



August 24, 2026
Public Session

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting August 24, 2026
5:30 P.M. Executive Session
6:30 P.M. Public Session
West Orange High School
51 Conforti Avenue

Agenda

I. ROLL CALL OF THE MEMBERS

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 July 21, 2026 (Att. #1)

VII. SUPERINTENDENT/BOARD COMMITTEE REPORTS

A. Mr. Nick Munoz, Facilities Manager, Buildings & Grounds Update

VIII. BOARD POLICY(IES)



A. First Reading of the following Revised Mandated Policies and Regulations (Att. #2):

Revised Policies
P 7410 - Maintenance and Repair (M)
P 7440 - School District Security (M)
P 7450 - Property Inventory (M)
Revised Regulations
R 7410.01 - Facilities Maintenance, Repair Scheduling and Accounting (M)
R 7440 - School District Security (M)

IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

X. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS

A. PERSONNEL

1. Resignations / Retirements / Terminations

- a.** Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Simona Ascher	WOHS	Special Education	Retired 34 years	1/1/2027
Suzanne Buccolo	Mt Pleasant	School Nurse	Resignation	9/18/2026
Teresa Harris	WOHS	English	Resignation	8/15/26 amended from 9/8/2026
Jade Iorio	Kelly	Special Education Autistic	Resignation	10/8/2026
Suzy Louie	Washington	Physical Education	Resignation	9/18/2026
Julia Maraviglia	Liberty/Mt Pleasant	Social Worker	Resignation	10/5/2026
Ashley Natera	WOHS	School Psychologist	Resignation	9/18/2026

- 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
Patricia Christiano	WOHS	Paraprofessional	Retired 6 years	8/3/2026
Yessenia Salcedo	Gregory	Clerical Aide	Resignation	7/1/2026
Iva Cantave	Transportation	PT Bus Driver	Resignation	9/18/2026



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
Erskin Barrino	Central Office	Clothing Allowance	2026-2027
Cynthia Florencio	WO-ECLC	CPIS/Social Worker	9/1/2026

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
Pascha Adamo	Liberty	Science	Moses	MA+15	9	\$77,993	9/1/2026-6/30/2027
Emily Blum	Liberty	Autistic Teacher	New	MA	5	\$70,363	9/1/2026-6/30/2027
Oliver Brantome	WOHS	English/LA	Harris	BA+15	6	\$67,876	9/1/2026-6/30/2027
Amy Butcher	St Cloud	Grade 2	C. Moran	MA	5	\$70,363	9/1/2026-6/30/2027
Corrina Cardone	.25 Edison/ .72 Roosevelt	Choir Teacher Leave Replacement	C. Martin	BA	N/A	\$360.07 Per Diem	9/1/2026-11/9/2026
Janelle Dunning-Malone	Roosevelt	Special Education Math Leave Replacement	A. Mazurek	MA	N/A	\$70,363	9/1/2026-6/30/2027
Kira Garofano	WOHS/ Liberty	Speech Therapist	Werner	MA	5	\$70,363	9/1/2026-6/30/2027
Sarah Gathright	BMELC Washington	School Psychologist	Natera	MA+30	9	\$83,481	9/1/2026-6/30/2027
Lisa Hannah	Edison	Special Education Math Leave Replacement	Accardi	MA	N/A	\$70,363	9/1/2026-6/30/2026
Erika Holloway	Redwood	Grade 1	Birman	MA	9	\$73,265	9/1/2026-6/30/2027*
Ali Issaev	Kelly Redwood	School Psychologist	Fondacaro	MA+15	5	\$74,903	9/1/2026-6/30/2027
Molly Livingston	Kelly	Kindergarten	Navarro	BA	5	\$65,893	9/1/2026-06/30/2027
JoAnn Mace	Kelly	Special Education Kindergarten Leave Replacement	Collazo	MA	N/A	\$384.50 Per Diem	9/1/2026-12/11/2026
JoAnn Mace	Roosevelt	Science Leave Replacement	J. Rodriguez	MA	N/A	\$384.50 Per Diem	12/14/2026-2/23/2027
Mara Marrero	Mt. Pleasant	Registered Nurse	S. Buccolo	BA	12	\$70, 273	9/1/2026-6/30/27*



Brayan Martinez	Liberty	Spanish	T. Salazar	BA	5	\$65,893	9/1/2026-6/30/2027
Jack Mault	Roosevelt	Art Leave Replacement	K. Lopez	MA	N/A	\$384.50 Per Diem	9/1/2026-11/30/2026
Michelangelo Schiano	WOHS	Italian	Semeraro	BA	5	\$65,893	9/1/2026-6/30/2027
Kathleen Van Cauwenberge	Washington	Grade 2	Glomb	Ext Assign Sub	N/A	\$200.00 Per Diem	9/1/2026-12/31/2026
Schelli Wilson	Redwood	Grade 3	Slyvack	BA+15	5	\$66,628	9/1/2026-6/30/2027
Brian Zengewald	Liberty	Mathematics	Mazzola	MA+15	16	\$93,447	9/1/2026-6/30/2027

*Pending completion of onboarding documents

- 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
Vernard Kelley	Transportation	PT Bus Driver	Yoselin Torres	N/A	N/A	\$24,392.25	9/1/2026-6/30/2027
Ann Marston	Gregory	Clerical Aide	Yessenia Salcedo	N/A	N/A	\$31,366.02	8/25/2026-6/30/2027*
Dorall Smith-Vickers	Redwood	Lunch Aide	Danis Arango	N/A	N/A	\$10,351.25	9/1/2026-6/30/2027
Juna Stewart	Mt. Pleasant	Lunch Aide	Natasha Brown	N/A	N/A	\$10,351.25	9/1/2026-6/30/2027

*Pending completion of onboarding documents

- c.** Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional teaching assignment(s):

Name	Location	Position	Rate of Pay	Effective Dates
Katelyn Antico	WOHS	Mathematics Leave Replacement - Delaney	\$2,259.96	9/1/2026 - 10/2/2026
Leslie Bagen	WOHS	Mathematics Leave Replacement - Delaney	\$2,509.29	9/1/2026 - 10/2/2026
Katherine Bryant	WOHS	Mathematics Leave Replacement - Delaney	\$1,644.64	9/1/2026 - 10/2/2026
Michael Denburg	WOHS	Mathematics Leave Replacement - Delaney	\$1,698.99	9/1/2026 - 10/2/2026
Ahmad Sehwill	WOHS	Mathematics Leave Replacement - Delaney	\$1,383.12	9/1/2026 - 10/2/2026
Mark Cacciabarne	WOHS	Special Education Leave Replacement - Houton	\$6,132.96	9/1/2026 - 11/20/2026
Cyrus Harbin	WOHS	Special Education Leave Replacement - Houton	\$6,921.86	9/1/2026 - 11/20/2026
Dan Lardaro	WOHS	Special Education Leave Replacement - Houton	\$3,519.99	9/1/2026 - 11/20/2026



Name	Location	Position	Rate of Pay	Effective Dates
Gina Paradiso	WOHS	Special Education Leave Replacement - Houton	\$6,213.49	9/1/2026 - 11/20/2026
Kim Robinson	WOHS	Special Education Leave Replacement - Houton	\$4,102.38	9/1/2026 - 11/20/2026
Bryan Ribardo	WOHS	Special Education Leave Replacement - Houton	\$6,213.49	9/1/2026 - 11/20/2026

- d. 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
Stephen Girard (ODD)	WOHS	Color Guard: Winter Assistant Director	\$3,275.00	2026-2027
Sheldon Senek (ODD)	WOHS	Marching Band Volunteer	NA	8/17/2026 - 6/18/2027
Anna Shelley (OOD)	WOHS	Marching Band Volunteer	NA	8/17/2026 - 6/18/2027*

*Pending completion of onboarding documents

- e. 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
Alyson Abdallah	District	BCBA Parprofessional PD	\$85.11 per hour not to exceed 6 hours	8/27/2026
Jessica Cicerone	WOECLC	LDTC Case Management	\$75.80 per hour not to exceed 10 hours	6/23/2026
Linda Connolly-Schoner	WOHS	Band Camp Nurse	\$62.89 per hour not to exceed 31 hours	8/17/26-8/21/26
Nicole Dalle Molle	District	Psychologist Paraprofessional PD	\$85.11 per hour not to exceed 6 hours	8/27/2026
Amy Drost	District	Psychologist Case Management	\$75.80 per hour not to exceed 30 hours	6/23/26 - 8/31/2026
Nicole Handler	District	Psychologist Case Management	\$75.80 per hour not to exceed 30 hours	6/23/26 - 8/31/2026
Marcia Podvey	WOECLC	OT Case Management	\$75.80 per hour not to exceed 10 hours	6/23/26 - 8/31/2026
Jacqueline Smeragliuolo	WOECLC	Speech & Language Therapist Case Management	\$75.80 per hour not to exceed 10 hours	6/23/26 - 8/31/2026

- 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
Rebecca Beutel	Redwood	School Counseling Coordinator: Elementary	\$4,927.33	2026-2027
Mary Kehoe	WOHS	School Counseling Coordinator: High School	\$4,927.33	2026-2027
Sarah McIntosh	St. Cloud	School Counseling Coordinator: Elementary	\$4,927.33	2026-2027
Karen Peyragrosse	Roosevelt	School Counseling Coordinator: Middle School	\$4,927.33	2026-2027



Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Karen Peyragrosse	WOHS	Naviance Communications Coordinator Middle School	\$4,927.33	2026-2027
Olivia Betances	Roosevelt	WOW Coordinator	\$5,000	2026-2027
Joel Castillo	Hazel	WOW Coordinator	\$5,000	2026-2027
Kimya Jackson	Redwood	WOW Coordinator	\$5,000	2026-2027
Keri Orange-Jones	Edison	WOW Coordinator	\$5,000	2026-2027
Felix Plata	District	WOW Coordinator	\$5,000	2026-2027

- 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 2026-2027:

Name	Certification Code	Administrator	Administrative Assistant	Lunch Aide	Nurse	Custodian	Student	Effective Dates
Aidan Watt						x	x	7/6/2026-8/14/2026
Winy Alvarado Grullon						x		

- h. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated WOHS 2026-2027 Coaching assignment(s): (Att. #3)
- i. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following Buildings and Grounds stipend(s) for the Black Seal license to be paid in December 2026 and June 2027; Clothing Allowance to be disbursed in one payment: ([Att. #4](#))

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
4089	Paternity	WOHS	N/A	9/14/2026-10/9/2026	N/A	10/13/2026
6700	Medical	WOHS	9/1/2026 - 10/2/2026	N/A	N/A	10/5/2026
8870	Medical	Roosevelt	9/1/2026 - 9/18/2026	N/A	9/22/2026 - 10/6/2026	10/7/2026
6371	Maternity	WOHS/RMS	9/1/2026 - 10/1/2026*	10/2/2026 - 12/18/2026*	12/21/2026 - 6/30/2027*	9/1/2027

*amended

- 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
7206	Medical	Buildings & Grounds	7/1/26-7/17/26	8/3/26-10/23/26	2/25/26-6/30/26 7/20/26-7/31/26	TBD
9445	Medical	Transportation	9/1/2026 - 9/15/2026	9/16/2026 - 11/10/2026	N/A	11/11/2026
8395	Medical	Central Office	7/28/2026-8/3/2026	N/A	N/A	8/4/2026*



Employee #	Type	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
7690	Family	WOECLC	9/1/2026 - 9/22/2026*	4/8/2026 (.5 PM) - 6/24/2026 FMLA	6/25/2026 - 8/31/2026*	9/23/2026

*amended

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
Kim Carissimo	Kelly	PE & Health	.2 Kelly / .8 Washington	PE & Health	9/1/2026
Todd Cohen	.8 Liberty/ .2 Roosevelt	LDTC	.6 Liberty/ .2 Roosevelt/ .2 Mt Pleasant	LDTC	9/1/2026
Andrea Flannelly	.8 Gregory/.2 Edison	School Psychologist	.8 Gregory/.2 Hazel	School Psychologist	9/1/2026
Alec Hamilton	.4 Gregory/ .3 Washington/ .3 Mt. Pleasant	Music	Roosevelt	Music	9/1/2026
Raphael Leniar	Liberty	School Psychologist	.8 Liberty/.2 Edison	School Psychologist	9/1/2026
Julia Maraviglia	.8 Roosevelt/ .2 Mt Pleasant	School Social Worker	.8 Liberty/.2 Mt Pleasant	School Social Worker	9/1/2026
Stacy Mazzola	Liberty	Mathematics	Edison	Academic Support (Mathematics)	9/1/2026
Cindy Newell	ODD	Social Worker	.9 ODD/ .1 St. Cloud	Social Worker	9/1/2026
Connie Oliver	.4 BMELC/ .6 Washington	Speech Therapist	.8 Washington/.2 Hazel	Speech Therapist	9/1/2026
Dawn Raboy	.4 Liberty/.6 Hazel	School Social Worker	.4 Roosevelt/.6 Hazel	School Social Worker	9/1/2026
Dara Soberman	.6 BMELC/ .4 Washington	Speech Therapist	.6 BMELC-Mt. Pleasant/ .4 Roosevelt	Speech Therapist	9/1/2026

6. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following job description(s): (Att. #5)

Job Description	New	Revised
Comptroller	x	
District Audio Visual (AV) Coordinator	x	
Accounts Payable Specialist		x
Paraprofessional		x

7. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the employment contract for Trenae Lambkin, Acting School Business Administrator, from July 1, 2026 to June 30, 2027. The Executive County Superintendent reviewed and approved the contract on August 20, 2026. (Att. #6)

B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the



West Orange High School and Middle School Newcomer Multilingual Orientation Sessions to provide student orientation and screening to new multilingual students, funded by local funds in the total amount of \$6,500, for the 2026-2027 School Year.

