



June 16, 2026
Minutes

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting June 16, 2026
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 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 7:30 P.M.

V. PLEDGE OF ALLEGIANCE

VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF May 4, 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. Mountaineer Trailblazer Award
- B. Governor's Educator of the Year 2025-2026
- C. HIB Report

IX. BOARD POLICY(IES)

- A. Second Reading and Adoption of the following Revised and New Mandated Policies (Att. #2):

Revised Policies
P 6112 - Reimbursement of Federal and Other Grant Expenditures (M) - <i>Adopted: June 2020</i>
P 6311 - Contracts for Goods or Services Funded by Federal Grants (M) - <i>Adopted: September 2020</i>
P 6440 - Cooperative Purchasing (M) - <i>Adopted: September 2020</i>

New Policies
P 6115.04 - Federal Funds - Duplication of Benefits (M)
P 6620 - Petty Cash (M)

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
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
Kristin D'Arienzo	WOHS	Special Education/ Biology	Resignation	6/30/2026
Diana Ferrera	Central Office	Reading Specialist	Resignation	6/30/2026
Monica Fondacaro	Kelly/Hazel	School Psychologist	Resignation	6/30/2026
Bridget Garvey	Gregory	Grade 3	Resignation	6/30/2026
Eileen Milano	WOHS	ESL Teacher	Retirement 31yrs	10/1/2026



Caroline Moran	St Cloud	Grade 2 Teacher	Resignation	6/30/2026
Rachel Rosen	WOHS	School Counselor	Resignation	6/30/2026
Thany Salazar	Liberty	Spanish Teacher	Resignation	6/30/2026
Laura Santimauro	Roosevelt	Math Teacher	Resignation	6/30/2026
Audrey Schaefer	Gregory	Grade 2 Inclusion	Resignation	6/30/2026
Vitamaria Semeraro	WOHS	Italian	Resignation	6/30/2026
Hailey Slyvchak	Redwood	Grade 2	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
Danis Arango	Redwood	Lunch Aide	Retirement 4 yrs	7/1/2026
Dwayne Clement	Kelly	Paraprofessional	Resignation	5/29/2026
Janet Coppola	Liberty	Administrative Assistant	Retirement 21 yrs	9/1/2026
Bonnie Daum	WOHS	Paraprofessional	Retirement 26 yrs	6/1/2026
Elaine Del Colle	Kelly	Paraprofessional	Retirement 10 yrs	7/1/2026
Alonzo DeRamus	WOHS	Paraprofessional	Retirement 17 yrs	7/1/2026
Juanita Garvin	Gregory	Lunch Aide	Resignation	6/30/2026
Angela Gonzalez	WOHS	Administrative Assistant	Retirement 22 yrs	7/1/2026
Bonnie Goodman	Washington	Paraprofessional	Retirement 24 yrs	7/1/2026
Isabel Guerra-Novoa	Kelly	Paraprofessional	Retirement 21 yrs	7/1/2026
James Holik	WOHS	Paraprofessional	Retirement 22 Years	7/1/2026
Gregory Korab	Central Office	Network Manager	Retirement 26 yrs	7/1/2026
Dana Mehalaris	Betty Maddalena	Paraprofessional	Resignation	6/5/2026
Tamara Radyuk Smith	BMELC	Paraprofessional	Retirement 5 yrs	7/1/2026
Angela Tourtounis	Redwood	Paraprofessional	Retirement 24 yrs	7/1/2026
Karen Weinstein	BMELC	Paraprofessional	Retirement 24 yrs	7/1/2026
Robert Williams	Washington	Custodian	Resignation	5/6/2026



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
Eleanora Ackerman	WOHS	Summer Enrichment Program Nurse	6/23/2026 - 7/17/2026
Eleanora Ackerman	WOHS	ESY Program Nurse	6/22/2026 - 7/17/2026
Dina Alper	OOD	Speech-Language	6/22/2026 - 7/24/2026
Jennica Baul	Liberty	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Jazmine Bridges	Liberty	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Roger Bryson	Roosevelt	Peer Tutoring	2025-2026
Gloria Cinelli	Kelly	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
David Dickman	Liberty	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Jennifer Ferlauto Wasky	Liberty	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Tom Fortune	Kelly	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Bonnie Goodman	Kelly	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Brianna Griffin	Kelly	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Walnisha Irving	Transportation	PT Bus Driver	2026-2027
Rosario Lopez	Kelly	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Arielle Mazurek	Liberty	ESY Program Teacher	6/22/2026 - 7/24/2026
Benet Moze	Transportation	PT Bus Driver	2026-2027
Carlos Perez	WOHS	Summer Enrichment Program Paraprofessional ESL Kindergarten	6/23/2026 - 7/17/2026
Leonides Perez Velez	WOHS	Custodian	2026-2027
Vanessa Rodriguez	Kelly	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Veronica Sanders	Kelly	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Naomi Schwartz	OOD	Speech-Language	6/22/2026 - 7/24/2026
Rachel Serino	Kelly	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Sheryl Siegel	Liberty	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Angela Tourtounis	Kelly	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Derek Uibelhoer	Liberty	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Angelica Wade	Kelly	ESY Program Paraprofessional	6/22/2026 - 7/24/2026
Jennifer Zacchia	Kelly	ESY Program Paraprofessional	6/22/2026 - 7/24/2026



3. Appointments

a. 2025-2026

- 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
Omar Abdallah	Roosevelt	Music (Leave Replacement)	Martin	BA	N/A	\$360.07 Per Diem	6/1/2026-6/18/2026
Omar Abdallah	Roosevelt	Music (Leave Replacement)	Martin	N/A	N/A	\$200.00 Per Diem	5/1/2026-5/29/2026 amended from 5/1/2026-6/30/2026
Molly Livingston	Kelly	Grade 5 Sci SS (Leave Replacement)	Gleason	BA	N/A	\$360.07 Per Diem	12/1/2025-6/30/2026 amended from 12/1/2025-4/30/2026
Jack Mault	Liberty/ Roosevelt	Art (Leave Replacement)	K. Lopez	BA	N/A	\$360.07 Per Diem	6/1/2026-6/18/2026
Jack Mault EDUSTAFF	Liberty/ Roosevelt	Art (Leave Replacement)	K. Lopez	N/A	N/A	\$200.00 Per Diem	5/19/2026-5/29/2026 amended From 5/19/2026-6/30/2026

