Baker	WOHS	Contemporary Literature Muldrow - Leave Replacement	3/17/2026 - 3/30/2026
Christina Biddle	WOHS	Contemporary Literature Muldrow - Leave Replacement	3/17/2026 - 3/30/2026

Name	Location	Position	Effective Dates
Oliver Brantome	WOHS	Contemporary Literature Muldrow - Leave Replacement	3/17/2026 - 3/30/2026

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
Kristen D'Arienzo	WOHS	Jets Unified Flag Football Coach	$1,500	3/18/2026 - 6/30/2026
Carlo Felici	Liberty	Baseball Middle School Travel Head Coach	$2,885	3/23/2026 - 6/30/2026
Dante Fernandez (OOD)	WOHS	Spring Assistant Track and Field Coach WOHS	$9,889	3/23/2026 - 6/30/2026
Phillip Gallo (OOD)	WOHS	Spring Musical: Pit Orchestra	$860.00	4/1/2026 - 4/19/2026
Alec Hamilton	WOHS	Spring Musical: Pit Orchestra	$860.00	4/1/2026 - 4/19/2026
Lorin Hannah	Liberty	Spring Intramural Boys Basketball Coach Liberty	$1,500	3/23/26 - 6/30/2026
Lorin Hannah	Liberty	Spring Intramural Girls Basketball Coach Liberty	$1,500	3/23/26 - 6/30/2026
Miriam Karbo-Jackson	Redwood	Spring Assistant Track and Field Coach WOHS	$9,889	3/23/2026 - 6/30/2026
Mark Lagatic	WOHS	Spring Musical: Pit Orchestra	$860.00	4/1/2026 - 4/19/2026
Elvis Lopez (OOD)	WOHS	Baseball Assistant Coach WOHS	$9,889	3/23/2026 - 6/30/2026
Stacy Marcus	Liberty	Spring Assistant Track and Field Coach WOHS	$9,889	3/23/2026 - 6/30/2026
John Prescott	Edison	Spring Assistant Track and Field Coach WOHS	$9,889	3/23/2026 - 6/30/2026
James Robinson (OOD)	WOHS	Spring Musical: Pit Orchestra	$860.00	4/1/2026 - 4/19/2026
Krista Romanyshyn	WOHS	Jets Unified Flag Football Coach	$1,500	3/18/2026 - 6/30/2026
Benjamin Ruben-Schnirman (OOD)	WOHS	Spring Musical: Pit Orchestra	$860.00	4/1/2026 - 4/19/2026
John Samorian (OOD)	WOHS	Spring Musical: Pit Orchestra	$860.00	4/1/2026 - 4/19/2026
Michael Spadola (OOD)	WOHS	Spring Assistant Track and Field Coach WOHS	$9,889	3/23/2026 - 6/30/2026
Christopher Todd	Liberty	Baseball Middle School Travel Head Coach	$2,885	3/23/2026 - 6/30/2026
Stefane Vallone (OOD)	WOHS	Assistant Boys Volleyball Coach WOHS	$9,889	3/23/2026 - 6/30/2026

f. 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
Jasmine Bridges	WOHS	Paraprofessional Student Assistance for Best Buddies Ball	$26.82 per hour not to exceed 3 hours	3/21/2026

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Gina Piserchio	WOHS	Paraprofessional Student Assistance for Best Buddies Ball	$26.82 per hour not to exceed 3 hours	3/21/2026
Elvis Vasquez	WOHS	Paraprofessional Student Assistance for Best Buddies Ball	$26.82 per hour not to exceed 3 hours	3/21/2026