2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Professional Service Agreement between Ellevation Inc. and West Orange Board of Education for the provision of the ELLevation platform to monitor student progress for current and former students and resources to support English Language Learners, funded by Title IV in the amount of \$19,045, for the 2026-2027 School Year.
3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Affiliation Agreement between Seton Hall University, College of Human Development, Culture and Media, Department of Educational Studies and the West Orange Public Schools, to provide Clinical Placements for their students, for the period of 2026-2027. (Att. #7)
4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Agreement between Ithaca College and West Orange Public Schools to provide field experience for their students enrolled in the Occupational Therapy Program for the period September 1, 2026 to December 31, 2026. (Att. #8)
5. 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
Chernoff, Elana	Ithaca College	BMELC at Mt. Pleasant, BMELC at Washington & Kelly	9/14/2026 - 12/15/2026
Kelly Connelly	Liberty University	WOHS	9/1/2026 - 12/18/2026
Destiny Jure	Kean University	Liberty	9/1/2026 - 6/17/2027
Kimberly "Krystal" Kline*	Montclair State University	WOHS	9/1/2026 - 6/17/2027
Hannah Michelson*	Montclair State University	WOHS	9/1/2026 - 6/17/2027
Kierra Wingle	Montclair State University	Redwood	9/1/2026 - 6/17/2027

*Correction

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 2026-2027 school year: (Att. #9)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with the Essex Regional Educational Services Commission for nonpublic IDEA services for the 2026-2027 school year.



3. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Infinite Therapy Solutions to provide services for the 2026-2027 school year.

Services	Rate	Not to Exceed
ABA Treatment, Tech/Home	\$125.00/hour	\$51,000.00

4. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the contract with Smart Start Education, LLC to provide services for the 2026-2027 school year.

Service	Rate
Educational Evaluation - English	\$410
Educational Evaluation - Spanish	\$460
Psychological Evaluation - English	\$410
Psychological Evaluation - Spanish	\$460
Comprehensive Bilingual Psychoeducational Evaluation	\$910
Social History Evaluation - English	\$375
Social History Evaluation - Spanish/Portuguese	\$400

b.) Business Office

1. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the August 24, 2026 Bills List in the amount of \$20,768,434.83.
2. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the June 2026 transfers within the 2026-2027 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #10)
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 June 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. #11)
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 June 2026, which report is in agreement with the Secretary's Report.
5. Upon the recommendation of the Superintendent of Schools, approval of the following



ESEA Grant funded salaries for the 2026-2027 school year:

Name	Location	Grant	Salary including longevity	Portion grant funded
Lexi Scalici	Title 1 schools	Title I-A	\$121,695	\$91,271
Valentina Gabriele*	Hazel Ave School	Title I-A	\$110,653	\$110,653
Barbara Popple*	Hazel Ave School	Title I-A	\$119,749	\$119,749
Jillian Costantino*	Washington	Title I-A	\$131,174	\$131,174
Laura Kraft*	Washington	Title I-A	\$84,054	\$84,054
Brittany Dietz*	Central Office	Title II-A	\$87,883	\$87,883
Stephanie Prado*	Washington	Title I-A	\$35,864	\$35,864

*Salaries are inclusive of longevity where appropriate and may be adjusted in an amendment should contract negotiations finalize with the WOE and the West Orange Board of Education during the FY2027.

6. Upon the recommendation of the Superintendent of Schools, approval of proposed Non Public Technology Aid Program expenditures funded through the Office of State Aid Entitlements and Payments to Non Public Schools (not local funds).

School	Description	Amount
Golda Och Lower School	Mystery Science Software Subscription	\$999.00

7. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the submission of the amended Individuals with Disabilities Education Act (IDEA) Consolidated Grant for fiscal year 2027:

Basic	
Public	\$1,974,376
Non Public	\$0
Total	\$1,974,376

Preschool	
Public	\$77,519
Non Public	\$0
Total	\$77,519

8. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to contract with SAVVAS Learning Company for Grades 6-8 Science licensing for the 2026-2027 school year in the amount of \$51,476.



9. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education approval of Jack DeWitt to act as the Impartial Hearing Officer for 504 Impartial Hearing(s) for Student #1507053 in the 2026-2027 school year at a cost of \$150 per hour up to 10 hours.
10. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Coordinated Transportation Services Agreement between Union County Educational Services Commission (UCESC) and the West Orange Board of Education for the 2026-2027 school year.
11. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Joint Transportation Agreement between Salem County Cooperative Transportation Program and the West Orange Board of Education for SS592 for ESY 2026-2027.
12. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Parental Contract for Student Transportation for Student #2007092, for the period September 2026 through August 2027, in the amount not to exceed \$20,800.
13. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Service Agreement between Buzz1441 and the West Orange Board of Education for the 2026-2027 School Year in the amount of \$43,998.96.
14. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Client Services Agreement between ProCare Therapy and the West Orange Board of Education to provide occupational therapy for the 2026-2027 school year.
15. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Memorandum of Understanding between selected partnering private preschool provider locations and the West Orange Board of Education for students with IEPs to receive services in accordance with the outlined plan.
16. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Memorandum of Understanding between private preschool provider locations and the West Orange Board of Education for enrollment capacity adjustments.
17. Upon the recommendation of the Superintendent of Schools, acceptance by the Board of Education of awarding Bid #25-10 - New Play Area at Mt. Pleasant Elementary School to K&B Contractors LLC. (Att. #12)
18. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the proposal of Professional Services for Chiller Replacement at West Orange High School by B|W|S Architects.



19. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Musculoskeletal and Orthopedic Sports Medicine Service Agreement for West Orange High School Athletics for the 2026-2027 school year.
20. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Client Services Agreement between the West Orange Public School District and Sunbelt Staffing, LLC for providing substitute staffing services for the 2026-2027 school year.

D. REPORT

1. Upon recommendation of the Superintendent of Schools, acceptance by the Board of Education of the 2025-2026 Student Safety Data System (SSDS) Report dated August 13, 2026. (Att. #13)
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 July 21, 2026, the Superintendent reported HIB Incident Number(s) 048-054 to the Board; and

WHEREAS, on August 3, 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) 048-054 for the 2025-2026 school year for the reasons conveyed to the Board.”

XI. PETITIONS AND HEARINGS OF CITIZENS

XII. NEXT BOARD MEETING to be held at 6:30 p.m. on September 28, 2026 at West Orange High School.

XIII. EXECUTIVE SESSION (as deemed necessary)

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

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

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

XIV. ADJOURNMENT

POLICY GUIDE

PROPERTY
7410/page 1 of 2
Maintenance and Repair
M

7410 MAINTENANCE AND REPAIR

The Board of Education recognizes the fixed assets of the school district represent a significant investment of this community and maintenance is a prime concern to the Board.

The school district is required to develop, approve, and implement a comprehensive maintenance plan in accordance with the requirements of N.J.A.C. 6A:26-20.5. A “comprehensive maintenance plan” means a school district’s multi-year maintenance plan covering required maintenance activities for each school facility in the school district adopted pursuant to N.J.A.C. 6A:26.

Required maintenance activities include those activities outlined in N.J.A.C. 6A:26-20.3. The school district shall determine the required maintenance activities to reasonably maintain each school facility in the school district, and shall report the activities in its annual comprehensive maintenance plan pursuant to N.J.A.C. 6A:26-20.5.

In accordance with N.J.A.C. 6A:26-20.4(a), expenditures for required maintenance activities set forth in N.J.A.C. 6A:26-20.3 shall qualify as investments in maintenance for purposes of calculating the required maintenance expenditure in N.J.A.C. 6A:26-20.4(d) and (e), the annual required maintenance budget amount pursuant to N.J.A.C. 6A:26-20.8, and the maintenance factor (M) in N.J.S.A. 18A:7G-9. Expenditures that qualify as required maintenance shall be in accordance with the provisions of N.J.A.C. 6A:26-20.4.

The school district’s comprehensive maintenance plan shall be submitted to the Executive County Superintendent by a Board of Education resolution every school year, pursuant N.J.A.C. 6A:26-20.5(a)1.

The required annual maintenance budget amount as reported in its comprehensive maintenance plan shall be included in the district’s annual budget certified for taxes in accordance with the provisions of N.J.A.C. 6A:26-20.8(a). The required annual maintenance budget amount shall be calculated and adjusted in accordance with the provisions of N.J.A.C. 6A:26-20.8(b). The Executive County Superintendent shall not approve the school district’s budget that does not comply with the provisions of N.J.A.C. 6A:26-20.1 et seq.



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Maintenance and Repair

Commencing September 1, 2002, no person shall be employed by the Board of Education as a buildings and grounds supervisor, as defined in N.J.S.A. 18A:17-49, unless the person is a certified educational facilities manager pursuant to N.J.S.A. 18A:17-49 and 18A:17-50.

[Required for School Districts with Two or Less District Buildings]

____ Maintenance and repair requests and repairs shall be processed in accordance with the procedures as outlined in Regulation 7410.]

[Required for School Districts with Three or More District Buildings]

____ Facilities maintenance, repair scheduling and accounting shall be in accordance with the provisions of N.J.A.C. 6A:23A-6.9 and Regulation 7410.01.]

N.J.S.A. 18A:7G-9; 18A:17-49; 18A:17-50; 18A:18A-43; 18A:21-1
N.J.A.C. 6A:23A-6.9; 6A:26-1.1 et seq.; 6A:26-20.3; 6A:26-20.4; 6A:26-20.5;
6A:26-20.6; 6A:26-20.8

Adopted:



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7440 SCHOOL DISTRICT SECURITY

The Board of Education believes the buildings and facilities of the school district represent a substantial community investment. The Board directs the development and implementation of a plan for school district security to protect the school community's investment in the school buildings and facilities. The Board will comply with the security measures required in N.J.S.A. 18A:7G-5.2 for new school construction and for existing school buildings.

The school district security program will include: maintenance of facilities that are secure against unwelcome intrusion; protection against fire hazards and faulty equipment; and compliance with safe practices in the use of electrical, plumbing, heating, and other school building equipment.

As used in this Policy and N.J.S.A. 18A:41-7.1, "critical incident mapping data" means information provided in electronic or digital form to assist first responders in an emergency including, but not limited to: aerial images of schools; floor plans, including room and suite numbers; building access points; locations of hazardous materials and utility shut-offs; and any other relevant location information.

The Board shall provide to local law enforcement authorities **critical incident mapping data** ~~a copy of the current blueprints and maps~~ for all schools and school grounds ~~within the school district or nonpublic school~~. In the case of a school building located in a municipality in which there is no municipal police department, **critical incident mapping data** ~~a copy of the blueprints and maps~~ shall be provided to an entity designated by the Superintendent of the New Jersey State Police. The Board shall provide revised **mapping data copies** to the applicable law enforcement authorities or designated entities any time that there is a change to the **critical incident mapping data** ~~blueprints or maps~~.

Critical incident mapping data provided pursuant to N.J.S.A. 18A:41-7.1.a. shall be: compatible with all platforms and applications used by local, State, and Federal law enforcement authorities; provided in a printable format; and verified for accuracy through an annual walkthrough of school buildings and school grounds.



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Nothing in this Policy or N.J.S.A. 18A:41-7.1 shall be construed to require local law enforcement authorities or designated entities to access critical incident mapping data using third party viewing software.

The Board directs close cooperation of district officials with law enforcement, fire officials, and other emergency agencies.

Each public elementary and secondary school building shall be equipped with at least one panic alarm for use in a school security emergency pursuant to N.J.S.A. 18A:41-10 through 13 **and this Policy and Regulation 7440.**

The Superintendent of Schools shall designate a school administrator, or a school employee with expertise in school safety and security, as a School Safety Specialist for the district in accordance with the provisions of N.J.S.A. 18A:17-43.3 **and this Policy and Regulation 7440.** The School Safety Specialist shall be required to acquire a New Jersey Department of Education School Safety Specialist certification in accordance with the provisions of N.J.S.A. 18A:17-43.2 **and this Policy and Regulation 7440.** The School Safety Specialist shall also serve as the school district's liaison with local law enforcement and national, State, and community agencies and organizations in matters of school safety and security.

Access to school buildings and grounds outside the hours school is in session shall be limited to personnel whose employment requires their presence in the facility. An adequate key control system will be established to limit building access to authorized personnel and guard against the potential of intrusion by unauthorized persons who have obtained access improperly.

In accordance with N.J.S.A. 18A:7G-5.2.b.(15), propping open doors to buildings on school grounds is strictly prohibited and students and staff shall not open a door for any individual. All persons seeking entry into the **main** building shall be directed to the main entrance.

Building records and funds shall be kept in a safe place and secured as appropriate and necessary.



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Protective devices designed to be used as safeguards against illegal entry and vandalism may be installed when appropriate. The Board may approve the employment of school resource officers, school security officers, and/or law enforcement officers in situations in which special risks are involved.

The school district shall annually conduct a school safety audit for each school building in accordance with the provisions of N.J.S.A. 18A:41-14.

N.J.S.A. 18A:7G-5.2; 18A:17-43.1; 18A:17-43.2; 18A:17-43.3;
18A:41-7.1; 18A:41-10; 18A:41-11; 18A:41-12;
18A:41-13; 18A:41-14
N.J.A.C. 6A:16-1.3; 6A:26-1.2

Adopted:



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Property Inventory
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7450 PROPERTY INVENTORY

~~As steward of this district's school property, T~~he Board of Education recognizes that efficient management and the replacement of lost, damaged, or stolen property depends upon an accurate inventory and properly maintained ~~property~~ records.

~~The Board shall conduct~~ **The district shall maintain** a complete inventory by physical count of all district-owned equipment ~~and supplies through a perpetual inventory.~~

~~For purposes of this policy, "equipment" means a unit of furniture or furnishings, an instrument, a machine, an apparatus, or a set of articles that retains its shape and appearance with use, is nonconsumable, costs at least \$500 as a single unit, and does not lose its identity when incorporated into a more complex unit.~~

For the purpose of this Policy, "equipment" shall mean any instrument, machine, apparatus, or set of articles which meets all of the following criteria and the cost is above \$2,000:

- 1. It retains its original shape, appearance, and character with use;**
- 2. It does not lose its identity through fabrication or incorporation into a different more complex unit or substance;**
- 3. It is nonexpendable; that is, if the item is damaged or some of its parts are lost or worn out, it is more feasible to repair the item than to replace it with an entirely new unit; and**
- 4. Under normal conditions of use, including reasonable care and maintenance, it can be expected to serve its principal purpose for at least one year.**



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Property Inventory

Unless otherwise bound by Federal, State, or local law, the school district will use the criteria above for their equipment classification decisions.

The School Business Administrator/Board Secretary or designee shall ensure that inventories are systematically and accurately recorded and that property records of equipment are adjusted annually. Major items of equipment shall be subject to annual spot check inventory. ~~to determine loss, mislocation, or depreciation; A any~~ major loss shall be reported to the Board.