- 2) 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
Richard Arostegui	Edison	Intramural Boys Basketball Coach	\$1,500 prorated	2025-2026
Nicole Brennan	Washington	Girls On The Run	\$500 prorated	2025-2026
Jessica Byrne	Edison	Curriculum Council	\$45.47 per hour not to exceed 6 hours	5/1/2026 - 6/18/2026
Jennifer Dugan-Andrade	Washington	Sign Language	\$500 prorated	2025-2026
Marissa Gerin	Washington	Newark Academy Dance Club	\$500 prorated	2025-2026
Tracy Gordon	Roosevelt	Curriculum Council	\$45.47 per hour	9/1/2025 - 4/30/2026*
Susan Hayward	Roosevelt	Peer Tutoring	\$1,673*	2025-2026
Rose Kelly	Gregory	SEL Lunch Bunch	\$750 prorated	2025-2026
Suzy Louie	Washington	Shuffle Dance Club	\$500 prorated	2025-2026
Spyridon Mantaz	Edison	Intramural Co-Ed Track Coach	\$1,500 prorated	2025-2026
Daniel Marino	Gregory	SEL Lunch Bunch	\$750 prorated	2025-2026
Maria Pirovano	Washington	Spanish Club	\$500	2025-2026



Name	Location	Position	Stipend / Rate of Pay	Effective Dates
			prorated	
Hannah Rozanski	Gregory	SEL Lunch Bunch	\$750 prorated	2025-2026
Ahmad Sehwal	WOHS	Palestinian Culture Club	\$1,673*	2025-2026
Jessica Veneziano	Washington	Girls On The Run	\$500 prorated	2025-2026

*amended

- 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
Rebecca Kalenak	Roosevelt	Math Workshops Eoon - Leave Replacement	4/27/2026 - 6/30/2026

- 4) 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
Ryan Eustache	WOHS	Paraprofessional Student Assistance Concert Band	\$26.82 per hour not to exceed 2.5 hours	5/14/26
Maria Navarette	WOHS	Paraprofessional Student Assistance Graduation	\$26.82 per hour not to exceed 6.5 hours	6/18/2026
Maria Navarette	WOHS	Paraprofessional Student Assistance Band Rehearsal	\$26.82 per hour not to exceed 1.5 hours	6/18/2026
Leisha Rosa	WOHS	Paraprofessional Student Assistance Project Graduation	\$26.82 per hour not to exceed 8 hours	6/18/2026

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

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Eleonaora Ackerman	Edison	Nurse Health Screenings	\$62.89 per hour not to exceed 18 hours	6/16/26, 6/17/26, 8/26/26 - 8/27/26
Samantha Aricaya	WOECLC	Supervisor Grow NJ Kids	\$500 per day** not to exceed 5 days	7/6/2026 - 8/4/2026
Shena Brown	St. Cloud	Nurse Health Screenings	\$62.89 per hour not to exceed 18 hours	6/16/26, 6/17/26, 8/26/26 - 8/27/26
Linda Connolly-Schoner	WOHS	Nurse Health Screenings	\$62.89 per hour not to exceed 18 hours	6/16/26, 6/17/26, 8/26/26 - 8/27/26
Linda Connolly-Schoner	WOHS	Summer Enrichment Program Nurse	\$62.89 per hour ^ not to exceed 8 hours per day	6/22/2026 - 7/17/2026
Max Grossman	WOHS	Summer Printing Projects	\$45.47 per hour not to exceed 48 hours	6/22/2026 - 8/15/2026



Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Andrew Mazurek	WOHS	Summer Printing Projects	\$45.47 per hour not to exceed 8 hours	6/22/2026 - 8/15/2026
Justin Mault	WOHS	Summer Enrichment Substitute	\$57.13 per hour^ as assigned	6/23/26- 7/17/26
Judith Mura	St. Cloud	Teacher Meetings	\$44.59 per hour not to exceed 25 hours	6/23/2026 - 8/31/2026
Crystal Oliver	WOECLC	Nurse Student Files & Screenings	\$62.82 per hour** not to exceed 30 hours	7/1/2026 - 8/13/2026
Angela Pacheco	WOHS	Summer Enrichment Program Paraprofessional ESL Kindergarten	\$28.00 per hour^ not to exceed 5 hours per day	6/23/26- 7/17/26
Brian Reddington	WOHS	Summer Enrichment Office Assistant	\$25.00 per hour^ not to exceed 5 hours per day	6/23/26- 7/17/26
Chauncey Riley	Liberty	Summer Enrichment Security Guard	\$44.00 per hour^ not to exceed 5 hours per day	6/23/26- 7/17/26
Scott Tomlin	St. Cloud	Summer Enrichment Coordinator	\$62.00 per hour^ not to exceed 8 hours per day	6/22/2026* - 7/17/2026
Peter Tourian	WOHS	Teacher Meetings	\$44.59 per hour not to exceed 25 hours	6/23/2026 - 8/31/2026
Alison Soccio-Willemsen	Central Office	Summer Enrichment Director, Coordinator Extended Day 2-5	\$531.88 per day*^ Not to exceed 20 days	6/23/26- 7/21/26*

*amended

** PEA grant funded

^ Funded by Summer Enrichment Program

- 6) 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
Amatullah Baasit			x			
Matthew Brewster		x				
Darren Guarnizo						x
Elizabeth Ramos					x	
Eucal Walker						x

b. 2026-2027

- 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
Rochell Alves	Kelly	ESL Teacher	Quiroz	MA+15	17	\$105,041	9/1/2026- 6/30/2026



Elisa Fabrazzo	WO-ECLC	Preschool Teacher	Sarria	BA	5	\$65,893*	9/1/2026-6/30/2027
Monica Mejia	Gregory	School Counselor	Rosen	MA	5	\$70,363	9/1/2026-6/30/2027
Amie Navarro	Kelly	Kindergarten	Bocchini Reassigned	BA+30	10	\$72,618	9/1/2026-6/30/2027
Mariam Obeidallah	Roosevelt	Mathematics	Santimauro	BA	5	\$65,893	9/1/2026-6/30/2027