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

Name	Certification Code	Administrator	Administrative Assistant	Lunch Aide	Nurse	Custodian
Kenneth Schmitt		x				
Beverly Wilner			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
7484	Maternity	Washington	N/A	9/1/2026 - 11/17/2026 FMLA	N/A	11/18/2026
5149	Medical	Gregory Mt. Pleasant Kelly	12/1/2025 - 2/27/2026 amended from 12/1/2025 - 3/2/2026	N/A	N/A	3/2/2026 amended from 3/3/2026
9255	Maternity	WOHS	N/A	9/1/2026 - 11/20/2026 FMLA	N/A	11/23/2026
8593	Maternity	Gregory	N/A	9/1/2026 - 11/20/2026 FMLA	11/23/2026 - 12/31/2026	1/4/2027
4249	Medical	WOHS	3/17/2026-3/30/2026	N/A	N/A	4/6/2026
4261	Family	WOHS	3/5/2026/-4/30/2026 Intermittent	N/A	N/A	N/A
4972	Medical	Liberty	2/17/2026 - 3/16/2026 amended from 2/17/2026 - 2/27/2026	N/A	N/A	3/17/2026 amended from 3/2/2026
6371	Maternity	WOHS / RMS	5/27/2026 - 6/18/2026	9/1/2026 - 11/20/2026 FMLA	11/23/2026 - 6/30/2027	9/1/2027
5139	Medical	Washington	3/16/2026 - 3/27/2026	N/A	N/A	4/6/2026

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 #	Type	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4789	Medical	St. Cloud	4/13/2026-6/1/2026	N/A	N/A	6/3/2026

Employee #	Type	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
5010	Family	Transportation	2/17/2026-3/12/2026	N/A	N/A	3/13/2026
9070	Family	BMELC	N/A	3/5/2026 - 5/21/2026 FMLA intermittent Thursdays only	N/A	N/A
4189	Medical	WOHS	2/17/2026 - 3/30/2026	N/A	N/A	4/6/2026
4385	Medical	Redwood	1/14/2026-2/27/2026	N/A amended from 2/25/2026-2/27/2026	N/A	N/A
9519	Maternity	WOHS	N/A	9/1/2026 - 11/20/2026 FMLA	6/22/2026 - 8/31/2026 11/23/2026 - 12/31/2027	1/4/2027
6418	FMLA	WOHS	N/A	2/1/2026 - 6/21/2026 FMLA intermittent	N/A	N/A

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
Stacy Marcus	Liberty	Math Special Education (LLD/POR/ICS)	Roosevelt	Math Special Education (LLD/POR/ICS)	2/25/2026

b. 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
Fiona Cooper	Mt. Pleasant	Lunch Aide	Kelly	Lunch Aide	4/6/2026
Andre Gibson	Redwood	Lunch Aide	St. Cloud	Lunch Aide	4/6/2026

MOTION: Mr. Stevenson **SECOND:** Mr. Ivker **VOTE:** 3-0 (RC)

Absent Bryant	Yes Ivker	Yes Stevenson	Absent Vera	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. #3)

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. #4)

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. #5)

4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for implementation of the optional Commissioner Approved Highly Effective Educator Activities in place of 1 long announced observation beginning with the 2026-2027 school year as developed by the District Evaluation Advisory Committee (DEAC) reestablished during the 2025-2026 school year.

MOTION: Mr. Stevenson **SECOND:** Mr. Ivker **VOTE:** 3-0 (RC)

Absent	Yes	Yes	Absent	Yes
Bryant	Ivker	Stevenson	Vera	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
2113060	Shepard School	Tuition: $24,265.93 73 days @ $332.41/day 2/25/26 - 6/19/26
2209116	Benway School	Tuition: $40,106.43 83 days @ $483.21/day 2/17/26 - 6/24/26
2509336	Bergen County Special Services	Tuition: $36,607.50 2/17/26 - 6/24/26

b.) Business Office

1. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the March 26, 2026 Bills List in the amount of 20,519,227.36.

2. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the January 2026 transfers within the 2025-2026 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #6)

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 2026, 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. #7)

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 2026, which report is in agreement with the

Secretary's Report.

5. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the following Tentative Budget Resolution:

BE IT RESOLVED, that the preliminary budget be approved for the 2026-2027 School Year using the 2026-2027 State Aid figures and the Secretary to the Board of Education be authorized to submit the following tentative budget to the Executive County Superintendent of Schools for approval:

	General Fund	Special Revenues	Debt Service	Total
2026-2027 Total Appropriations	$206,821,351	$16,014,169	$5,937,769	$228,773,289
Less: Anticipated Revenues	$43,420,664	$16,014,169	$597,484	$60,032,317
Taxes to be raised	$163,400,687	$0	$5,340,285	$168,740,972

BE IT FURTHER RESOLVED, that a public hearing be held at the West Orange High School in the Library Media Center located at 51 Conforti Avenue on May 4, 2026 at 6:30pm, for the purpose of conducting a public hearing on the budget for the 2026-2027 school year.