Property records of ~~consumable~~ supplies shall be maintained on a continuous inventory basis. **An item should be classified as a “supply” if it does not meet all the stated equipment criteria outlined above and the cost is not more than the capitalization threshold of \$2,000.**

The School Business Administrator/Board Secretary or designee shall maintain a system of property records that show, as appropriate to the item recorded, description and identification, manufacturer, year of purchase, initial cost, location, condition and depreciation, and current evaluation in conformity with insurance requirements.

N.J.S.A. 18A:4-14

N.J.A.C. 6:20-4.3 New Jersey Department of Education – “The Uniform Minimum Chart of Accounts for New Jersey Public Schools and Approved Private Schools for Students with Disabilities” 2020-2021 Edition

Adopted:



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[Required for School Districts with Three or More District Buildings]

R 7410.01 FACILITIES MAINTENANCE, REPAIR SCHEDULING, AND ACCOUNTING

A school district with three or more district buildings shall have an automated work order system **by July 1, 2010** for prioritizing, performing, and recording all maintenance and repair requests for all district buildings and grounds **in accordance with the provisions of N.J.A.C. 6A:23A-6.9.**

A. Standard Operating Procedure (SOP) For Work Order System

1. The Superintendent or designee shall establish Standard Operating Procedures (SOP) for the approval and prioritization of work order requests which take into account the health and safety of building occupants, priorities and objectives established annually to carryout the district Strategic Plan, the need for the work requested, and other factors the district deems appropriate.
2. Except in an emergency where the work is necessary to correct a situation that poses an imminent threat to the health or safety of students and/or staff, the work order system shall include the following information for a request for work before work begins:
 - a. The name of the person making the request;
 - b. The date of the request;
 - c. The appropriate approval(s) as established by SOP;
 - d. The date of approval(s);
 - e. The location of work requested;



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- f. The priority level (for example, urgent, high, average, low);
 - g. The scheduled date(s) of service;
 - h. The trade(s) needed such as general maintenance worker;; custodian;; carpenter;; plumber;; electrician;; **heating, ventilation, and air conditioning (HVAC)**;; grounds;; roofer;; masonry;; glazer;; other;
 - i. A description of the work requested;
 - j. A projection of the materials and supplies needed for the work;
 - k. The estimated **labor man** hours needed to complete task;
 - l. The name of the work order assigner; and
 - m. The name of the employee(s) working on the order.
3. The work order system shall include the following close-out information for each request for work:
- a. The actual hours worked by date for each assigned staff member;
 - b. The actual hourly rate paid, both regular and over-time, for each assigned staff member;
 - c. The aggregate cost of labor by regular, over-time, and total;
 - d. The actual materials and supplies needed to complete the work order;



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- e. Actual cost of materials and supplies; and
- f. The name of the employee responsible for attesting that the job was completed satisfactorily.

4. Except **when where** prohibited by a collective bargaining agreement, the SOP shall require for any work, which cannot be completed during regular working hours by the needed completion date, an assessment of the cost-benefit of outsourcing any such work in excess of the quote threshold as determined under N.J.S.A. 18A:18A-37.

5. **If Where**, according to the assessment, the cost of outsourcing work is less than the in-house estimated cost of labor, at over-time rates, and materials for the same work, the work shall be outsourced provided the work can be contracted in accordance with N.J.S.A. 18A:18A-1 et seq., completed by the projected completion date contained in the prioritized work order system and does not violate the terms of a collective bargaining agreement for maintenance workers and/or custodians.

6. The School Business Administrator/Board Secretary, in consultation with the supervisor responsible for this work, shall conduct an analysis of the information in the work order system no later than February 1 of the prebudget year for consideration during budget preparation. The analysis should include productivity of staff as a whole and individually, significant variations between estimated labor time and materials and actual labor time and materials, unusual trends for like projects and other factors that will improve productivity and efficiency.

Adopted:



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R 7440 SCHOOL DISTRICT SECURITY

A. Definitions

“Access” means authorized access to a school building or school grounds through the use of a Board-approved key control system.

“Key control system” means the use of a key, card, code, or any other means to disengage a locking mechanism to provide entry to a school building or school grounds.

“Panic alarm” means a silent security system signal generated by the manual activation of a device intended to signal a life-threatening or emergency situation requiring a response from law enforcement.

“School buildings” and “school grounds” means and includes land, portions of land, structures, buildings, and vehicles, when used for the provision of academic or extracurricular programs sponsored by the school district or community provider and structures that support these buildings, such as school district wastewater treatment facilities, generating facilities, and other central service facilities including, but not limited to, kitchens and maintenance shops. “School buildings” and “school grounds” also includes athletic stadiums; swimming pools; any associated structures or related equipment tied to such facilities including, but not limited to, grandstands; night field lights; greenhouses; garages; facilities used for non-instructional or non-educational purposes; and any structure, building, or facility used solely for school administration. “School buildings” and “school grounds” also includes other facilities such as playgrounds; and other recreational places owned by local municipalities, private entities, or other individuals during those times when the school district has exclusive use of a portion of such land in accordance with N.J.A.C. 6A:16-1.3 and 6A:26-1.2.



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B. Access to School Buildings and School Grounds

1. Access to school buildings and grounds during the school day will be permitted to all students enrolled in the school, all authorized school staff members, and visitors pursuant to Policy and Regulation 9150.
2. Access to school buildings and grounds before and after the school day will be permitted to:
 - a. Members of the Board of Education;
 - b. Administrative and supervisory staff members, teaching staff members, and support staff members assigned to a school building or grounds in the performance of their duties;
 - c. Other school staff members in the performance of their professional responsibilities;
 - d. Students involved in interscholastic athletics, co-curricular or extra-curricular activities, and authorized spectators;
 - e. Members of organizations granted the use of school premises pursuant to Policy and Regulation 7510;
 - f. Police officers, fire fighters, health inspectors, and other agents of Federal, State, and local government in the performance of their official duties;
 - g. Members of the public present to attend a public Board of Education or public school-related function; and
 - h. Others authorized by the Superintendent or designee and/or by Board Policy.



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3. All visitors to a school building during a school day will be required to register their presence in the school and comply with the provisions of Policy and Regulation 9150. The school's registration and sign-in procedures may include the use of a school visitor management system requiring the visitor to present acceptable identification to access the school building.

4. Signs will be conspicuously posted to inform visitors of the requirement to register their presence into the building.

C. Key Control System for Access to School Buildings and Facilities

1. School staff members will be provided access to a school building using the school's key control system as follows:

a. Teaching staff members and support staff members will be provided access using the school's key control system to the school building and to other facilities on school grounds to which they require access for the performance of their professional duties.

(1) The Building Principal will determine the school staff members who shall be provided access to facilities within the school building and on school grounds.

(2) The Superintendent or designee will determine the district administrators, supervisors, and other staff members who shall be provided access to facilities within the school building and on school grounds.

2. School staff members provided access to a school building or other facilities on school grounds shall be responsible for ensuring their key control system authorization is not shared with another individual without prior approval of the Principal or designee for school staff members, or the Superintendent or



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designee for district staff members. Staff members are prohibited from permitting their key control system authorization to be used by another person unless prior approval is obtained from the Principal or designee at the building level and Superintendent or designee at the district level or in the event of an emergency.

3. A staff member's loss of a key, card, or any other device authorizing the staff member access to a school building or a facility on school grounds must be immediately reported to the Principal or Superintendent or designee. The staff member who loses a key, card, or any such access device may be responsible for the replacement cost.

D. School Building Panic Alarm or Emergency Mechanisms (N.J.S.A. 18A:41-10 through 13)

1. Each public elementary and secondary school building shall be equipped with at least one panic alarm for use in a school security emergency including, but not limited to, a non-fire evacuation, lockdown, or active shooter situation.

2. The alarm shall be directly linked to local law enforcement authorities or, in the case of a school building located in a municipality in which there is no municipal police department, a location designated by the Superintendent of the New Jersey State Police.

3. The alarm shall be capable of immediately transmitting a signal or message to such authorities outlined in D.2. above upon activation.

4. The alarm shall not be audible within the school building.

5. Each panic alarm required under N.J.S.A. 18A:41-11 and Policy and Regulation 7440 shall:

a. Adhere to nationally recognized industry standards, including the standards of the National Fire Protection Association and Underwriters Laboratories; and



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b. Be installed solely by a person licensed to engage in the alarm business in accordance with the provisions of N.J.S.A. 45:5A-27.

6. The school district may equip its elementary and secondary school buildings with an emergency mechanism that is an alternative to a panic alarm if the mechanism is approved by the New Jersey Department of Education.

E. Staff Member Responsibilities

1. Staff members should not bring to school valuable personal items that cannot be in the staff member's personal possession at all times. The Board of Education is not responsible for a staff member's personal possession in the event the item is lost, stolen, misplaced, damaged, or destroyed.

2. In the event a staff member observes a student has a valuable item in school, the staff member will report it to the Principal or designee. A valuable item may include, but is not limited to, an unusually large amount of money, expensive jewelry or electronic equipment, or any item that is determined by the Principal or designee to be valuable to a student based on the student's age.

a. The Principal or designee may contact the student's parent and request the parent come to school to retrieve the valuable item;

b. The Principal or designee may secure the valuable item and return it to the student at the end of the school day and inform the student and the parent not to bring the valuable item to school in the future; or

c. The Principal or designee will permit the student to maintain the valuable item and inform the student and the parent not to bring the valuable item to school in the future.



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d. The Board of Education is not responsible for a student's personal possession in the event the item is lost, stolen, misplaced, damaged, or destroyed when in the possession of the student.

3. Teaching staff members shall close classroom windows and shut and lock classroom doors when leaving at the end of the school day; shut and lock classroom doors during the school day when the room is not going to be in use after their assignment, and report immediately to the Principal or designee any evidence of tampering or theft.

4. Custodians shall, at the end of the work day, conduct a security check of the building to make certain that all windows are closed and all office, classroom, and building doors are shut and locked, except as such doors may be required to be open for persons with access.

5. Office personnel shall take all reasonable precautions to ensure the security of all school and district records and documents against unauthorized access, deterioration, and destruction.

F. School Safety Specialist

1. The Superintendent of Schools shall designate a school administrator, or a school employee with expertise in school safety and security, as a School Safety Specialist for the district in accordance with the provisions of N.J.S.A. 18A:17-43.3.

2. The School Safety Specialist shall:

a. Be responsible for the supervision and oversight for all school safety and security personnel, policies, and procedures in the school district;

b. Ensure that these policies and procedures are in compliance with State law and regulations; and



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c. Provide the necessary training and resources to school district staff in matters relating to school safety and security.

3. The School Safety Specialist shall also serve as the school district's liaison with law enforcement and national, State, and community agencies and organizations in matters of school safety and security.

4. The School Safety Specialist shall be required to acquire a New Jersey Department of Education School Safety Specialist Certification in accordance with the provisions of N.J.S.A. 18A:17-43.2.

G. Summoning Law Enforcement Authorities

1. Law enforcement authorities will be summoned promptly whenever evidence is discovered that indicates: a crime has been committed on school premises or in the course of staff or student transportation to or from school; a break and entry may have occurred on school grounds; a deadly weapon is on school premises; a breach of the peace has occurred on school premises; for any reason required in the Memorandum of Understanding between the Board of Education and Law Enforcement and in accordance with Policy and Regulation 9320; or for any other reason there is concern about the health, safety, and welfare of persons on school grounds or school property.

2. Anytime law enforcement agents are summoned in accordance with G.1. above, the Superintendent will be notified as soon as possible.

H. Annual School Safety Audit for Each School Building

1. The district shall annually conduct a school safety audit for each school building using the checklist developed by the New Jersey Office of Homeland Security and Preparedness in



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collaboration with the Department of Education pursuant to section H.2. below.

a. The district shall submit the completed audit to the New Jersey Office of Homeland Security and Preparedness and the Department of Education in accordance with the provisions of N.J.S.A. 18A:41-14.a.

b. The audits shall be kept confidential and shall not be deemed a public record under N.J.S.A. 47:1A-1 et seq. or the common law concerning access to public records, but may be utilized for the purpose of allocating any State grants or loans made available for the purpose of school facility safety and security upgrades.

2. The New Jersey Office of Homeland Security and Preparedness in collaboration with the Department of Education shall develop a comprehensive checklist of items to be reviewed and evaluated in the school safety audit(s) conducted by the school district pursuant to Section H.1. above.

a. The checklist shall include items to assess the security features and security vulnerabilities of the school district's school buildings and grounds. The checklist shall also include items to assess the emergency notification systems used to facilitate notification to parents and other members of the community in the case of school emergencies.

b. The checklist shall be reviewed annually by the New Jersey Office of Homeland Security and Preparedness and the Department of Education and updated as appropriate.



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3. The New Jersey Office of Homeland Security and Preparedness in collaboration with the Department of Education shall provide technical assistance to school districts to facilitate the completion of the checklists in a uniform manner.