* PEA funded

- 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
Randall Arguello Badilla	WOHS	Groundsperson	Peralta	N/A	1	\$41,200	7/1/2026-6/30/2027

- 3) 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
Montrisa Bradford	WOHS	HIBster Coordinator	\$4,927.33	2026 - 2027
Jose Estrada	WOHS	Assistant Security Coordinator	\$4,927.33	2026-2027
Antoine Hinton	Transportation	Dispatcher	\$5,000	2026 - 2027
Andrew Mazurek	WOHS	District Printing Projects	\$45.47 per hour not to exceed 48 of days	2026 - 2027
Angela Rosado Figueroa	Central Office	Family Resource Coordinator	\$4,927.33	2026 - 2027
Jessica Tineo	Washington	Clerical Aide	\$158.69 per day not to exceed 16 of days	7/6/2026 - 8/14/2026

- 4) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the renewal of contracts for the following members for the 2026-2027 school year:

- (a) 23/24 Year Pension Paraprofessionals (Att. #3)
- (b) Grant Funded Paraprofessionals (Att. #4)
- (c) Unaffiliated Staff (Att. #5)

- 5) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following Hourly Staff Members (Clerical Aides, Lunch Aides, Residency Officers) for the 2026-2027 school year: (Att. #6)

- 6) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following staff salary adjustments for the 2026-2027 school year (Att. #7)



- 7) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the 2026 Summer Counseling assignment(s). Rates may be adjusted upon ratification of Collective Bargaining Agreement: (Att #8)
- 8) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the 2026-2027 rate(s) for hourly and per diem employees/assignments: (Att. #9)
- 9) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the 2026 Summer Transportation assignment(s): (Att. #10)
- 10) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated WOHS 2026 Summer Institute/Summer Step Up assignments: (Att. #11)
- 11) Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following Buildings and Grounds stipend(s) to be paid in December 2026 and June 2027; Clothing Allowance to be disbursed in one payment: (Att. #12)
- 12) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated WOHS 2026-2027 Co-Curricular assignment(s): (Att. #13)
- 13) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2026 Extended School Year Program assignment(s): (Att. #14)
- 14) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following Summer Bridge Program assignments: (Att. #15)
- 15) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following substitute reappointment(s) at the appropriate substitute rates for 2026-2027: (Att. #16)
- 16) Upon recommendation of the Superintendent of Schools approval by the Board of Education of for the amendment of the following revised 2024-2025 and 2025-2026 longevity for the following certificated staff:

Location	Last Name	First Name	Position	Current Longevity	Revised Longevity	Effective Dates
Kelly	Spring Morano	Jessica	Academic Support	\$7221.00	8,840.00 prorated	2024-2025 (1/1/2025-6/30/2025)
Kelly	Spring Morano	Jessica	Academic Support	\$7221.00	8,840.00	2025-2026 (9/1/2025-6/30/2026)

- 17) Upon recommendation of the Superintendent of Schools approval to the Board of Education of the following non-certificated staff professional development stipend(s):



Name	Location	Position	Professional Development Program	Stipend	Effective Date
Thomas Britton	Central Office	Administrative Assistant	New Jersey Association of Educational Office Professionals Professional Development Program: Option I	\$1,424.80	6/1/2026 - 6/30/2027
Thomas Britton	Central Office	Administrative Assistant	New Jersey Association of Educational Office Professionals Professional Development Program: Option II	\$2,893.90	6/1/2026 - 6/30/2027
Thomas Britton	Central Office	Administrative Assistant	New Jersey Association of Educational Office Professionals Professional Development Program: Option III	\$1,119.32	6/1/2026 - 6/30/2027

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
6864	Maternity	Edison	12/1/2025 - 2/17/2026	2/18/2026 - 5/15/2026	5/19/2026- 6/30/2027 amended from 5/18/2026 - 6/30/2026	9/1/2027 amended from 9/1/2026
8299	Medical	Edison	4/29/2026 - 6/30/2026	N/A	N/A	N/A
6212	Family	Kelly	4/24/2026-6/8/2026 amended from 4/24/2026-6/30/2026	N/A	N/A	6/9/2026 amended from 9/1/2026
7272	Maternity	Kelly	9/1/2026 - 9/23/2026	9/24/2026 - 12/11/2026 FMLA	N/A	12/14/2026
8099	Medical	WOHS	5/11/2026-5/22/2026	N/A	N/A	5/26/2026
9237	Maternity	Kelly	2/2/2026 - 3/2/2026	3/3/2026 - 5/29/2026	6/1/2026 - 6/5/2026 amended from N/A	6/8/2026 amended from 6/1/2026
5096	Medical	Kelly	5/11/2026 - 6/1/2026	N/A	N/A	6/3/2026
4610	Medical	Kelly	4/28/2026 - 6/5/2026 amended from 4/28/2026 - 5/25/2026	N/A	N/A	6/8/2026 amended from 5/26/2026
8593	Maternity	Gregory	N/A	9/1/2026 - 11/20/2026 FMLA	11/23/2026 - 11/30/2026 amended from 11/23/2026 - 12/31/2026	12/1/2026 amended from 1/4/2027
7014	Medical	WOHS	5/11/2026 - 5/22/2026	N/A	N/A	5/26/2026
6826	Personal	WOHS	N/A	N/A amended from 9/1/2026 - 11/20/2026 FMLA	9/1/2026 - 6/30/2027 amended from 11/23/2026-6/30/2027	9/1/2027
8589	Maternity	Mt. Pleasant	9/28/2026 - 11/4/2026	11/9/2026 - 2/5/2027 FMLA	2/8/2027 - 2/26/2027	3/1/2027
9398	Maternity	Kelly	9/1/2026 - 10/2/2026	10/5/2026 - 12/23/2026 FMLA	N/A	1/4/2027



Employee #	Type	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4773	Medical	Hazel	5/6/2026 - 6/30/2026	N/A	N/A	9/1/2026

