



May 4, 2026
Minutes

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting May 4, 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, Vice President Vera, Dr. Bryant, Mr. Ivker and Mr. Stevenson.
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 new legislation designed to modernize public communication, notice is hereby given pursuant to N.J.S.A. 35:3-5 that the complete text of each legal notice issued on behalf of the West Orange Board of Education may be obtained or viewed on the district website www.woboe.org. Visitors can also view the [New Jersey Secretary of State's legal notices website](#). Once the required display period expires, notices will be transferred to the Legal Notices Archive. Archived notices will be available for a period of one year.
- 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 April 20, 2026 (Att. #1)

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock



VII. STUDENT LIAISON REPORT

VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

- A. Final Budget Presentation 2026-2027
- B. HIB Report

IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

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
Nadirah Muhammad-Dozier	Edison	SAC	Resignation	6/30/2026
Guy Ratki	Kelly	Grade 4	Resignation	6/30/2026
Matthew Schiff	Edison	Mathematics	Resignation	6/30/2026
Averi Zarbetski	WOHS	Student Assistant Counselor	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
Dine Adedjouma	WOHS	Paraprofessional	Retirement 12 Years	6/30/2026
Natasha Brown	Mt. Pleasant	Lunch Aide	Resignation	4/29/2026
Deyanira Labrado	WOHS	Clerical Aide	Resignation	6/30/2026

2. Appointments

a. 2025-2026 School Year

- 1. 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
Randall Badilla	WOHS	Grounds Person	Tony Peralta	N/A	1	\$41,200	5/5/2026

- 2. 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
Kimberly Jennings	Roosevelt	ELA 7 (ICR) Eoon - Leave Replacement	4/27/2026 - 6/30/2026
Stacy Marcus	Roosevelt	Math 8 (POR) Eoon - Leave Replacement	4/27/2026 - 6/30/2026
Sean McCrudden	Roosevelt	Math 7 (ICR) Eoon - Leave Replacement	4/27/2026 - 6/30/2026
Cecily Robinson	Roosevelt	Social Studies 7 (ICR) Eoon - Leave Replacement	4/27/2026 - 6/30/2026
Rebecca Rud	Roosevelt	Reading Intervention Enrollment	2/2/2026 - 5/30/2026

3. 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
Keith Appello	Roosevelt	Junior Mountaineer Softball	\$2,950.00	3/17/26 - 6/30/2026
Amanda Marcelin	Roosevelt	Intramural Track & Field	\$1,500.00	4/14/2026 - 6/30/2026
Mebude Omotayo	Roosevelt	Intramural Boy's Basketball	\$1,500.00	4/8/2026 - 6/30/2026
Mebude Omotayo	Roosevelt	Intramural Girl's Basketball	\$1,500.00	4/8/2026 - 6/30/2026
Anthony Vitale	Roosevelt	Junior Mountaineer Softball	\$2,950.00	3/17/26 - 6/30/2026

*amended

4. 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
Romario Setalsingh						x

*Funded via ESEA Title I

b. 2026-2027 School Year

- 1) Upon recommendation of the Superintendent of Schools approval by the Board of Education for the renewal of contracts for the following staff members for the 2026-2027 school year. Step and salary may be adjusted upon ratification of Collective Bargaining Agreement:
- (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) Security staff (Att. #6)
 - (f) Transportation staff (Att. #7)
 - (g) Technology staff (Att. #8)



- 2) Upon recommendation of the Superintendent of Schools approval by the Board of Education of rates of pay for the additional assignments below for the 2026-2027 school year. Rates may be adjusted upon ratification of Collective Bargaining Agreement:
 - (a) All district certificated staff to provide home instruction, as assigned, at the WOEa contractual rate, \$85.11 per hour
 - (b) All district paraprofessional staff to provide assistance to students for after school activities/sports, as assigned, at the WOEa contractual rate, \$26.82 per hour
 - (c) All district staff to provide the following services, as assigned, at the WOEa contractual rates indicated:
 - (i) A.M. / P.M. Bus Duty: \$40.81 per diem
 - (ii) Breakfast / Lunch Duty: \$40.81 per diem
 - (iii) General Detention: \$40.81 per diem
- 3) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2026 Summer Enrichment Program assignment(s): (Att. #9)
- 4) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2026 Extended School Year Program assignment(s): (Att. #10)
- 5) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2026 Child Study Team assignment(s). Rates may be adjusted upon ratification of Collective Bargaining Agreement: (Att. #11)
- 6) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional assignment(s): (Att. #12)

3. 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
5070	Medical	Edison	4/23/2026-6/30/2026	N/A	N/A	9/1/2026
6212	Family	Kelly	4/24/2026-6/30/2026	N/A	N/A	9/1/2026
4919	Medical	Roosevelt	N/A	N/A	4/21/2026-4/27/2026 4/29/2026-5/1/2026	TBD
6826	Family	WOHS	N/A	9/1/2026-11/20/2026 FMLA	11/23/2026-6/30/2027	9/1/2027