Adopted:



WOHS 2026-2027 Coaching Assignments

Season / Sport	Stipends	Name	Location
2026-2027			
Site Manager	\$29,663	Joe Spina	WOHS
Summer 2026			
Strength & Conditioning	\$6,248	Darnell Grant	WOHS
Fall 2026			
Cheerleading: Head	\$22,152	Taylor Tellaway	Liberty
Cheerleading: Assistant (2)	\$16,679	Gina Piserchio	OOD
Cheerleading: Assistant (2)	\$16,679	Michele Spears	OOD
Cross Country: Head	\$9,889	Jason-Lamont Jackson	WOHS
Cross Country: Assistant	\$7,444	Miriam Kargbo Jackson	Redwood
Cross Country: Volunteer	\$0	Dante Fernandez	OOD
Football: Head	\$16,422	Darnell Grant	WOHS
Football: 1st Assistant	\$13,150	Cyrus Harbin	WOHS
Football: 1st Assistant	\$13,150	Peter Pascarella	Liberty
Football: Assistant	\$12,312	Doug Adams	WOHS
Football: Assistant	\$12,312	William Keegan	WOHS
Football: Assistant	\$12,312	Andrew Mazurek	OOD
Football: Assistant	\$12,312	Anthony Shaw	OOD
Soccer: Boys' Head	\$13,150	Douglas Nevins	WOHS
Soccer: Boys' Assistant	\$9,889	Ricardo Carrias	OOD
Soccer: Boys' Assistant	\$9,889	Ferdinand Christian	OOD
Soccer: Boys' Assistant	\$9,889	Brayan Martinez	Liberty
Soccer: Boys' Assistant Volunteer	\$0	Christian Lightly	OOD
Soccer: Girls' Head	\$13,150	Gregory O'Brien	Gregory
Soccer: Girls' Assistant	\$9,889	Sebastian DePinho	WOHS
Soccer: Girls' Assistant	\$9,889	David Perez	WOHS
Strength & Conditioning	\$6,248	David Grant	WOHS
Tennis: Girls' Head	\$7,444	Jeffrey Mazurek	WOHS
Tennis: Girls' Assistant	\$5,770	Michael Marini	OOD
Volleyball: Girls' Head	\$13,150	Sara Voorhees	OOD
Volleyball: Girls' Assistant	\$9,889	Kristen Dellaventura	Liberty
Volleyball: Girls' Assistant	\$9,889	Marthe Evens (Stefane) Vallone	OOD

WOHS 2026-2027 Coaching Assignments

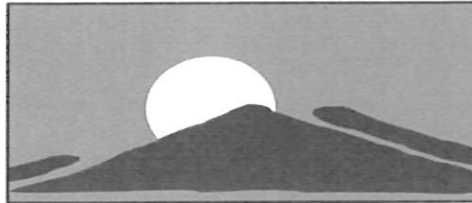
Season / Sport	Stipends	Name	Location
Winter 2026			
Basketball: Boys' Head	\$13,150	William Keegan	WOHS
Basketball: Boys' Assistant	\$9,889	Edward Duncan	ODD
Basketball: Boys' Assistant	\$9,889	David Grant	WOHS
Basketball: Boys' Assistant	\$9,889	Gerald Silvera	OOD
Basketball: Girls' Head	\$13,150	Caniece Williams	WOHS
Basketball: Girls' Assistant	\$9,889	Meghan Colabella	Edison
Basketball: Girls' Assistant	\$9,889	Ryan Jones	WOHS
Basketball: Girls' Assistant	\$9,889	Kianna Montplaisir	OOD
Basketball: Girls' Volunteer	\$0	Douglas Adams	ODD
Bowling: Head	\$7,444	Anton Carrera	Edison
Fencing: Head	\$13,150	Ferdinand Christian	ODD
Fencing: Assistant	\$9,889	Sebastian DePinho	WOHS
Ice Hockey: Head	\$13,150	Edward Scafidi	OOD
Ice Hockey: Assistant	\$9,889	Shane Daiek	WOHS
Indoor Track: Head	\$13,150	Jason-Lamont Jackson	WOHS
Indoor Track: Assistant	\$7,444	Dante Fernandez	OOD
Indoor Track: Assistant	\$7,444	Kathy Jackson	WOHS
Indoor Track: Assistant	\$7,444	John Prescott	Edison
Strength & Conditioning	\$6,248	Cyrus Harbin	WOHS
Swimming: Head	\$13,150	Kayla Negron	OOD
Swimming: Assistant	\$9,889	Leonard Ford	Gregory
Wrestling: Head	\$13,150	Jeffrey Mazurek	WOHS
Wrestling: Assistant	\$9,889	Edward Bejain	Liberty
Wrestling: Assistant	\$9,889	Joe LaValle	WOHS
Wrestling: Assistant	\$9,889	TBD	
Spring 2026			
Baseball: Head	\$13,150	Timothy Blumkin	WOHS
Baseball: Assistant	\$9,889	Michael Falzarano	Kelly
Baseball: Assistant	\$9,889	Daniel Krayton	OOD
Baseball: Assistant	\$9,889	Elvis Lopez	Liberty
Flag Football: Coach	\$9,889	Andrew Mazurek	WOHS
Golf: Head	\$7,444	Thomas Gargiulo	WOHS
Lacrosse: Boys' Head	\$13,150	David Perez	WOHS
Lacrosse: Boys' Assistant	\$9,889	TBD	
Lacrosse: Girls' Head	\$13,150	Candace Christian	OOD
Lacrosse: Girls' Assistant	\$9,889	TBD	

WOHS 2026-2027 Coaching Assignments

Season / Sport	Stipends	Name	Location
Softball: Head	\$13,150	TBD	
Softball: Assistant	\$9,889	TBD	
Softball: Assistant	\$9,889	TBD	
Strength & Conditioning	\$6,248	Darnell Grant	WOHS
Tennis: Boys' Head	\$7,444	Jeffrey Mazurek	WOHS
Tennis: Boys' Assistant	\$5,770	Sebastian DePinho	WOHS
Track: Boys' Head	\$13,150	Jason-Lamont Jackson	WOHS
Track: Girls' Head	\$13,150	Kathy Jackson	WOHS
Track: Assistant	\$9,889	Dante Fernandez	OOD
Track: Assistant	\$9,889	Miriam Kargbo-Jackson	Redwood
Track: Assistant	\$9,889	John Prescott	WOHS
Track: Assistant	\$9,889	Michael Spadola	OOD
Volleyball: Boys' Head	\$13,150	Sara Voorhees	OOD
Volleyball: Boys' Assistant	\$9,889	Kristen Dellaventura	Liberty

B and G Stipends 2026-2027 To be paid in two installments: *December 2026 and June 2027

First	Last	DOH	Black Seal	Forklift	Utility Foreman	Operations Foreman	Athletic Events Maintenance Coordinator	HVAC	Journeyman	Electrical	Locksmith	Plumber	Clothing Allowance	Location
Daquan	Bailey	1/2/2024	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 450.00	Roosevelt
Lamont	Harris	2/10/2025	\$ 1,150.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 450.00	Redwood



West Orange Public Schools
West Orange, New Jersey

Title: Comptroller

Location: Central Office

Organizational Responsibilities

Reports to: School Business Administrator

Supervises: Assists the School Business Administrator in supervising and evaluating the performance of financial staff in the Business Offices and utilizes effective management techniques.

Terms of Employment:

12 months, Unaffiliated position

Job Goals:

The Comptroller serves as a vital adjunct to the School Business Administrator in developing and maintaining fiscal programs and procedures that are in conformance with State Law, Board of Education policies, and the administrative rules of the Superintendent. The person chosen for this position must possess a wide range of managerial and administrative abilities. The person assists the School Business Administrator in all phases of the financial programs.

Qualifications:

- Bachelor's Degree in Accounting and/or Business Finance.
- Three years of experience in the supervision of an accounting or financial office, preferably in a public agency
- Working knowledge of New Jersey Public School law and how it applies to financial /accounting matters;
- Experience with computer applications in accounting. Demonstration of strong PC and PC spreadsheet capabilities;
- Such alternative or additional qualifications as the Board of Education may deem appropriate.

Performance Responsibilities:

Under the direction of the School Business Administrator:

1. Assists the School Business Administrator in supervising and evaluating the performance of financial staff in the Business Offices and utilizes effective management techniques.
2. Assists in the supervision of the business office financial staff and operations;

3. Assists in the supervision of the maintenance, protection, and storage of all securities documents, title papers, and other financial records of the Board
4. Assists in the supervision of the accounting of all financial transactions and the preparation of monthly revenue, appropriations, and cash reports.
5. Assists in the supervision of the preparation of all payrolls and the proper maintenance of payroll records.
6. Assists with the development of the annual budget and the budget preparation process.
7. Assists in the execution of the enacted budget, including administrative controls where required.
8. Assists in the supervision and accounting of all State and Federal programs, local grant and donation programs, the Debt Service; and the preparation of all personnel, transportation, and all other contracts.
9. Assists in the supervision and implementation of the financial investment program.
10. Assists in the supervision of the collection and payment of tuition accurately and in a timely fashion.
11. Assists the District auditors in the preparation for the annual audit.
12. Consults with the independent auditors as necessary to coordinate and maximize the effectiveness of internal controls.
13. Assists in the preparation of the financial reports and studies.

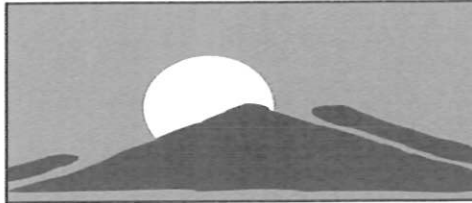
Other Duties:

1. Works effectively with public and private agencies as they relate to the budgetary/financial process.
2. Assumes other duties and responsibilities incidental to the office or as assigned by the School Business Administrator
3. Performs other related duties which may be assigned by the Superintendent/designee or required by law, code, and regulation/Board policy.

Evaluation

Annual performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation of certified staff.

Board Approved Date: August 24, 2026



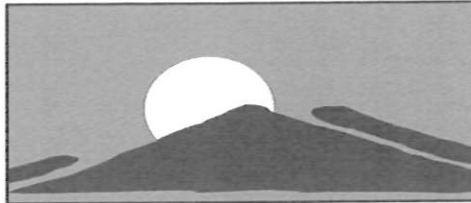
West Orange Public Schools
West Orange, New Jersey

Title: District Audio-Visual (AV) Coordinator
Location: District
Organizational Responsibilities Reports to: Superintendent Supervises: N/A
Terms of Employment: July 1, 2026- June 30, 2027/ \$5,000.00 Stipend position
Job Goals: The District Audio Visual (AV) Coordinator provides district-wide support for audiovisual technology used in classrooms, meeting spaces, auditoriums, and special events. This stipend position works collaboratively with the Technology Department and building staff to ensure AV systems are functional, reliable, and effectively support instruction and district operations.
Qualifications: • Experience with audiovisual equipment and technology. • Strong troubleshooting and organizational skills. • Ability to communicate effectively with staff and vendors. • Availability to provide support for occasional evening district events.
Performance Responsibilities: • Coordinate and support district audiovisual equipment and systems. • Assist with setup and operation of AV equipment for Board meetings, district events, and professional development. • Troubleshoot and coordinate repairs for AV equipment as needed. • Recommend equipment upgrades and assist with implementation of new AV technologies. • Maintain an inventory of district AV equipment. • Provide basic training and support for staff using audiovisual equipment. • Collaborate with the Technology Department and vendors on AV-related projects.

Evaluation

Annual performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation of certified staff.

Board Approved Date: August 24, 2026



West Orange Public Schools
West Orange, New Jersey

Title: Accounts Payable Specialist

Location: Central Office

Organizational Responsibilities

Reports to: Business Administrator/ Board Secretary

Supervises: N/A

Terms of Employment:

12 months/ WOE A Position

Job Goals: The Accounts Payable Specialist supports the School Business Administrator by managing the district's accounts payable process, ensuring all invoices are accurate, properly approved, and paid in accordance with district policies, state regulations, and board procedures. This role is essential to maintaining financial integrity and strong relationships with vendors and staff.

Qualifications:

- Experience in accounts payable, preferably in a school district or public sector setting
- Familiarity with purchase order systems and government accounting procedures
- Strong attention to detail and organizational skills
- Ability to manage deadlines tied to board meetings and payment cycles
- Proficiency in financial software systems and Microsoft Excel
- Strong communication and interpersonal skills for working with vendors, administrators, and staff

Preferred Qualifications:

- Knowledge of New Jersey public school finance regulations (if applicable)
- Experience with systems such as Systems 3000, PaySchools, Quicken and/or similar school financial software
- Understanding of audit processes and state reporting requirements
- Bachelor's Degree in Accounting, Finance, Business Administration, or a closely related field.
- Qualified Purchasing Agent certification

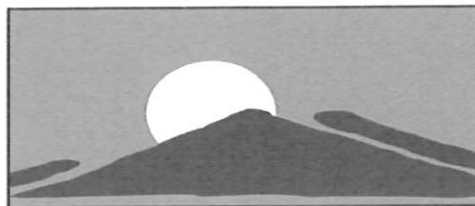
Key Responsibilities:

- Review and process vendor invoices in accordance with district purchasing policies
- Match invoices to approved purchase orders and receiving documentation
- Verify account coding and ensure proper budget allocation
- Prepare bill lists for Board of Education approval
- Process payments (checks and electronic payments) following board authorization
- Maintain vendor files, including W-9s and compliance documentation
- Respond to vendor and staff inquiries regarding payments and purchase orders
- Reconcile vendor statements and resolve discrepancies in a timely manner
- Assist with month-end and year-end closing, including audit & 1099 preparation
- Ensure compliance with state regulations, district policies, and internal controls
- Support grant-related expenditures and track allowable costs where applicable
- Coordinate with purchasing, payroll, and other departments within the business office
- Assist with Student Activities and Accounts Receivable
- Performs other related duties which may be assigned by the Superintendent/designee or required by law, code, and regulation/Board policy.

Evaluation

Annual performance of this job will be evaluated annually in accordance with state law and the provisions of the board's policy on evaluation of certified staff.

Board Approved Date: August 24, 2026



West Orange Public Schools
West Orange, New Jersey

Title: Instructional Paraprofessional
Organizational Responsibilities Reports to: Department and/or Building-Level Administrator
Works with Works collaboratively with, as applicable to the assignment, the Director of Special Services, Special Education Supervisors, classroom teachers, related service providers, and case managers.
Terms of Employment: Ten (10) months Employment Status: Non-certificated Staff
Job Goals: To assist certificated staff in providing instructional, behavioral, social-emotional, and/or physical support to students in order to maximize student achievement, independence, and participation in the educational program. Paraprofessionals work under the direct supervision of appropriately certified staff and may serve students in general education classrooms and special education programs.
Qualifications: Minimum Qualifications 1. A high school diploma (or equivalent) and 2. ONE of the following: a. Associate's degree (or higher), or b. Completion of two years of study at an institution of higher education (generally interpreted as 48–60 college credits, depending on the institution), or c. Passed a state or locally approved assessment demonstrating knowledge and ability to assist in instruction in reading, writing, and mathematics. 3. Demonstrated ability to work effectively with students, teachers, administrators, parents, and other staff. 4. Demonstrated ability to assist with instructional activities and implement teacher-directed learning activities.

5. Required criminal history background check and proof of U.S. citizenship or legal authorization to work in the United States.
6. Demonstrate the ability to support students with disabilities in instructional, behavioral, social-emotional, communication, mobility, and personal care needs, as appropriate.
7. Ability to safely assist students with lifting, positioning, toileting, feeding, mobility, and other activities of daily living when required by student needs and Individualized Education Programs (IEPs).