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

Employee #	Type	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
8893	Personal	WOHS	N/A	N/A	5/5/2026 - 5/7/2026 5/11/2026 - 5/13/2026 5/22/2026-6/1/2026 6/8/2026-6/11/2026	N/A
9426	Personal	Hazel	N/A	N/A	5/4/2026-5/8/2026	N/A
7029	Personal	Central Office	N/A	N/A	4/27/2026 - 4/29/2026 6/10/2026-6/12/2026	N/A
8276	Personal	Mt. Pleasant	N/A	N/A	5/19/2026 - 5/26/2026	N/A
4789	Medical	St. Cloud	4/13/2026 - 6/4/2026 amended from 4/13/2026 - 6/8/2026	N/A	N/A	6/5/2026 amended from 6/9/2026
4507	Medical	St. Cloud	5/19/2026 - 6/5/2026	N/A	N/A	6/8/2026
4924	Personal	Redwood	N/A	N/A	6/5/2026-6/9/2026	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	6/15/2026 -7/2/2026 3/30/2026 - 4/30/2026	7/6/2026 amended from 6/15/2026
4189	Medical	WOHS	2/17/2026 - 6/30/2026 amended from 2/17/2026 - 6/1/2026	N/A amended from 6/3/2026 - 6/30/2026 FMLA	N/A	N/A amended from 4/27/2026
4022	Personal	WOHS	N/A	N/A	5/27/2026 - 5/29/2026	N/A
7806	Medical	Transportation	N/A	N/A	5/26/2026 - 6/1/2026	N/A
9024	Personal	BMELC	N/A	N/A	6/3/2026 - 6/5/2026	N/A
9061	Personal	Transportation	N/A	N/A	6/3/2026 - 6/12/2026	N/A
9519	Maternity	WOHS	5/18/2026 - 5/21/2026	N/A amended from 9/1/2026 - 11/20/2026 FMLA	5/22/2026 - 6/30/2026 amended from 6/22/2026 - 8/31/2026 11/23/2026 - 12/31/2027	N/A
8343	Medical	Edison	6/4/2026 - 6/30/2026	N/A	N/A	N/A



Employee #	Type	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
7121	Medical	B&G	1/14/2026 - 5/14/2026 amended from 1/14/2026 - 4/20/2026	N/A	5/15/2026 - 5/22/2026	5/26/2026 amended from 4/21/2026
9191	Medical	St. Cloud	3/31/2026 - 5/1/2026	5/4/2026 - 5/29/2026 FMLA amended from N/A	N/A	6/1/2026 amended from 5/4/2026
8395	Medical	Central Office	6/2/2026 - 7/27/2026	N/A	N/A	7/28/2026
4052	Medical	Central Office	5/11/2026 - 5/22/2026	N/A	N/A	5/26/2026

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/non certificated staff: (Att. #17)
6. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the Memorandum of Agreement with the West Orange Education Association permitting the outsourcing of the paraprofessionals pursuant to the terms contained in the Memorandum of Agreement. (Att. #18)
7. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following job description(s): (Att. #19)

Job Description	New	Revised
Supervisor of Health, Physical Education, and Family and Consumer Science (K-12)		x
Supervisor of Science, Technology and Engineering (6-12)		x

8. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the following staff administrative leave(s):

Employee #	Effective Date
6810	May 25, 2026

9. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the appointment of the Assistant Business Administrator as Acting Business Administrator effective May 25, 2026. In recognition of the additional duties and responsibilities associated with this assignment, the employee shall receive a daily stipend of \$200.00 retroactive to May 25, 2026 and continuing for the duration of the assignment.

Personnel Agenda Items 1 through 7:

MOTION: Mr. Stevenson

SECOND: Mr. Ivker

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock



Personal Agenda Items 8 through 9:

MOTION: Mr. Stevenson

SECOND: Vice President Vera

VOTE: 5-0 (RC)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
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. #20)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the New Curriculum for the 2026-2027 school year: (Att. #21)
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following ESEA grant-funded workshops:

Name	Dates	Description	Cost
Lamont Williams	7/10/2026 - 8/28/2026	Virtual: OSHA 10+ for General Industry; Designing and Implementing Student Training Plans; Federal Wage and Hour and Child Labor Laws; New Jersey Wage and Hour and Wage Payment and Child Labor Laws, Regulations and Hazardous Orders.	\$880.00
Heather Young	7/14/2026 - 7/17/2026	AP Art Design - virtual	\$750.00
Marcella Clatworthy	7/20/2026 - 7/23/2026	AP Italian Culture - virtual	\$900.00
Yajing Li	7/20/2026 - 7/23/2026	AP Chinese Language and Culture Training - virtual	\$625.00
Sharon Ortiz	7/28/2026	Tomorrow's Teachers Curriculum Update - virtual	\$400.00

4. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the Memorandum of Understanding between Rider University and West Orange Public Schools for high school students enrolled in the Tomorrow's Teacher Program to have the opportunity to earn dual credit.
5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Virtual Summer School by Northern Regional Educational Services Commission, taking place from June 30 to July 28, 2026. (Att. #22)
6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of a Summer Bridge Program designed to prevent summer learning loss and support continued academic growth in English Language Arts and Mathematics. This opportunity will be offered schoolwide to students at Washington Elementary School, a Schoolwide Title I school, and will also include students receiving academic support services at Hazel and Kelly Elementary Schools. The program, which will be supported by Title I funding, will provide targeted instruction aligned to district curricula, with a focus on strengthening foundational skills, addressing individual student



needs, and preparing students for a successful transition into the upcoming school year.