- 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
9210	Medical	Kelly	N/A	N/A	4/14/2026-4/17/2026 4/28/2026-5/1/2026	N/A
4370	Medical	WOHS	11/10/2025 - 2/26/2026 4/6/2026 - 4/27/2026 (.5AM) amended from 11/10/2025 - 2/23/2026	2/27/2026 - 3/30/2026 4/27/2026 (.5PM)-6/9/2026 amended from 2/27/2026 - 3/30/2026 4/23/2026 (.5PM) - 6/9/2026 FMLA	N/A	6/10/2026 amended from 2/24/2026
4924	Medical	Redwood	3/2/2026-4/24/2026	4/27/2026-5/14/2026 FMLA amended from N/A	2/18/2026-2/27/2026	5/15/2026 amended from N/A
7486	Medical	WOHS	12/15/2025-1/13/2026 (.5AM) 5/1/2026-6/12/2026	1/13/2026 (.5PM)-3/27/2026 FMLA	3/30/2026-4/30/2026 amended from 3/30/2026-6/12/2026 amended from N/A	6/15/2026
4189	Medical	WOHS	2/17/2026-6/1/2026 amended from 2/17/2026-4/24/2026	6/3/2026-6/30/2026 FMLA	N/A	9/1/2026 amended from 4/27/2026

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 4-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Abstain
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. #13)
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. #14)

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

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
2505338	Northwest Essex Therapeutic School & Preschool	Tuition: \$13,178.36 26 days @ \$506.86/day 2/23/26 - 4/6/26

2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Beth Baumeister, PhD to provide services for the 2025-2026 school year.

Student ID	Services	Rate	Not to Exceed
1809047	Neuropsychological evaluation	\$2,000	\$2,000

3. Upon recommendation of the Superintendent of Schools approval by the Board of Education, approval by the provider of home instruction to students of the West Orange Schools for the 2025-2026 School Year:

Name of Facility	Rate	Not to Exceed
Union County Educational Services Commission	\$76.00 per hour	\$10,000.00

4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Mountain Lakes Board of Education to provide itinerant services for the 2025-2026 school year.

Services	Rate	Not to Exceed
Itinerant Special Instructional Services	\$190.00/session	\$380.00

b.) Business Office

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

BE IT RESOLVED, that the Proposed 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 Proposed 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.

2. 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.

3. 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.

4. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the May 4, 2026 Bills List in the amount of \$17,734,214.04.
5. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the March 2026 transfers within the 2025-2026 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #15)
6. Upon recommendation of the Superintendent of Schools acceptance by the Board of Education of the Board Secretary's financial report for the month of March 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. #16)



7. Upon 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 March 2026, which report is in agreement with the Secretary's Report.
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 and the Parent of Student ID #1809047.
9. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the Student Meal Pricing for the 2026-2027 school year:

Breakfast		
	2025-2026	2026-2027
High School	\$2.75	\$2.75
Middle School	\$2.60	\$2.60
Elementary	\$2.40	\$2.40
Lunch		
	2025-2026	2026-2027
High School	\$4.50	\$4.50
Middle School	\$4.25	\$4.25
Elementary	\$4.00	\$4.00

10. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Consolidation Agreement 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.
11. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the submission of the Final PEA 2026-2027 Budget Planning Workbook and Narrative.
12. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to award the contract for Natural Gas Supply services for the district to NRG Business Marketing LLC/NRG Energy for the term July 1, 2026 through June 30, 2029, at the Natural Gas Price: \$0.81781/THERMS.
13. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following out of district placement for McKinney-Vento Homeless student for the 2025-2026 academic year:



Student #	Placement	Tuition	Budgeted/Unbudgeted
#9515810969	Newark Board of Education	\$26,557.00	Unbudgeted

14. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education for the approval to contract with Pre-K Fiscal Consulting, LLC to provide Fiscal Specialist Services for the Preschool Expansion Aid (PEA) program for the 2026-2027 school year for an annual fee of \$60,000.
15. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education for the submission of the Perkins Grant application and acceptance of the funding award for the 2026-2027 school year.

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

D. REPORTS

1. Upon recommendation of the Superintendent of Schools to the Board of Education acceptance of the HIB Self-Assessment Score for the 2024-2025 school year:

School	Score*		School	Score*
Edison Middle School	77		Redwood Elementary School	77
Gregory Elementary School	77		Roosevelt Middle School	75
Hazel Elementary School	77		St. Cloud Elementary School	75
Kelly Elementary School	75		Washington Elementary School	75
Liberty Middle School	77		West Orange High School	77
Mt. Pleasant Elementary School	76		Betty Maddelena Early Learning Center	77
			West Orange Early Childhood Learning Center	71
District Score = 76				

*Total Possible Score 78

2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending May 4, 2026.
3. **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 20, 2026, the Superintendent reported HIB Incident Number(s) 028, 029, 030 to the Board; and



Whereas, on April 21, 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) 028, 029, 030 for the 2025-2026 school year for the reasons conveyed to the Board.”

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

XI. PETITIONS AND HEARINGS OF CITIZENS

XII. NEXT BOARD MEETING to be held at 7:30 p.m. on June 16, 2026 at West Orange High School Auditorium.

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 1:04 a.m.

MOTION: Mr. Ivker

SECOND: Dr. Bryant

VOTE: 5-0 (VV)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

Respectfully submitted,

Trenae Lambkin

Trenae Lambkin, Acting Business Administrator