Performance Responsibilities:

The following responsibilities apply to all paraprofessionals, with duties varying based upon assignment.

Instructional Support

1. Assist the classroom teacher in implementing instructional activities for individual students and small groups.
2. Assist with reinforcing lessons and learning activities introduced by the teacher.
3. Assist the teacher(s) with differentiating instruction and accommodations for students, as directed.
4. Assist students with classroom assignments, projects, assessments, and learning activities.
5. Guide independent practice, enrichment, and remedial activities assigned by the teacher.
6. Read with students, listen to students read, and support oral language development.
7. Prepare, organize, distribute, collect, and maintain instructional materials and classroom supplies.
8. Operate classroom technology and instructional equipment.

Student Supervision

9. In the presence of certificated staff members, assist with supervision of students during classroom activities, transitions, arrival and dismissal, lunch, recess, assemblies, field trips, emergency drills, and other school activities as assigned.
10. Assist in maintaining a safe, orderly, and positive learning environment.

Student Support

11. Encourage positive social interactions and appropriate student behavior.
12. Support students in developing independence and self-help skills.
13. Reinforce behavioral intervention plans as directed.
14. Maintain confidentiality regarding student information.

Special Education Responsibilities *(When assigned)*

15. Assist students with physical care, mobility, positioning, feeding, toileting, dressing, hygiene, and other activities of daily living when required.
16. Assist with the safe loading and unloading of students from school transportation when assigned.
17. Support students utilizing adaptive equipment, assistive technology, communication devices, prosthetics, or other specialized equipment.

18. Assist with the reinforcement of IEP goals under the direction of certificated staff.
19. Assist with data collection and documentation related to student progress, behavior, and instructional objectives.

Classroom Support

20. Prepare bulletin boards, classroom displays, instructional materials, and learning centers.
21. Assist in maintaining an organized classroom environment.
22. Perform clerical tasks related to classroom instruction as assigned.

Professional Responsibilities

23. Participate in required district training and professional development.
24. Maintain professional relationships with students, families, and staff.
25. Follow Board policies, administrative regulations, state and federal laws, and district procedures.
26. Perform other duties as assigned by the Superintendent, Principal, or designee consistent with the scope of the position.

Physical Requirements

The employee must possess the physical ability to perform all essential functions of the position, including:

- Standing and walking for extended periods;
- Bending, kneeling, crouching, reaching, and lifting;
- Assisting with student mobility and transfers when assigned;
- Lifting and/or moving students or equipment in accordance with district training and safety procedures;
- Performing physical interventions when trained and required.

Reasonable accommodations may be made consistent with applicable law.

Evaluation

Performance shall be evaluated annually in accordance with New Jersey law, Board policy, and administrative regulations governing the evaluation of non-certificated staff.

Board Approved Date: August 24, 2026



State of New Jersey

DEPARTMENT OF EDUCATION
ESSEX COUNTY OFFICE OF EDUCATION
LEROY F. SMITH PUBLIC SAFETY BUILDING
60 NELSON PLACE, 1st FLOOR SOUTH
NEWARK, NJ 07102
(973) 621-2750

MIKIE SHERRILL
Governor

DR. DALE G. CALDWELL
Lt. Governor

DR. LILY LAUX
Commissioner

JOSEPH S. ZARRA
Interim Executive County Superintendent

August 20, 2026

Hayden Moore Superintendent
West Orange Public Schools
179 Eagle Rock Avenue
West Orange, New Jersey 07052

Dear Mr. Moore:

I have reviewed the employment contract for Trenae Lambkin, Acting School Business Administrator/Board Secretary of West Orange, in accordance with N.J.S.A. 18A:7-8(j) and to determine compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1. Based upon my review, I have determined that those provisions of the contract subject to my review are in compliance with applicable laws and regulations. Therefore, I approve the contract for a period commencing on July 1, 2026, through June 30, 2027.

If there are any changes to the terms of this contract, you will need to submit it to me for review and approval prior to the required public notice and hearing of such changes.

Please be reminded that the contract for this position must be submitted annually to the Executive County Superintendent for review and approval.

When the "approved" contract is fully executed, please provide the County Office with a copy of the contract, together with the board resolution approving it.

Sincerely,

A handwritten signature in black ink, appearing to read "Joseph S. Zarra".

Joseph S. Zarra
Interim Executive County Superintendent

JSZ:mm



CONTRACT OF EMPLOYMENT

This Employment Contract is made this 25th day of May 2026, by and between the **WEST ORANGE BOARD OF EDUCATION**, with offices at 179 Eagle Rock Avenue, West Orange, New Jersey 07052, (hereinafter referred to as “the Board”) and **TRENAE LAMBKIN**, Acting School Business Administrator/Board Secretary, (hereinafter referred to as “the Acting School Business Administrator”).

WITNESSETH:

WHEREAS, the Board desires to provide the Acting School Business Administrator with a written employment contract in order to enhance administrative stability and continuity within the schools, which the Board believes generally improves the quality of its overall educational program; and,

WHEREAS, the Board and the Acting School Business Administrator believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools; and,

WHEREAS, the Acting School Business Administrator is the holder of an appropriate certificate as prescribed by the State Board of Education and as required by *N.J.S.A. 18A:17-17*;

NOW, THEREFORE, in consideration of the following mutual promises and obligations, the parties agree as follows:



ARTICLE I

EMPLOYMENT

The Board hereby agrees to employ Trenae Lambkin as Acting School Business Administrator for a term commencing July 1, 2026 and ending June 30, 2027, in accordance with and pursuant to the Resolution of the Board adopted by at least a majority of the full Board at its June 16, 2026 Public Meeting, which Resolution is annexed hereto and made a part hereof. The appointment and removal of the Acting School Business Administrator shall be governed by N.J.S.A. 18A:17-16.

ARTICLE II

CERTIFICATION

The parties acknowledge that the Acting School Business Administrator currently possesses the appropriate New Jersey administrative certification. If at any time during the term of this Agreement, the Acting School Business Administrator's certification(s) is revoked, this Agreement shall be null and void as of the date of the revocation. If the Acting School Business Administrator is lawfully precluded from performing her duties by any Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this Employment Agreement shall terminate and the Acting School Business Administrator's employment shall cease. The Acting School Business Administrator will provide official course transcripts for all postsecondary degrees to the Board of Education. These transcripts will be kept on file in the Board office.



ARTICLE III

DUTIES

In consideration of the employment and in accordance with N.J.S.A. 18A:17-20, salary and fringe benefits established hereby, the Acting School Business Administrator hereby agrees to the following:

A. To perform faithfully the duties of Acting School Business Administrator for the Board in accordance with the laws of the State of New Jersey, Rules and Regulations adopted by the State Board of Education, existing Board policies and those which are adopted by the Board in the future. The specific job description adopted by the Board, applicable to the position of Acting School Business Administrator, is incorporated by reference into this Contract.

B. To devote the Acting School Business Administrator's full time, skills, labor, and attention to this employment during the term of this Contract; and further agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties for compensation without written permission of the Superintendent. Should the Acting School Business Administrator choose to engage in such outside activities on weekends, on her vacation time, or at other times when she is not required to be present in the district, she shall retain any honoraria paid. No such work shall be in concert with any company or entity with which the Board has a contract. The Acting School Business Administrator shall notify the Superintendent in the event she is going to be away from the district on district business for two (2) or more days in any week. Any time away from the district that is not for district business must be arranged in



accordance with provisions in this Agreement governing time off. The Board recognizes that the demands of the Acting School Business Administrator's position require her to work long and irregular hours, and occasionally may require that she attend district business outside of the district.

C. The Acting School Business Administrator shall assist the Superintendent in all matters over which the Superintendent shall have duties and responsibilities at the discretion of the Superintendent.

ARTICLE IV

SALARY AND BENEFITS

Salary: The Board shall pay the Acting School Business Administrator a **daily stipend of \$200 a day** in addition to her current annual salary as Assistant Business Administrator of **One Hundred Fifty Seven Thousand Five Hundred Ninety and Zero Cents (\$157,590.00)** for the duration of this agreement. This daily rate shall be paid to the Acting School Business Administrator in accordance with the schedule of salary payments in effect for other certified administrators in the district.

During the term of this Employment Contract, including any extension thereof, the Acting School Business Administrator shall not be reduced in compensation and/or benefits. The terms and conditions of this Employment Contract may be modified only by the written agreement of the parties which shall be approved by the Executive County Superintendent and in turn by the Board by resolution adopted at a public meeting.

The Board will provide the Acting School Business Administrator, as part of her compensation, the following benefits:



A. **Sick Leave**

The Acting School Business Administrator shall be provided sick leave of twelve (12) days annually. The Acting School Business Administrator must document the use of a sick day in the electronic attendance system prior to the start of the sick day. Compensation for unused sick days shall be consistent with N.J.S.A. 18A:30-3.5 and shall be payable only upon retirement and shall be paid to the Acting School Business Administrator's estate or beneficiaries in the event of the Acting School Business Administrator's death prior to retirement. Compensation for unused sick days shall be paid at a rate of 1/260th of current year salary multiplied by the number of accumulated sick days as allowed by N.J.S.A. 18A:30-3.5, N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23-3.1(e)8. Any such payment shall be made within sixty (60) days of the Acting School Business Administrator's last day of employment.

B. **Professional Membership**

The Acting School Business Administrator shall be entitled to membership, at the Board's expense, for dues in professional associations with the prior approval of the Superintendent within the limit set in the annual budget.

C. **Professional Conferences**

The Acting School Business Administrator shall be entitled to attend one (1) international or national conference, two (2) state conferences, and other conferences and informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Acting School Business Administrator to perform her professional responsibilities for the Board. Reimbursement or payment for such expense shall be made in



accordance with N.J.S.A.18A:11-12, N.J.A.C. 6A:23A-7 and NJ-OMB circulars and regulations promulgated thereunder and Board policies. Such reimbursement shall be limited to the annual cost as set forth in the annual budget. All conferences must receive prior approval from the Superintendent and the Board.

D. Professional Publications

The Acting School Business Administrator may subscribe to appropriate educational and/or professional publications within the limit set in the annual budget.

E. Medical Benefits

1. The Acting School Business Administrator shall receive individual, parent/child, two adult, or family health benefit coverage (at her option) consistent with the health benefit coverage provided by the Board to its professional administrative staff, which includes medical, prescription, and dental. The Acting School Business Administrator shall contribute and have deducted from her base salary an amount equivalent to the percentage of the health benefit cost for the period of July 1, 2026, to June 30, 2027, toward the payment of health benefit premiums provided under this Section in accordance with Chapter 44. The premium shall be paid by the Acting School Business Administrator through payroll deduction each pay period.

2. The Acting School Business Administrator may waive coverage in any of the health benefits plans if covered through a spouse, civil union or domestic partner's health plan, and in accordance with procedures established by the Board. The Acting School Business Administrator will be paid the lesser of Twenty-Five (25%) percent or Four Thousand (\$4,000) Dollars of the cost of said coverage for waiving such coverage.



F. **Vacation Days**

1. The Acting School Business Administrator shall be entitled to twenty-two (22) vacation days per year. All of the vacation days shall be available for use beginning July 1, 2026.
2. The Acting School Business Administrator shall take vacation time after providing the Superintendent with two (2) weeks' notice, whenever possible, if planning to take more than three (3) consecutive days. Vacation days may only be taken with the prior approval of the Superintendent. The Acting School Business Administrator must document the use of a vacation day(s) in the electronic attendance system prior to the start of the vacation day(s).
3. The Acting School Business Administrator is encouraged to take the full vacation allotment each year; however, not more than five (5) vacation days may be carried over from year to year. All days carried over must be used in the next year or those unused vacation days will be forfeited.
4. Upon retirement or separation, compensation for unused vacation days shall be paid at a rate of $\frac{1}{260}^{\text{th}}$ of current salary multiplied by the number of accumulated vacation days. The accrual of and payment for unused vacation days shall be consistent with N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23A-3.1(e)8. Any such payment shall be made within sixty (60) days of the Acting School Business Administrator's last day of employment.



G. **Holidays**

The Acting School Business Administrator shall receive the holidays as per the Central Office Administrative calendar approved annually by the Board.

H. **Personal Days**

The Acting School Business Administrator shall be entitled to three personal days for the term of this contract to attend to personal business during the school day, with full pay during the work year. Personal days may only be taken during the school year with the prior permission of the Superintendent. As much advance notice as possible of the request to take personal time will be given. The Acting School Business Administrator must document the use of personal days in the electronic attendance system prior to the start of the personal day. Unused personal days shall convert to sick days at the conclusion of the school year.

I. **Emergency Days**

In the event of an illness or death in the family, the Acting School Business Administrator shall be granted allowance, without the loss of pay, for the number of days as follows:

Five (5) days for a death in the immediate family, which shall be defined as spouse, father, mother, child, brother, sister, grandchild, grandparent, mother-in-law, father-in-law, sister-in-law, and brother-in-law, and in the case of spousal equivalency relationships, the immediate family members of the spousal equivalent, and any relative making his or her home with the Acting School Business Administrator's family, provided that the absence is necessary and unavoidable.

Notwithstanding the foregoing limitations, the term "spouse" shall be interpreted as including all those who have legal status under New Jersey or Federal law that can be reasonably interpreted as



constituting "spousal equivalency" relationships, and shall specifically include those registered under the New Jersey Domestic Partnership Act or the New Jersey Civil Union Act.

One (1) day for the death of a relative of the second degree, which shall be defined as aunt, uncle, nephew, niece and cousin.

J. **Travel**

Reimbursement for travel will be provided in accordance with the Commissioner of Education's March 17, 2008, memorandum in accordance with N.J.S.A. 18A:11-12 with respect to travel and meal reimbursement as promulgated by the New Jersey Office of Management and Budget.

K. **Technology**

The Acting School Business Administrator shall be provided with a laptop for professional and personal duties. This item shall remain property of the West Orange Board of Education.

L. **Car Allowance**

The Acting School Business Administrator shall receive a non-pensionable monthly car allowance of \$175.00.