7. Upon recommendation of the Superintendent of Schools, approved by the Board of Education for the following 2026-2027 Student Teacher/Intern assignments:

Student Teacher/ Intern Candidate	Affiliate University	Assigned School	Effective Dates
Daniela Arias Ahumada	Montclair State University	WOHS	9/1/2026 - 6/17/2027
Johanna Ariza	Montclair State University	Washington	9/1/2026 - 5/7/2027
Chantule Bacchus	Fordham University	WOHS	9/1/2026 - 6/17/2027
Amanda Bayas	Montclair State University	St. Cloud	9/1/2026 - 5/7/2027
Harrison Bloom	Montclair State University	WOHS	9/1/2026 - 6/17/2027
Robert Bobko	Kean University	WOHS	9/1/2026 - 6/17/2027
Alexander Brown	Montclair State University	WOHS	9/1/2026 - 6/17/2027
Mia Capriglione	Montclair State University	Roosevelt	9/1/2026 - 6/17/2027
Allyson Colon	Caldwell University	BMELC	9/21/2026 - 12/19/2026
Emma Correia	Fairleigh Dickinson University	WOHS	9/1/2026 - 6/17/2027
Sydney Dunkel	Montclair State University	Hazel	9/1/2026 - 5/7/2027
Rachel Feuer	Seton Hall University	Mt. Pleasant	9/1/2026 - 12/15/2026
Trinidy Gomez	Montclair State University	WOECLC	9/1/2026 - 5/7/2027
Sophia Habib	Seton Hall University	Mt. Pleasant	9/1/2026 - 12/15/2026
Justin Jordan	Montclair State University	WOHS	1/4/2027 - 6/17/2027
Krystal Klein	Montclair State University	WOHS	9/1/2026 - 6/17/2027
Elizabeth King	Kean University	WOHS	9/1/2026 - 5/18/2027
Luke Kozas	Montclair State University	WOHS	9/1/2026 - 6/17/2027
Matthew Lampart	Caldwell University	Roosevelt	9/1/2026 - 6/17/2027
Christian Lighty	Montclair State University	Roosevelt	8/28/2026 - 12/19/2026
Emily Mancusi	Seton Hall University	Mt. Pleasant	9/1/2026 - 12/15/2026
Olivia Marino	Stockton University	Hazel	9/1/2026 - 5/18/2027
Jah'Leisha Meeks	Fordham University	WOHS	9/1/2026 - 5/18/2027
Hannah Michaelson	Montclair State University	WOHS	9/1/2026 - 6/17/2027
Monica Moser	Montclair State University	WOHS	9/1/2026 - 6/17/2027
Stephanie Mundy	Caldwell University	Kelly	9/1/2026 - 6/17/2027



Naa Dei Neequaye	Fordham University	WOHS	9/1/2026 - 6/17/2027
Joelle Perrone	Montclair State University	Gregory	9/1/2026 - 5/7/2027
Alison Saldariaga-Vera	Montclair State University	WOHS	9/1/2026 - 6/17/2027
Dean Scarlett	Montclair State University	WOHS	9/1/2026 - 6/17/2027
George Slattery	Montclair State University	WOHS	9/1/2026 - 12/15/2026
Anika St. Felix	Caldwell University	WOHS	9/1/2026 - 12/15/2026
Marvin Steller	Montclair State University	WOHS	9/1/2026 - 6/17/2027

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 and the 2026-2027 school year: (Att. #23)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with Heidi Miller Speech, L.L.C. for an amount not to exceed \$41,000.00 for the 2025-2026 school year to include the following services:

Service	Rate
Feeding Therapy	\$140.00 per session
Speech Therapy	\$70/ per 30 minute session
Feeding Evaluation	\$350.00 per evaluation
Speech and Hearing Evaluation	\$450.00 per evaluation
Annual Progress Update	\$75.00 per report
30 minute IEP meeting	\$75.00 per meeting
45 minute IEP meeting	\$105.00 per meeting
60 minute IEP meeting	\$140.00 per meeting

3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with special education service provider for the 2025-2026 and



2026-2027 school years:

Provider	Services	Not to Exceed
Harbor Haven	Summer Program Services	\$13,050.00

4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Kid Clan Services Inc. to provide services for the 2026-2027 school year.

Services	Rate	Not to Exceed
Physical Therapy Occupational Therapy Speech Therapy BCBA ABA	Physical Therapy: \$110.00/hour Occupational Therapy: \$110.00/hour Speech Therapy: \$110.00/hour BCBA: \$125.00/hour ABA: \$75.00/hour	\$300,000.00

5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Kid Clan Services Inc. to provide evaluations for the 2026-2027 school year.

Evaluation	Rate	Not to Exceed
Bilingual Educational Bilingual Psychological Bilingual Speech Bilingual OT Bilingual PT Bilingual Social	\$475.00 \$475.00 \$475.00 \$475.00 \$475.00 \$475.00	\$40,000.00

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Marilyn A. Kubichek, MD to provide evaluations for the 2026-2027 school year.

Evaluation	Rate	Not to Exceed
Neurological	\$725.00	\$30,000.00

7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Leslie Nagy, MD to provide evaluations for the 2026-2027 school year.

Evaluation	Rate	Not to Exceed
Psychiatric	\$850.00	\$30,000.00

8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the provider of home instruction to the students of West Orange Schools



for the 2026-2027 school year.

Name of facility	Rate	Not to Exceed
Center for Children's Behavioral Health	\$104.00 per hour	\$15,000.00
Educational Service Commission of NJ	\$61.00 per hour	\$10,000.00
Essex Regional Educational Services Commission	\$70.21 per hour	\$10,000.00
Learnwell	\$73.55 per hour	\$55,000.00
North Jersey Outreach	\$125.00 per hour	\$10,000.00
Prime Healthcare/St. Clare's	\$57.00 per hour	\$10,000.00
Rutgers University Behavioral Health	\$75.00 per hour	\$10,000.00
Silvergate	\$70.00 per hour	\$65,000.00
Stepping Forward	\$100.00 per hour	\$30,000.00
Turning Point/Aspire	\$700.00 per week	\$10,000.00
Union County Educational Services Commission (Trinitas)	\$80.00 per hour	\$10,000.00

9. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following vendors to provide services for the 2026-2027 school year:

Provider	Type of Services	Rate
Horizon Healthcare Staffing	Nursing services needed in the district	\$72 per hour RN (field trip/health office) \$85 per hour RN (School nurse) \$80 per hour RNs - 1:1 (skilled nurse) \$84 per hour Specialty RN- 1: 1 \$68 per hour Specialty LPNs 1:1 \$65 per hour Skilled Nursing LPNs 1:1 \$90 Student Transportation ONLY - (2 hour minimum each way)*
Starlight Homecare	1:1 Nursing services needed in the district	\$67 per hour RN \$57 per hour LPN
Best Choice	Nursing services needed in the district	\$74 per hour RN
Delta T	Nursing services needed in the district	\$68.00 RN \$60.00 LPN
Bayada	Nursing services needed in the district	\$77 per hour RN/LPN
Interim HealthCare	Nursing services needed in the district	\$70 per hour RN \$64 per hour LPN



10. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following contract with the Essex Regional Educational Services Commission for the nonpublic instructional services under chapters 192-193 and 226 for the 2026-2027 school year

Provider	Services	Rate
Essex Regional Educational Services Commission Fairfield, New Jersey	Compensatory Education English as a Second Language Supplemental Instruction Corrective Speech Home Instruction Evaluation and Determination Nursing Services	TBD by the State of NJ

11. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with Heidi Miller Speech, L.L.C. for an amount not to exceed \$245,000.00 for the 2026-2027 school year to include the following services:

Service	Rate
Feeding Therapy	\$140.00 per session
Speech Therapy	\$70 per 30 minute session
Feeding Evaluation	\$350.00 per evaluation
Speech and Hearing Evaluation	\$450.00 per evaluation
Annual Progress Update	\$75.00 per report
30 minute IEP meeting	\$75.00 per meeting
45 minute IEP meeting	\$105.00 per meeting
60 minute IEP meeting	\$140.00 per meeting

12. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following contract with Autism Education and Sports Academy for home therapy services for July 1, 2026, through August 31, 2026.

Provider	Rate	Not to exceed
Autism Education and Sports Academy	\$150.00 per hour	\$13,500

b.) Business Office

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the June 16, 2026 Bills List in the amount of \$25,525,059.92.



2. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the April 2026 transfers within the 2025-2026 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #24)
3. Upon recommendation of the Superintendent of Schools acceptance by the Board of Education of the Board Secretary's financial report for the month of April 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. #25)
4. 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 April 2026, which report is in agreement with the Secretary's Report.
5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the 2026-2027 Tax Levy Payment Schedule:

Date	General	Debt Service	Total
07/15/26	\$13,616,723.91	\$445,023.75	\$14,061,747.66
08/15/26	\$13,616,723.91	\$445,023.75	\$14,061,747.66
09/15/26	\$13,616,723.91	\$445,023.75	\$14,061,747.66
10/15/26	\$13,616,723.91	\$445,023.75	\$14,061,747.66
11/15/26	\$13,616,723.91	\$445,023.75	\$14,061,747.66
12/15/26	\$13,616,723.91	\$445,023.75	\$14,061,747.66
01/15/27	\$13,616,723.91	\$445,023.75	\$14,061,747.66
02/15/27	\$13,616,723.91	\$445,023.75	\$14,061,747.66
03/13/27	\$13,616,723.91	\$445,023.75	\$14,061,747.66
04/15/27	\$13,616,723.91	\$445,023.75	\$14,061,747.66
05/15/27	\$13,616,723.91	\$445,023.75	\$14,061,747.66
06/15/27	\$13,616,724.00	\$445,023.75	\$14,061,747.80
Total	\$163,400,687	\$5,340,285	\$168,740,972

6. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of Cleary Giacobbe Alfieri Jacobs LLC, Oakland, NJ as general counsel for the West Orange Schools, effective July 1, 2026 for the 2026-2027 school year, not to exceed \$127,000, at the following hourly rates:

Rates per Hour	Service of:
\$185	All Attorneys



\$100	All Paralegals
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7. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of Methfessel & Werbel, Edison, NJ as special education counsel for the West Orange Schools, effective July 1, 2026 for the 2026-2027 school year, in an amount not to exceed \$345,000, at the following hourly rates:

Rates per Hour	Service of:
\$195	All Attorneys
\$85	All Paralegals

8. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of Lerch, Vinci & Higgins, LLP to perform the annual audit for the fiscal year ending June 30, 2026 in the amount of \$71,800.
9. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the following resolution to allow for the Transfer of Current Year Surplus to Maintenance Reserve:

WHEREAS, NJAC 6A:23A-14.3 and 6A:23A-14.4 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the West Orange Board of Education wishes to transfer unanticipated excess current year revenue or unexpended appropriations from the general fund into an Maintenance Reserve account at year end, and

WHEREAS, the West Orange Board of Education has determined that an amount not to exceed \$10,000,000 is available for such purpose of transfer;

NOW THEREFORE BE IT RESOLVED by the West Orange Board of Education that it hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

10. Upon the recommendation of the Superintendent of Schools approval by the Board of Education of the following resolution to allow for the Transfer of Current Year Surplus to Capital Reserve:

WHEREAS, NJAC 6A:23A-14.3 and 6A:23A-14.4 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of



the Commissioner of Education, which permit a board of education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the West Orange Board of Education wishes to transfer unanticipated excess current year revenue or unexpended appropriations from the general fund into a Capital Reserve account at year end, and

WHEREAS, the West Orange Board of Education has determined that an amount not to exceed \$10,000,000 is available for such purpose of transfer;

NOW THEREFORE BE IT RESOLVED by the West Orange Board of Education that it hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

11. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Settlement Agreement and Release between the West Orange Board of Education and the Parents of Case No. 97585.
12. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Stipulation of Agreement and Release between the West Orange Board of Education and the Parents of Case No. 8338YS.
13. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Settlement Agreement and Release between the West Orange Board of Education and the Parents of Case No. 97674.
14. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Settlement and Release Agreement between the West Orange Board of Education and Partners in Education (PIE) in the amount of \$24,968.70.
15. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Carahsoft Technology Corp. utilizing the OMNIA Partners Public Sector Cooperative Purchasing Contract, for the 2026 - 2027 school year in the amount of \$104,500.
16. Recommend approval of submission on of the ESEA (Elementary and Secondary Education Act) Consolidated Grant Application inclusive of Titles IA, IIA, III, III Immigrant, and IVA for Fiscal Year 2027, and acceptance of the grant award of these funds upon subsequent approval of the FY2027 ESEA Application. Title I Schools for the 2026-2027 school year include: Kelly (operating as a Target Assist Model) and Washington and Hazel (operating on a Schoolwide Model) Elementary Schools. Exact allocations to be reported upon release from the NJDOE.
17. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with PowerSchool Group LLC for the 2026 - 2027 school year in the amount of \$241,249.77 for the following:



- SIS Maintenance, Performance and Hosting \$89,857.28
 - PowerSchool ECollect Forms \$34,996.11
 - Naviance Achieve Works \$29,927.78
 - PowerSchool Performance Matters Assessment Analytics Core+ \$62,842.94
 - PowerSchool School Messenger Communication \$23,625.66
18. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract for Professional Software for Nurses district wide for the 2026-2027 school year in the amount of \$16,214.00
19. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Raptor Technologies for the 2026-2027 school year in the amount of \$14,297.85 for the following:
- Raptor Visitor Management Annual Access
 - Raptor Contactless Sign In (Building License)
20. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract renewal with Frontline Technologies Group LLC for the 2026-2027 school year in the amount of \$181,475.73 for the following:
- Employee Evaluation Management with Evaluation Frameworks with Danielson, \$43,664.93
 - Applicant Tracking, \$7,769.33
 - Absence and Substitute Management, \$48,998.11
 - Frontline Central Solution, \$27,046.56
 - Frontline 504/RTI Direct \$16,737.50
 - IEP Direct \$37,259.30
21. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with Curriculum Associates for the licensing, maintenance and support of the company's proprietary iReady diagnostic tool used as a district benchmark assessment tool. The total cost of the contract is \$440,771.41. This contract is an exception to bidding pursuant to N.J.S.A. 18A:18A-5 (a) (19). The term of contract is from July 1, 2026 through June 30, 2027.
- iReady Classroom
 - iReady Inform
 - Professional Learning
 - iReady Partner Services
22. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with Houghton Mifflin Harcourt (HMH) for the licensing, instructional materials, digital resources, consumables, assessment platforms, maintenance, and support services associated with the district's implementation of the HMH literacy program. The total cost of the contract is \$246,242.34. This contract is an exception to bidding pursuant to N.J.S.A. 18A:18A-5 (a) (19). The term of contract



is from July 1, 2026 through June 30, 2027, funded by LEA.

- Into Reading Program
 - Writable
 - Coachly Professional Learning
23. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with Mystery Science for district-wide licensing for the 2026-2027 school year in the amount of \$12,593.00.
 24. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with SAVVAS Learning Company for district-wide licensing for the 2026-2027 school year in the amount of \$102,249.92.
 25. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with EDS for the 2026-2027 school year in the amount of \$11,287.50 for the following:
 - HIBster anti-bullying software
 - Title IX software
 26. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Pearson for the 2026-2027 school year in the amount of \$26,400 for NNAT3 Licensing.
 27. Upon recommendation of the Superintendent of Schools, approval of IT Asset Removal Agreement with UPCYCLE to remove retired/obsolete IT equipment and to compensate at the District total amount of \$3,375. (Att. #26)
 28. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of Health Benefits Costs for the 2026-2027 school year:

West Orange Board of Education July 1, 2026 Renewal Rates	
Medical	Monthly Rates Effective 7/1/26-6/30/27
Open Access \$10/\$20	SHIF - Aetna
Single	\$1,710.00
Parent/Child(ren)	\$2,782.00
2 Adults	\$3,269.00
Family	\$5,057.00
Single - Dependent Age 31	\$1,049.00
Open Access \$10/\$20/Carveout (over 65)	SHIF - Aetna
Single	\$889.00
Parent/Child(ren)	\$1,322.00
2 Adults	\$1,548.00
Family	\$2,398.00



Open Access \$10/\$20/Carveout (under 65)	SHIF - Aetna
Single	\$1,718.00
Parent/Child(ren)	\$2,799.00
2 Adults	\$3,283.00
Family	\$5,080.00
Open Access \$10/\$20/ - Vision Premium	SHIF - Aetna / EyeMed
Single	\$18.00
Parent/Child(ren)	\$32.00
2 Adults	\$32.00
Family	\$40.00
HDHP-HRA	SHIF - Aetna
Single	\$1,325.00
Parent/Child(ren)	\$2,155.00
2 Adults	\$2,532.00
Family	\$3,917.00
Single - Dependent Age 31	\$876.00
HDHP-HRA/Carveout (under 65)	SHIF - Aetna
Single	\$1,325.00
Parent/Child(ren)	\$2,155.00
2 Adults	\$2,532.00
Family	\$3,917.00
NJ Educators Health Plan	SHIF - Aetna
Single	\$1,391.00
Parent/Child(ren)	\$2,265.00
2 Adults	\$2,661.00
Family	\$4,116.00
Single - Dependent Age 31	\$847.00
NJ Educators Health Plan (under 65)	SHIF - Aetna
Single	\$1,391.00
Parent/Child(ren)	\$2,265.00
2 Adults	\$2,661.00
Family	\$4,116.00

West Orange Board of Education July 1, 2026 Renewal Rates	
Medical	Monthly Rates Effective 7/1/26-6/30/27
NJ Garden State Health Plan	SHIF - Aetna
Single	\$1,243.00
Parent/Child(ren)	\$2,021.00
2 Adults	\$2,375.00
Family	\$3,674.00
Single - Dependent Age 31	\$756.00
NJ Garden State Health Plan (under 65)	SHIF - Aetna
Single	\$1,243.00
Parent/Child(ren)	\$2,021.00
2 Adults	\$2,375.00
Family	\$3,674.00
West Orange Board of Education	



July 1, 2026 Renewal Rates	
Prescription	Effective 7/1/26-6/30/27
RX	SHIF - Express Scripts
Single	\$340.00
Parent/Child(ren)	\$530.00
2 Adults	\$621.00
Family	\$949.00
Single-Dependent Age 31	\$225.00
Rx - Educators Health Plan	SHIF - Express Scripts
Single	\$285.00
Parent/Child(ren)	\$443.00
2 Adults	\$521.00
Family	\$795.00
Single-Dependent Age 31	\$187.00
Rx - Garden State Health Plan	SHIF - Express Scripts
Single	\$285.00
Parent/Child(ren)	\$443.00
2 Adults	\$521.00
Family	\$795.00
Single-Dependent Age 31	\$187.00
Dental (Active Employees)	Effective 7/1/26-6/30/28
Dental - High Option (Active Employees)	Delta
Single	\$56.14
Parent/Child(ren)	\$115.07
2 Adults	\$122.90
Family	\$193.15
Dental - Low Option (Active Employees)	Delta
Single	\$27.31
Dental (Retirees)	Effective 7/1/26-6/30/28
Dental - High Option (Retirees)	Delta
Single	\$64.56
Parent/Child(ren)	\$132.32
2 Adults	\$141.34
Family	\$222.12
Dental - Low Option (Retirees)	Delta
Single	\$31.39

29. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to reject proposals received for the Competitive Contracting Request for Proposal CC 25-09 - Substitute Staffing and Paraprofessional Services.
30. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the 2025-2026 School Nursing Plans for the 2025-2026 school year.
31. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of usage of the New Jersey Department of Education 2025-2026 Model Nursing Services Plan for the 2026-2027 school year. (Att. #27)



32. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the Clinical Nursing Program Agreement between Seton Hall University and West Orange Public Schools for clinical educational experiences for students enrolled in the College of Nursing, for a period of 3 years commencing August 31, 2026.
33. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the Affiliation Agreement for Student Internships between Stockton University and West Orange Public Schools for students enrolled in the School of Social and Behavioral Sciences, for a period of 3 years, which shall automatically renew for an additional one-year term.
34. Upon the 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 2026-2027 school year in the amount of \$90,000 annually, to be funded by Preschool Expansion Aid.
35. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to **contract with West Orange Community House, located at 242 Main Street, West Orange** to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified private preschool provider for the 2026-2027 school year, to be funded by Preschool Expansion Aid.
36. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to **contract with Montclair Child Development Center, located at 33 Fulton Street, Montclair**, to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified Head Start program for the 2026-2027 school year, to be funded by Preschool Expansion Aid.
37. Upon the 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 minimum six-hour comprehensive preschool educational program for up to 15 three and four year old students as a qualified Head Start program for the 2026-2027 school year, to be funded by Preschool Expansion Aid.
38. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to **contract with Tutor Time of West Orange, located at 481 Northfield Avenue, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified private preschool provider for the 2026-2027 school year, to be funded by Preschool Expansion Aid.



39. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **Valley Settlement House, located at 33-41 Tompkins Street, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 30 three and four year old students as a qualified private preschool provider for the 2026-2027 school year, to be funded by Preschool Expansion Aid.
40. Upon the recommendation of the Superintendent of Schools, 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 minimum six-hour comprehensive preschool educational program for up to 75 three and four year old students as a qualified private preschool provider for the 2026-2027 school year, to be funded by Preschool Expansion Aid.
41. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **Little Explorers Early Learning Academy, located at 346 E. Mount Pleasant Avenue, Livingston**, to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified private preschool provider for the 2026-2027 school year, to be funded by Preschool Expansion Aid.
42. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **First Mountain Preschool, located at 270 Pleasant Valley Way, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 30 three and four year old students as a qualified private preschool provider for the 2026-2027 school year, to be funded by Preschool Expansion Aid.
43. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **Roseland Child Development Center, located at 3- A, ADP Boulevard, Roseland**, to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified private preschool provider for the 2026-2027 school year, to be funded by Preschool Expansion Aid.
44. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **Primrose School, located at 555 Northfield Avenue, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 30 three and four year old students as a qualified private preschool provider for the 2026-2027 school year, to be funded by Preschool Expansion Aid.
45. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to **contract** with **JCC MetroWest, located at 760 Northfield Avenue, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified private preschool provider for the 2026-2027 school year, to be funded by Preschool Expansion Aid.



46. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to **contract with Temple B'nai Abraham, located at E. 300 Northfield Road, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 60 three and four year old students as a qualified private preschool provider for the 2026-2027 school year, to be funded by Preschool Expansion Aid.
47. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to contract with **The Kids Palace II - Day Care & Preschool, located at 85 Whittlesey Avenue, West Orange**, to provide a minimum six-hour comprehensive preschool educational program for up to 15 three and four year old students as a qualified private preschool provider for the 2026-2027 school year, to be funded by Preschool Expansion Aid.
48. Upon the recommendation of the Superintendent of School, approval by the Board of Education of the 2026-2027 Weather Service Renewal Agreement between the West Orange Board of Education and WeatherWorks.
49. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the Accounts Payable Consulting Services Proposal submitted by Ashley L. Gathers to provide accounts payable support to the West Orange Board of Education.
50. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of the following grants:

Grant	Recipient	Amount
Picatinny Arsenal	WOHS	\$400 - Pumpkin Chuck Competition
DEVCOM AC - STEM Outreach	WOHS	\$10,000 - Summer STEM Design and Fabrication Lab (two-week summer project for students grades 6-11 to utilize STEM design and fabrication technologies to build a storage unit outside of Woodshop)
DEVCOM AC - STEM Outreach	WOHS	\$10,000 - STEM FabLab (creation of a dedicated STEM FabLab - a dynamic, state-of-the-art fabrication space where students can bring their ideas to life. Whether for class projects, TSA competitions, robotics challenges, community initiatives or passion projects, this lab will serve as the central hub for all STEM making and innovation)
Learning Ally	Edison Middle School Liberty Middle School Roosevelt Middle School St. Cloud Elementary School Washington Elementary School	11,250.00 - Audiobook Portal Annual Site License Renewal



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

Donor	Recipient	Donation
Dr. Joanne Pollara	Kelly Elementary School	\$1,000 - in honor of the 10th Anniversary of renaming the school for Astronauts Mark and Scott Kelly
Charities Aid Foundation America % CVS Health	St. Cloud Elementary School	\$115.00 - a general donation for one or more of St. Cloud's programs

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 approval by the Board of Education of the acceptance of the HIB Report ending June 16, 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 May 4, 2026, the Superintendent reported HIB Incident Number(s) 031-040 to the Board; and

Whereas, on May 13, 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) 031-040 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

XII. PETITIONS AND HEARINGS OF CITIZENS

XIII. NEXT BOARD MEETING to be held at 6:30 p.m. on July 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 11:12 p.m.

MOTION: Dr. Bryant

SECOND: Mr. Ivker

VOTE: 5-0 (VV)

Yes
Bryant

Yes
Ivker

Yes
Stevenson

Yes
Vera

Yes
Rock

Respectfully submitted,

Trenae Lambkin

Trenae Lambkin, Acting Business Administrator