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following resolution:

BE IT RESOLVED that the West Orange Board of Education includes in the budget a Health Care Costs adjustment as calculated in the budget software and pursuant to N.J.S.A. 18A:7F-38 subsection (d) in the amount of $797,076. The additional funds will be used to pay for the additional increases in health care premiums.

7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following Travel and Related Expense Reimbursement 2026-2027:

WHEREAS, the West Orange Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

WHEREAS, N.J.A.C. 6A:23A-7.3 et seq. requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board; and

WHEREAS, the West Orange Board of Education established $98,118.56 as the maximum travel amount for the current school year and has expended $21,336.17 as of this date; now

THEREFORE, BE IT RESOLVED, the Board of Education approves travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A-7.3, to a maximum expenditure of $93,252 for the 2026-2027 school year.

8. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Settlement Agreement between the West Orange Board of Education Parents of Student #1404013.

9. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Independent Educational Evaluations (IEE) conducted by Dr. Dryden Watner, Ph.D. for Students #2507349 and #2507350 at a cost of $6,000 each.

10. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Contract for Tuition between the Essex Regional Educational Services Commission (ERESC) and the West Orange Board of Education for Students #2403020 and #2407103 at a cost of $35,320 for the 2025-2026 school year.

11. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Coordinated Transportation Services between Hunterdon County Educational Services Commission (HCESC) and the West Orange Board of Education for the 2026-2027 school year.

12. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Master Services Agreement between BusPatrol America and the West Orange Board of Education.

13. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the following donation(s):

Donor	**Recipient**	**Donation**
New Jersey Amistad Commission	Redwood Elementary School	17 Copies of "What Color is My World?: The Lost History of African-American Inventors" - valued at $135.00
Anonymous	Edison Middle School	1 Used Ping-Pong Table - valued at $50.00 1 Plastic Foosball Table - valued at $10.00

14. Upon the recommendation of the of the Superintendent of Schools, approval by the Board of Education of the submission of the amended Elementary and Secondary Education Act (ESEA) Consolidated Grant application inclusive of Titles IA, IIA, III, III Immigrant, and IVA for Fiscal Year 2026 in the amount of $1,660,503, including Fiscal Year 2025 carryover funds of $56,424 and acceptance of the grant award of these funds upon subsequent approval of the FY2026 ESEA amended application.

15. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the CTE Career Education four-day Summer Camp running June 23 - 26,

2026 from 1:00pm to 4:00pm at West Orange High School for rising 6th-9th grade students. Cost for staff is funded through the Carl D. Perkins Grant in the amount of $10,314.

MOTION: Mr. Stevenson **SECOND:** Mr. Ivker **VOTE:** 3-0 (RC)

Absent	Yes	Yes	Absent	Yes
Bryant	Ivker	Stevenson	Vera	Rock

D. REPORTS

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending March 26, 2026.

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 March 5, 2026, the Superintendent reported HIB Incident Number(s) 020, 021, 022 to the Board; and

WHEREAS, on March 9, 2026 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) 020, 021, 022 for the 2025-2026 school year for the reasons conveyed to the Board."

XII. PETITIONS AND HEARINGS OF CITIZENS

XIII. NEXT BOARD MEETING to be held at 6:30 p.m. on April 20, 2026 at West Orange High School.

XIV. 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.

XV. ADJOURNMENT at 8:43 p.m.

MOTION: Mr. Stevenson **SECOND:** Mr. Ivker **VOTE:** 3-0 (VV)

Absent	Yes	Yes	Absent	Yes
Bryant	Ivker	Stevenson	Vera	Rock

Respectfully submitted,

Tonya M. Flowers

Tonya M. Flowers, Board Secretary