M. **Tuition Reimbursement**

In an effort to encourage the Acting SBA to obtain her doctoral degree in educational leadership, that will improve her effectiveness and value to the District, the Board agrees to pay one hundred percent (100%) of the Acting SBA's tuition charges and other course related fees for any coursework that the Acting SBA elects to take for the doctoral program at an accredited university that same is approved in advance by the Chief School Administrator. Payment for reimbursement



shall be disbursed upon submission of fully paid tuition bill and receipt of payment. If course work was not completed, the Acting SBA shall pay back the tuition reimbursement to the Board. Courses taken must be for graduate courses leading to a doctoral degree consistent with N.J.A.C.

6A:23A-3.1(e) 15.

ARTICLE V

ANNUAL EVALUATION

A. The Superintendent shall evaluate the performance of the Acting School Business Administrator at least once a year, and shall complete the evaluation process by no later than July 1st. Each annual evaluation shall be in writing. A copy of the evaluation shall be provided to the Acting School Business Administrator, and the Superintendent shall meet to discuss the findings. The evaluations shall be based upon the criteria adopted by the Board, the goals and objectives of the District, the responsibilities of the Acting School Business Administrator as set forth in the job description for the position of Acting School Business Administrator, and such other criteria as established by the Board and/or established State Board of Education shall be regulation prescribe.

In the event that the Superintendent determines that the performance of the Acting School Business Administrator is unsatisfactory in any respect, he shall describe in writing, and in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include specific recommendations for improvement in all instances where the Superintendent deems performance to be unsatisfactory. The Acting School Business Administrator shall have the right to respond in writing to the evaluation within ten (10) school days of the meeting. This response shall become a permanent attachment to the evaluation in question.



ARTICLE VI

TERMINATION OF EMPLOYMENT CONTRACT

A. This Contract shall terminate, the Acting School Business Administrator's employment will cease and no salary shall thereafter be paid, under any one of the following circumstances:

- (1) Failure to possess/obtain proper certification;
- (2) Revocation or suspension of the Acting School Business Administrator's certificate, in which case this Contract shall be null and void as of the date of revocation, as required by N.J.S.A. 18A:17-15.1;
- (3) Forfeiture under N.J.S.A. 2C:51-2;
- (4) Mutual agreement of the parties;
- (5) Notification in writing by the Superintendent to the Acting School Business Administrator, on or before May 15, 2027, that she does not intend to renew this Contract;
- (6) Material misrepresentation of employment history, educational and professional credentials, and criminal background subject to N.J.S.A. 18A:6-10.; or
- (7) Violation of any terms of this Contract.

B. Nothing in this Contract shall affect the Board's rights with regard to suspension under N.J.S.A. 18A:6-8.3 and applicable case law.

C. The Acting School Business Administrator may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the Board, filed with the Board Secretary, of her intention to resign.



D. The Board may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the Acting School Business Administrator.

ARTICLE VII

COMPLETE AGREEMENT

This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.

ARTICLE VIII

SAVINGS AND CONFLICTS CLAUSE

If, during the term of this Contract, it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Employment Contract is not affected by such a ruling and shall remain in full force. In the event of any conflict between the terms, conditions and provisions of this Employment Contract and the provisions of the Board's policies or any permissive Federal or State law, the terms of this Employment Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of this Contract.

ARTICLE IX

INDEMNIFICATION

The Board shall defend, hold harmless and indemnify the Acting School Business Administrator from any and all demands, claims, suits, actions and legal proceedings of any kind



brought against the Acting School Business Administrator acting in her capacity as an agent and/or the Acting School Business Administrator of the Board in accordance with Board policy and N.J.S.A. 18A:16-6.



WHEREAS, the Acting School Business Administrator has approved of the terms and conditions of the Employment Contract; and

WHEREAS, this Employment Contract has been approved by a vote of the Members of the West Orange Board of Education at its meeting of June 16, 2026, and has been made a part of the minutes of that meeting;

IN WITNESS WHEREOF, the parties have set their hand and seals to this Employment Contract effective on the day and year first above written.

WEST ORANGE BOARD OF EDUCATION

Trenae Lambkin
Acting School Business Administrator/Board Secretary

Date: _____

Brian Rock
Board President

Date: _____



Affiliation Agreement

Seton Hall University

and

AGREEMENT made this _____ day of _____, 202____
between _____, located
at _____ (hereinafter the
"Site") and Seton Hall University, through its College of Human Development, Culture, and Media,
Department of Educational Studies, located at 400 South Orange Avenue, South Orange, New Jersey
07079 (hereinafter the "**University**").

WHEREAS, the University offers undergraduate and undergraduate degree programs in
teacher preparation and seeks to enter into an affiliation with the Site for purposes of providing
required supervised clinical experience or clinical practice (the "**Clinical Placements**") for University
students in these degree programs (collectively, "**Interns**"); and

WHEREAS, the Site operates a facility at the above address and seeks to enter into an
affiliation with the University in order to provide the University's Interns an opportunity to obtain
Clinical Placements related to these programs.

NOW THEREFORE, in consideration of the foregoing and the mutual promises and covenants
set forth herein, the parties agree as follows:

I. SITE RESPONSIBILITIES

1. Administrative Services and Support

The Site shall provide the following:

- a. Support. Administrative support including, but not limited to, resources and specific budgetary
resources for the Clinical Placement as described herein.
- b. Orientation. Comprehensive orientation to the Site, including but not limited to, policies, philosophy,
procedures, protocols, rules and expectations.

- c. Role Models. Commitment to provide a variety of role models that represent the diversity of professionals in the field. The Site will afford Interns the opportunity to interact with a diverse staff and student population whenever feasible.

2. Supervision

The designated teacher mentor/supervisor at the Site (“**Cooperating Teacher**”) shall provide the following:

- a. Continuity. The Cooperating Teacher shall be responsible for providing a continuity of supervision of the Intern and providing supervised activities and experiences as described herein. If the Cooperating Teacher is no longer able to supervise or terminates his/her relationship with the Site, the Site administration is responsible for securing, in a timely manner, a Cooperating Teacher who holds the credentials, training and experience required by the Clinical Placement, including any state regulatory requirements.
- b. Expertise. The Cooperating Teacher shall be a clearly designated, licensed professional appropriate for the Clinical Placement.
- c. Mentorship. The Cooperating Teacher shall actively participate in the preparation of the Intern; provide constructive and timely feedback to the Intern; establish goals early in the Clinical Placement for the Intern so they have an opportunity to reach those goals by the conclusion of the Clinical Experience/Internship; and communicate regularly with the Intern to discuss their development and share observations, experiences and recommendations about the Clinical Placement.
- d. Documentation. The Cooperating Teacher shall certify and approve the number of Intern hours to the Site and University, based upon the Intern’s documentation.
- e. Disciplinary Actions. The Cooperating Teacher will inform the Intern, Site administration, and the University’s Office of Fieldwork and Certification of potential disciplinary issues in a timely manner. The Professional Codes and Standards of the respective accrediting bodies and Site, University and program policies and procedures shall serve as the bases for such issues.
- f. Evaluation. The Cooperating Teacher shall provide evaluation(s) of each Intern at intervals specified by the degree program in which the Intern is enrolled.

3. Supervised Activities and Experiences

The Site shall provide supervised training activities/experiences that are:

- a. Integral to the regular performance of the Site's normal professional functions, duties and responsibilities.
- b. Affirming of, and demonstrating a high regard for, human dignity. Interns shall not be required to participate in practices that restrict the exercise of civil or human rights of any person or which impair the quality and nature of professional training in psychology as defined by the respective accrediting entities.
- c. Continuous and sequenced in an organized manner and encompass a variety of presenting problems.

- d. Consistent with the fulfillment of minimum hours and categories of student contact as required by the Intern's respective degree program.
- e. Necessary to meet requirements established by state policy-making boards.
- f. No Intern shall be required to participate in any experience or activity that is contrary to the Catholic mission of the University.

4. Evaluation

- a. Each Intern will be evaluated according to clearly pre-defined criteria and a schedule as specified in the Seton Hall University Clinical Placement Handbook.
- b. Evaluations will be shared with the University's Office of Fieldwork and Certification as well as the Intern.

5. Data Security Requirements to Protect the Confidentiality of Intern Education Records

- a. Protection of Confidential Data. The Site agrees to abide by the limitations on re-disclosure of personally identifiable information from education records set forth in The Family Educational Rights and Privacy Act (20 U.S.C. §1232g; 34 CFR § 99.33 (a)(2)) and with the terms set forth below. 34 CFR 99.33 (a)(2) states that the officers, employees and agents of a party that receive education record information from the University may use the information, but only for the purposes for which the disclosure was made.
- b. Definition. Covered data and information ("CDI") includes paper and electronic Intern education record information, including evaluations: 1) supplied by the University and/or the University's Intern to the Site or 2) created by the Site in connection with this Agreement between the parties.
- c. Acknowledgment of Access to CDI. The Site acknowledges that this Agreement allows the Site access to CDI.
- d. Prohibition on Unauthorized Use or Disclosure of CDI. The Site agrees to hold CDI in strict confidence. The Site shall not use or disclose CDI that it creates or is received from, or on behalf of, the University (or its Intern) except as permitted or required by this Agreement, as required by law, or as otherwise authorized in writing by the University. The Site agrees not to use CDI for any purpose other than the purpose for which the disclosure or creation was made.
- e. Return of CDI. Upon termination, cancellation, expiration or other conclusion of this Agreement, the Site shall return all CDI to the University or, if the CDI was provided by a Intern, the Site shall return the CDI to the Intern.
- f. Maintenance of the Security of Electronic Information. The Site shall develop, implement, maintain and use appropriate administrative, technical and physical security measures to preserve the confidentiality, integrity and availability of all electronically maintained or transmitted CDI received from, or on behalf of the University or its Interns, or created by the Site. These measures will be extended by contract to all subcontractors used by the Site and shall survive the termination or expiration of this Agreement.

- g. Remedies. If the University reasonably determines in good faith that the Site has materially breached any of its obligations under this Data Security Section, the University, in its sole discretion, shall have the right to terminate this Agreement immediately if cure is not possible.
- h. Reporting of Unauthorized Disclosures or Misuse of Covered Data and Information. The Site shall, within one (1) day of discovery, report to the University any use or disclosure of CDI not authorized by this Agreement or in writing by the University. The Site's report shall identify: (i) the nature of the unauthorized use or disclosure, (ii) the CDI used or disclosed, (iii) who made the unauthorized use or received the unauthorized disclosure, (iv) what the Site has done or shall do to mitigate any deleterious effect of the unauthorized use or disclosure and (v) what corrective action the Site has taken or shall take to prevent future similar unauthorized use or disclosure. The Site shall provide such other information, including a written report, as reasonably requested by the University.
- i. Indemnity. Notwithstanding anything to the contrary in this Agreement, the Site shall defend and hold the University harmless from all claims, liabilities, damages, or judgments involving a third party, including the University's costs and attorney fees, which arise as a result of the Site's failure to meet any of its obligations under this Data Security Section.

6. Insurance

- a. Throughout the term of this Agreement, the Site agrees to provide and maintain general liability insurance coverage in the minimum amounts of one million dollars (\$1,000,000.00) per occurrence and three million dollars (\$3,000,000.00) in the aggregate, per year, and licensed professional liability insurance coverage in the minimum amounts of one million dollars (\$1,000,000) per occurrence and one million dollars (\$1,000,000) in the aggregate, per year, for its own employees, staff and volunteers participating in the Program. The Site shall provide the University with evidence of such coverage upon request. The Site further agrees to include and list the University as an additional insured and shall not cancel said policies of insurance without providing the University thirty (30) days advance written notice thereof. The insurance coverage provided to the University as an additional insured shall be primary and non-contributory.
- b. The Site shall comply with any and all requirements under applicable workers compensation laws with respect to coverage for Site employees in connection with their activities under this Agreement.

7. Representation and Warranty

- a. The Site represents and warrants to the University that the Site and its members, directors, officers, employees, Site supervisors and agents (collectively "Personnel") (i) are not listed on the General Services Administration's Excluded Parties List System ("GSA List"), and (ii) are not suspended or excluded from participation in any federal health care programs, as defined under 42 U.S.C. § 1320a-7b(f), or any form of state Medicaid program (collectively, "Government Payor Programs"), and to the Site's knowledge, there are no pending or threatened governmental investigations that may lead to suspension or exclusion of Site or Personnel from Government Payor Programs or may be cause for listing on the GSA List.
- b. The Site shall inform the University if: (i) a claim or suit is brought against the Site supervisor for alleged malpractice or professional liability; (ii) the Site supervisor's license has been suspended, revoked or placed on probation by a licensing board, board of examiners or any other governmental entity that regulates their profession; or (iii) the Site supervisor is convicted of a misdemeanor or felony.

- c. The Site agrees to notify the University of any suspension or exclusion from Government Payor Programs under Section 7.a. above or any allegation or action in connection with the Site supervisor under Section 7.b. above, within three (3) business days of the Site's first learning of it. The University shall have the right to immediately terminate this Agreement upon learning of any such suspension or exclusion.

8. Complaint Procedure

- a. It is the responsibility of the Site to provide and maintain a safe environment for Interns and any University faculty at the Site and to establish procedures by which Interns and University faculty at the Site may report inappropriate actions occurring at the Site, including but not limited to claims of discrimination, sexual harassment, sexual misconduct, retaliation and/or whistleblowing. The Site shall take prompt and effective steps to investigate, eliminate and prevent both recurrence of any inappropriate actions and any retaliation against anyone involved in the review of any such claims. The Site shall keep the University apprised of its investigation and findings so that University can evaluate the actions taken in order to determine the University's course of action.

II. UNIVERSITY RESPONSIBILITIES

1. Administrative services and support

The University shall provide the following:

- a. Support. Appropriate administrative support for the supervised Clinical Placement as described herein.
- b. Orientation. General orientation to the Interns, Cooperating Teachers and other appropriate Site administrators regarding the purpose and nature of the Clinical Placement, including but not limited to the program curriculum, policies, philosophy, procedures, protocols, rules and expectations.

2. Supervision

The designated University clinical supervisor for the Clinical Placement (hereinafter "**Supervisor**") shall provide the following:

- a. Preparation and Continuity. The Supervisor will confirm goal setting with the Intern early in the semester; pre-plan classroom visits so that the Intern can arrange to teach during the observation; preview the Intern's lesson plans before an observation; provide constructive feedback regarding areas of strength and need for improvement; contact the Cooperating Teacher prior to the Supervisor's scheduled arrival; meet the principal or key Site administrator upon the Supervisor's first visit to the Site; assist the Cooperating Teacher in facilitating the developmental process of the Clinical Experience/Internship and the rights and responsibilities of the Supervisor; and confer with the Cooperating Teacher about the Intern's work and progress.
- b. Expertise. The Supervisor shall be a licensed professional appropriate to the degree program.
- c. Confidentiality. The Supervisor shall require that the Intern and employees of the University maintain the confidentiality of any education records relating to any student of the Site which they receive or create during the Clinical Experience/Internship and that confidential information belonging to the

Site is not removed from the Site.

- d. Disciplinary Actions. The Supervisor will address disciplinary issues raised by either party to this Agreement. The Professional Codes and Standards of the respective accrediting bodies and Site, University and program policies and procedures shall serve as the bases for such issues.

3. Insurance

- a. Throughout the term of this Agreement, the University agrees to provide and maintain general liability insurance coverage in the minimum amounts of one million dollars (\$1,000,000.00) per occurrence and three million dollars (\$3,000,000.00) in the aggregate, per year, and licensed professional liability insurance coverage for each Intern and faculty member participating in the required curriculum activities of the Clinical Placement at the Site in the minimum amounts of one million dollars (\$1,000,000.00) per occurrence and one million dollars (\$1,000,000.00) in the aggregate, per year. The University shall provide the Site with evidence of such coverage upon request.
- b. The University shall comply with any and all requirements under the Workers Compensation laws of the State of New Jersey with respect to coverage for University employees in connection with their activities under this Agreement.

III. INDEMNIFICATION

1. University agrees to defend, indemnify and hold harmless the Site, its directors, trustees, officers, employees and agents from and against any and all third-party claims and liabilities (including reasonable attorney's fees and expenses incurred in the defense thereof) relating to personal injury or property damage to the extent arising out of the negligent acts or omissions of the University and/or its Regents, Trustees, officers, employees, or Interns in connection with their responsibilities under this Agreement.
2. In addition to its indemnity responsibilities in connection with data security under Section I.5, the Site agrees to defend, indemnify and hold harmless the University, its Regents, Trustees, officers, employees, Interns and agents from and against any and all third-party claims and liabilities (including reasonable attorney's fees and expenses incurred in the defense thereof) relating to personal injury or property damage to the extent arising out of conditions existing at the Site or the negligent acts or omissions of the Site and/or its directors, trustees, officers, employees or agents in connection with their responsibilities under this Agreement. If the University incurs any expenses, including but not limited to attorneys' fees, in connection with enforcing the Site's obligation to defend, indemnify and/or hold the University and/or its Interns harmless, the Site agrees to reimburse the University for any and all such expenses.
3. Each party agrees that it shall give the other party prompt written notice of any claim, threatened or made, or suit instituted against it which could result in a claim for indemnification above.
4. Both parties agree that in the event that indemnification is sought under this provision, the party seeking indemnification shall furnish the indemnifying party, upon request, all information and assistance available to the indemnified party for defense against any such claim, suit or demand.

IV. JOINT RESPONSIBILITIES

1. It is mutually agreed and understood that nothing in this Agreement implies an employee/employer relationship between University instructors or Interns and the Site. The parties shall be independent contractors with respect to each other.
2. This Agreement shall be governed, interpreted and construed in accordance with the laws of the State of New Jersey.
3. The parties shall not discriminate against any person or group of persons on the basis of race, color, religion, age, national origin, ancestry, sex, gender, pregnancy, marital status, domestic partnership or civil union status, affectional or sexual orientation, gender identity and/or expression, handicap and disability, atypical hereditary cellular or blood trait, AIDS and/or HIV status, genetic information, service in the Armed Forces of the United States, status as a disabled veteran or as a veteran of the Vietnam era or any other status or condition protected by applicable federal or state statutes.
4. All matters of material concern to the Site or University in connection with the Clinical Placement and/or this Agreement shall be discussed by the parties as the need to do so arises.
5. All notices to the parties must be in writing, signed by the party giving it, and shall be deemed delivered when delivered in person or three (3) days after deposit in the United States mail, postage prepaid, addressed as follows:

University Representative

Bryan Crable, Ph.D.
Dean, College of Human Development, Culture, and Media
Dean's Suite, Jubilee Hall 4th floor
Seton Hall University
400 South Orange Avenue
South Orange, New Jersey 07079

Site Representative

Name & Title _____
Site _____
Address _____
City, State, Zip _____

6. The term of this Agreement shall be from _____ until _____.
7. This Agreement may be terminated at any time by mutual written consent of the parties or it may be terminated by either party upon thirty (30) days' written notice to the other party at the address provided above. In the event of a nonconsensual termination of this Agreement by either party, such termination shall not become effective until the Interns then involved in the Clinical Placement have an opportunity to complete the current semester.

[Signature page follows]

In witness hereto, the parties affix their signatures.

SETON HALL UNIVERSITY

SITE

By: _____
Erik Lillquist, J.D.
Interim Provost and Executive Vice President

By: _____

Print Name: _____

Date: _____

Date: _____

Chdcm.ed studies standard.2025.07.09

ITHACA COLLEGE
Occupational Therapy Student Fieldwork
AGREEMENT

Student Name: Elana Chernoff

Site Name and Location: West Orange Public Schools, West Orange, NJ

Dates of Placement: within September 1, 2026 - December 31, 2026

Description of Fieldwork: Occupational Therapy Level II Fieldwork Objectives and Requirements attached

The Ithaca College student shall, at all times, be subject to and comply with all rules, regulations, procedures, and policies of Ithaca College and the Site.

The Ithaca College student will be covered by Ithaca College's general liability insurance and Ithaca College shall require the student affiliating at the Site to purchase a minimum of \$2,000,000/\$4,000,000 professional liability insurance.

Ithaca College shall require the student affiliating at the Site to furnish to the Site the necessary health, vaccination, and/or background check documentation required by Site.

The Site shall provide supervision of the Ithaca College student by appropriate, qualified personnel, make available the relevant facilities for student training, including necessary and appropriate equipment and supplies, and shall undertake such activities as will permit the Ithaca College student to gain field experience.

To the extent the Site generates or maintains educational records related to the participating Ithaca College student and as defined under the Family Educational Rights and Privacy Act of 1974 (FERPA) (20 U.S.C §1232g; 34 CFR Part 99), the Site agrees to comply with FERPA to the same extent as such laws and regulations apply to Ithaca College and shall limit access to only those employees or agents with a need to know. For the purposes of this Agreement, pursuant to FERPA, Ithaca College hereby designates the Site as a school official with a legitimate educational interest in the educational records of the participating Ithaca College student(s) to the extent that access to Ithaca College's records is required by Site to carry out the fieldwork.

While participating in the field experience, the Ithaca College student shall in no event become nor be deemed to be an employee, servant or agent of the Site, nor shall any person on the staff or administration of the Site become or be deemed to be an employee, servant or agent of Ithaca College.

Both parties agree to indemnify and hold free and harmless the other and its respective facilities, trustees, directors, officers, agents, employees and appointees from expenses, claims, lawsuits and judgments for which the indemnified party may become liable to pay or defend as a direct result of any negligent act or omission on the part of the indemnifying party, its employees, agents, guests or appointees which might arise as a direct result of Ithaca College's student fieldwork.

WEST ORANGE PUBLIC SCHOOLS

By: 
Its duly authorized representative

Date: 8/3/26

Printed Name: Deuk Ross

Title: Director of Special Services

ITHACA COLLEGE

By: 
Julie Dorsey, OTD, OTR/L, CEAS, FAOTA
Associate Dean, School of Health Sciences and Human Performance

Date: July 30, 2026



ITHACA COLLEGE

Department of Occupational Therapy

ITHACA COLLEGE OCCUPATIONAL THERAPY DEPARTMENT LEVEL II FIELDWORK OBJECTIVES

1. The student will demonstrate safe practice as demonstrated by providing service in an environment that promotes safety for self and client, and that follows all established procedures for safety.
2. The student will demonstrate ethical practice that is consistent with values of occupational therapy. This will be demonstrated by ensuring confidentiality throughout the provision of services, by articulating an awareness of ethical issues that arise in the provision of services, and by demonstrating appropriate action relevant to those issues.
3. The student will adhere to the basic tenets of occupational therapy through articulation of the values and beliefs of the profession to clients and staff, communication of roles and responsibilities of the occupational therapist, and collaboration with client on service goals and methods.
4. The student will demonstrate proficiency in evaluation of clients' ability to function in their valued occupational roles and current or projected future environments. Student will consider the nature of the dynamic system in which the client functions during evaluation analysis and interpretation.
5. The student will select, administer, and interpret specific assessments guided by knowledge of the multiple dimensions of performance, clinical reasoning, and frames of reference, administering assessments according to standard administration protocols or guidelines.
6. The student will determine whether the results of the evaluation indicate the need for occupational therapy services, referral for other services, or termination of services.
7. The student will develop and implement strategies based on evaluation that promote clients' strengths in achieving functional outcomes that are appropriate to their identity, valued roles, and occupational environments.
8. When planning service activities, the student will demonstrate appropriate clinical reasoning in the consideration of the client's specific goals, preferred roles, interests and tasks, realistic environmental challenges and resources, and relevant time constraints or factors.
9. The student will make recommendations for intervention that are grounded in a professionally accepted body of knowledge as determined by the fieldwork supervisor.

10. The student will document services in a way that reflect the client's involvement in development of the plan and adoption of specific strategies.
11. The student will communicate clearly, verbally and non-verbally, producing clear/legible documentation in language understandable to the recipient.
12. The student will communicate and collaborate with health care and other professionals in a professional manner.
13. The student will demonstrate professional behavior in the areas of collaborating with his/her supervisor, taking responsibility for professional competence, responding constructively to feedback, demonstrating consistently adequate work behaviors and effective time management skills, using positive interpersonal skills, advocating for self and clients, and respecting self, other and the environment.



ITHACA COLLEGE

Department of Occupational Therapy

Level II Fieldwork

Level II fieldwork is a program requirement outlined by our accrediting body, the Accreditation Council for Occupational Therapy Education (ACOTE) and is a mandatory degree component for all occupational therapy students. Students must complete 24-weeks of Level II fieldwork, typically split into two 12-week placements in varying practice settings. Affiliation agreements between the site and college must be in place for the duration of the fieldwork placement.

Level II Fieldwork Requirements	
Goal of Level II FW	"To develop competent, entry-level, generalist occupational therapists" – ACOTE 2018 Standards
Timeline	12 weeks, full-time Full-time hours are determined by each site, but typically fall within a range of 32 – 40 hours per week depending on the practice setting.
Supervision	Level II fieldwork supervisors must be a currently licensed OTR with a minimum of 1-year of full-time practice experience since becoming licensed and credentialed. Supervision may be 1:1 with the student or shared with a second qualified supervisor. The supervisor should be on site and available while the student is actively engaged with clients. A substitute supervisor may be used when the primary supervisor is out sick, on vacation, or otherwise unavailable.
Objectives	Over the course of the 12 weeks, students should progressively assume all tasks of an entry-level OT at the site, completed under supervision. This may include client evaluations and treatment, documentation, discharge planning, reporting at team or family meetings, and any additional site-specific tasks A copy of the Ithaca College Level II Fieldwork objectives is sent to the supervisor in the fieldwork packet. Sites are encouraged to also write their own specific objectives to clarify expectations of entry-level competence at the site.
Evaluation method	Supervisors complete the AOTA Fieldwork Performance of the OT Student (FWPE) at midterm (week 6) and final (week 12). Access to this evaluation tool is provided to the supervisor by the college. Students complete the Student Evaluation of the Fieldwork Experience (SEFWE) at the end of their placement and share their feedback with their supervisor in the final week. It is generally expected that the supervisor is communicating progress, strengths, and needs to the student throughout the experience. A weekly feedback form is provided in the fieldwork packet for use, but is not required.

Questions about the Level II fieldwork requirements and expectations can be directed to the Academic Fieldwork Coordinator, Dr. Rita Daly at rdaly@ithaca.edu.

OOD PLACEMENTS 26/27 SY - 8.24.26 agenda

2211021	Windsor Prep High School	Tuition: \$73,789.59 213 days @ \$346.43/day 7/3/26 - 6/18/27
2013010	Mt Carmel Guild Academy	Tuition: \$65,000.00 200 days @ \$325.00/day 1:1 aide: \$54,000.00 200 days @ \$270.00/day 7/6/26 - 6/21/27
2113077	Mt Carmel Guild Academy	Tuition: \$65,000.00 200 days @ \$325.00/day 1:1 aide: \$18,000.00 200 days @ \$90.00/day 7/6/26 - 6/21/27
1610070	Mt Carmel Guild Academy	Tuition: \$65,000.00 200 days @ \$325.00/day 1:1 aide: \$54,000.00 200 days @ \$270.00/day 7/6/26 - 6/21/27
1508089	Mt Carmel Guild Academy	Tuition: \$65,000.00 200 days @ \$325.00/day 7/6/26 - 6/21/27
1404046	Mt Carmel Guild Academy	Tuition: \$58,500.00 180 days @ \$325.00/day 9/3/26 - 6/21/27
1308110	Mt Carmel Guild Academy	Tuition: \$58,500.00 180 days @ \$325.00/day 9/3/26 - 6/21/27
1508025	Cornerstone Day School	Tuition: \$108,240.00 220 days @ \$492.00/day 7/6/26 - 6/25/27
1307106	Cornerstone Day School	Tuition: \$108,240.00 220 days @ \$492.00/day 7/6/26 - 6/25/27
1404031	Cornerstone Day School	Tuition: \$108,240.00 220 days @ \$492.00/day 7/6/26 - 6/25/27
1608082	Cornerstone Day School	Tuition: \$108,240.00 220 days @ \$492.00/day 7/6/26 - 6/25/27
1105097	Gloucester County Special Services	Tuition: \$4,870.00 20 days @ \$243.50/day 7/6/26 - 8/6/26
2413020	New Beginnings	Tuition: \$92,701.70 182 days @ \$509.35/day 1:1 aide: \$55,510.00 182 days @ \$305.00/day

OOD PLACEMENTS 26/27 SY - 8.24.26 agenda

		9/3/26 - 6/22/27
2509336	Bergen County Special Services	Tuition: \$91,368.00 8/31/26 - 6/17/27
2501341	Bergen County Special Services	Tuition: \$89,964.00 8/31/26 - 6/17/27
1705068	Bergen County Special Services	Tuition: \$71,658.00 8/31/26 - 6/17/27
2113011	Bergen County Special Services	Tuition: \$89,964.00 8/31/26 - 6/17/27
2213067	Bergen County Special Services	Tuition: \$89,964.00 8/31/26 - 6/17/27
1706039	Shepard Preparatory High School	Tuition: \$74,571.30 213 days @ \$350.10/day 7/1/26 - 6/18/26
2301127	Cornerstone Day School	Tuition: \$93,972.00 191 days @ \$492.00/day 8/10/26 - 6/25/27
1207143	Caldwell University Center for ABA	Tuition: \$256,800.00 214 days @ \$1,200.00/day 6/19/26 - 6/23/27
1608093	Chapel Hill Academy	Tuition: \$78,660.00 180 days @ \$437.00/day 9/3/26 - 6/22/27

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06/01/2026

West Orange Board of Education

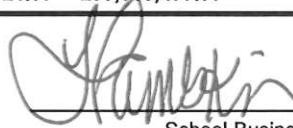
Monthly Transfer Report

Budget Category	Accounts	Original Budget	Revenues Allowed + Pr Yr Reserve	Orig + Rvnues Allowed + Pr Yr Reserve	Maximum Transfer Out Allowed	YTD Net Transfers	% change of Transfers	Remaining Transfers Out Allowed	Account Balance
INSTRUCTION									
Regular Programs	11-1XX-100-XXX 12-1XX-100-XXX 13-1XX-100-XXX 15-1XX-100-XXX	56,689,243.51	45,735.45	56,734,978.96	5,673,497.90	(136,053.30)	-0.24	5,537,444.60	2,105,502.74
Special Education, Basic Skills/Remedial and Bilingual Instruction and Speech/OT/PT and Ex	1X-2XX-100-XXX 1X-000-216-XXX 1X-000-217-XXX	30,283,112.18	18,382.17	30,301,494.35	3,030,149.44	(473,737.38)	-1.56	2,556,412.06	163,873.22
Vocational Programs-Local	1X-3XX-100-XXX	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
School-Spon. Co/Extra-Curr. Activities, School Sponsored Athletics, and Other Instructiona	11-4XX-100-XXX 11-4XX-200-XXX 12-4XX-100-XXX 15-4XX-100-XXX 15-4XX-200-XXX	2,819,384.27	51,179.14	2,870,563.41	287,056.34	(216,422.92)	-7.54	70,633.42	133,496.06
Community Services Programs/Operations	1X-800-330-XXX	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL INSTRUCTIONAL EXPENSE		89,791,739.96	115,296.76	89,907,036.72					2,402,872.02
UNDISTRIBUTED EXPENDITURES									
Tuition	11-000-100-XXX	12,964,861.00	14,332.53	12,979,193.53	1,297,919.35	396,139.93	3.05	1,694,059.28	74,026.52
Attendance and Social Work, Health, Guidance, Child Study Teams, Education Media Services/	1X-000-211-XXX 1X-000-213-XXX 1X-000-218-XXX 1X-000-219-XXX 1X-000-222-XXX	11,765,392.72	33,932.91	11,799,325.63	1,179,932.56	(367,674.52)	-3.12	812,258.04	125,925.55
Improvement of Instruction Services and Instructional Staff Training Services	1X-000-221-XXX 1X-000-223-XXX	1,719,577.20	4,967.31	1,724,544.51	172,454.45	612,528.30	35.52	784,982.75	19,104.79
General Administration	1X-000-230-XXX	2,474,803.73	43,438.48	2,518,242.21	251,824.22	(32,116.95)	-1.28	219,707.27	31,462.22
School Administration	1X-000-240-XXX	6,406,244.84	4,620.42	6,410,865.26	641,086.53	(188,344.62)	-2.94	452,741.91	14,154.79
Central Services & Administrative Information Technology	1X-000-25X-XXX	3,612,628.88	5,004.11	3,617,632.99	361,763.30	35,847.33	0.99	397,610.63	671.50
Operation and Maintenance of Plant Services	1X-000-26X-XXX	13,937,049.95	414,716.92	14,351,766.87	1,435,176.69	106,267.73	0.74	1,541,444.42	767,810.36
Student Transportation Services	1X-000-270-XXX	17,289,139.92	58,404.50	17,347,544.42	1,734,754.44	(893,293.15)	-5.15	841,461.29	491,510.72
Personal Services-Employee Benefits	1X-XXX-XXX-2XX	35,162,879.80	166,041.30	35,328,921.10	3,532,892.11	1,346,922.80	3.81	4,879,814.91	2,190,458.41
Food Services	11-000-310-XXX	350,000.00	0.00	350,000.00	35,000.00	48,817.71	13.95	83,817.71	0.00

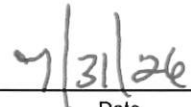
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West Orange Board of Education Monthly Transfer Report

Budget Category	Accounts	Original Budget	Revenues Allowed + Pr Yr Reserve	Orig + Rvnues Allowed + Pr Yr Reserve	Maximum Transfer Out Allowed	YTD Net Transfers	% change of Transfers	Remaining Transfers Out Allowed	Account Balance
Transfer Property Sale Proceedes to Debt Service Reserve	11-000-520-934	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfer from General Fund Surplus to Debt Service Fund to Repay CDL	11-000-520-936	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL UNDISTRIBUTED EXPENSE		105,682,578.04	745,458.48	106,428,036.52					3,715,124.86
TOTAL GENERAL CURRENT EXPENSE		195,474,318.00	860,755.24	196,335,073.24					6,117,996.88
Equipment	12-XXX-XXX-73X 15-XXX-XXX-73X	173,300.00	0.00	173,300.00	17,330.00	23,199.58	13.39	40,529.58	135.64
Facilities Acquisition and Construction Services	12-000-4XX-XXX	4,114,991.00	2,198,541.83	6,313,532.83	0.00	68,524.02	1.09	68,524.02	1,026,725.38
Capital Reserve-Transfer to Capital Expend. Fund	12-000-4XX-931	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Capital Reserve-Transfer to Repayment of Debt	12-000-4XX-933	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL CAPITAL EXPENDITURES		4,288,291.00	2,198,541.83	6,486,832.83					1,026,861.02
TOTAL SPECIAL SCHOOLS	13-XXX-XXX-XXX	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfer of Funds to Charter Schools	10-000-100-56X	726,847.00	116,724.00	843,571.00	84,357.10	36,951.60	4.38	121,308.70	0.00
Transfer of Funds to Renaissance	10-000-100-571	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
General Fund Contribution to School Based Budgets	10-000-520-930	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
OPERATING BUDGET GRAND TOTAL		200,489,456.00	3,176,021.07	203,665,477.07					7,144,857.90



School Business Administrator Signature



Date

7/31 9:30am

7/31 9:30am

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REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
General Fund - Fund 10
Interim Balance Sheet
For 12 Month Period Ending 06/30/2026

=====

ASSETS AND RESOURCES

=====

--- A S S E T S ---

101	Cash in bank		\$8,740,943.66
116	Capital reserve Account		\$361,621.85
117	Maint. Reserve Account		\$2,128,214.46
	Accounts receivable:		
132	Interfund	\$2,527,408.81	
141	Intergovernmental - State	\$33,291,108.39	
153,154	Other (net of est uncollectible of \$_____)	(\$37,040.60)	
			\$35,781,476.60

--- R E S O U R C E S ---

301	Estimated Revenues	\$196,201,766.00	
302	Less Revenues	(\$210,144,607.73)	
			(\$13,942,841.73)

Total assets and resources

\$33,069,414.84

=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
General Fund - Fund 10
Interim Balance Sheet
For 12 Month Period Ending 06/30/2026

=====

LIABILITIES AND FUND EQUITY

=====

--- L I A B I L I T I E S ---

402	Interfund Accounts Payable	(\$137,429.63)
421	Accounts Payable	\$5,970,437.18
422	Judgements Payable	\$2,019,341.00
471	Payroll Deductions and Withholdings	\$2,374,081.74
580	Unemployment Trust Fund Liability	\$68,211.04
	Other current liabilities including Net Assets	\$237,965.00

TOTAL LIABILITIES

\$10,532,606.33

=====

FUND BALANCE

--- A p p r o p r i a t e d ---

753	Reserve for Encumbrances - Current Year	\$3,852,176.79
754	Reserve for Encumbrance - Prior Year	\$977,165.85
	Reserved fund balance:	
761	Capital reserve account -	\$1,870,409.33
		\$1,870,409.33
769	Restricted Balance for Unemployment Fund	\$546,329.09
764	Reserve for Maintenance	\$2,059,523.56
		\$2,059,523.56
750,752,762,767,768	Other reserves	\$3,787,690.00
601	Appropriations	\$204,033,033.23
602	Less : Expenditures	\$192,488,435.57
603	Encumbrances	\$4,829,342.64
		(\$197,317,778.21)
		\$6,715,255.02
	Total Appropriated	\$19,808,549.64
---	U n a p p r o p r i a t e d ---	
770	Unreserved Fund Balance -	\$7,383,505.03
303	Budgeted Fund Balance	(\$4,655,246.16)

TOTAL FUND BALANCE

\$22,536,808.51

TOTAL LIABILITIES AND FUND EQUITY

\$33,069,414.84

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West Orange Board of Education
General Fund - Fund 10
Interim Balance Sheet
For 12 Month Period Ending 06/30/2026

RECAPITULATION OF FUND BALANCE:	Budgeted	Actual	Variance
Appropriations	\$204,033,033.23	\$197,317,778.21	\$6,715,255.02
Revenues	(\$196,201,766.00)	(\$210,144,607.73)	\$13,942,841.73
	<u>\$7,831,267.23</u>	<u>(\$12,826,829.52)</u>	<u>\$20,658,096.75</u>
Change in Unemployment Fund account:			
580 Plus - Increase in reserve	\$68,211.04		
Subtotal Reserve Adjustments	<u>\$68,211.04</u>	<u>\$68,211.04</u>	
Less: Adjust for prior year encumb.	(\$3,176,021.07)	(\$3,176,021.07)	
Budgeted Fund Balance	<u>\$4,723,457.20</u>	<u>(\$15,934,639.55)</u>	<u>\$20,658,096.75</u>
Recapitulation of Budgeted Fund Balance by Subfund			
Fund 10 (includes 10, 11, 12, and 13)	<u>\$4,723,457.20</u>	<u>(\$15,934,639.55)</u>	<u>\$20,658,096.75</u>
TOTAL Budgeted Fund Balance	<u>\$4,723,457.20</u>	<u>(\$15,934,639.55)</u>	<u>\$20,658,096.75</u>
	=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 12 Month Period Ending 06/30/2026

		BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***					
1XXX	From Local Sources	\$159,887,782.00	\$148,297,672.78		\$11,590,109.22
3XXX	From State Sources	\$36,275,277.00	\$61,441,065.83		(\$25,165,788.83)
4XXX	From Federal Sources	\$38,707.00	\$405,869.12		(\$367,162.12)
TOTAL REVENUE/SOURCES OF FUNDS		\$196,201,766.00	\$210,144,607.73		(\$13,942,841.73)
		=====	=====	=====	=====
					AVAILABLE
*** EXPENDITURES ***		APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	BALANCE
--- CURRENT EXPENSE ---					
11-1XX-100-XXX	Regular Programs - Instruction	\$56,598,925.66	\$54,483,091.16	\$63,720.86	\$2,052,113.64
11-2XX-100-XXX	Special Education - Instruction	\$19,938,106.13	\$19,855,531.91	\$20,209.56	\$62,364.66
11-230-100-XXX	Basic Skills - Remedial Instruction	\$3,915,530.66	\$3,911,264.45	\$4,266.21	\$0.00
11-240-100-XXX	Bilingual Education - Instruction	\$1,861,766.64	\$1,845,974.47	\$0.00	\$15,792.17
11-401-100-XXX	School-Spon. Cocurr. Acti-Instr	\$899,834.92	\$887,098.38	\$8,648.54	\$4,088.00
11-402-100-XXX	School-Spons. Athletics - Instruction	\$1,700,860.41	\$1,540,554.52	\$121,303.06	\$39,002.83
11-4XX-200-XXX	Other Supplemental/At Risk Pto grams	\$53,445.16	\$53,445.16	.00	.00
--- UNDISTRIBUTED EXPENDITURES ---					
11-000-100-XXX	Instruction	\$13,442,288.99	\$12,871,484.48	\$513,319.61	\$57,484.90
11-000-211-XXX	Attendance and Social Work Services	\$323,395.13	\$323,395.13	\$0.00	\$0.00
11-000-213-XXX	Health Services	\$1,581,052.11	\$1,550,932.46	\$20,614.48	\$9,505.17
11-000-216-XXX	Speech, OT,PT & Related Svcs	\$3,636,898.74	\$3,594,199.36	\$20,510.00	\$22,189.38
11-000-217-XXX	Other Support Serv - Students Extra Srvc	\$475,454.80	\$436,087.60	\$13,325.90	\$26,041.30
11-000-218-XXX	Guidance	\$3,674,289.31	\$3,578,693.66	\$52.25	\$95,543.40
11-000-219-XXX	Child Study Teams	\$4,602,819.74	\$4,550,490.15	\$22,766.08	\$29,563.51
11-000-221-XXX	Improv of Inst. - Instruc Staff	\$2,042,285.00	\$2,023,226.21	\$0.00	\$19,058.79
11-000-222-XXX	Educational Media Serv/School Library	\$1,284,955.28	\$1,276,612.72	\$2,818.63	\$5,523.93
11-000-223-XXX	Instructional Staff Training Services	\$294,787.81	\$262,901.85	\$31,885.96	\$0.00
11-000-230-XXX	Supp. Serv.-General Administration	\$2,414,868.90	\$2,319,220.87	\$87,684.45	\$7,963.58
11-000-240-XXX	Supp. Serv.-School Administration	\$6,222,520.64	\$6,206,310.59	\$2,055.26	\$14,154.79
11-000-25X-XXX	Central Serv & Admin. Inform. Tech.	\$3,653,480.32	\$3,634,096.30	\$18,884.02	\$500.00
11-000-261-XXX	Require Maint. for School Facilities	\$1,496,789.99	\$1,173,561.70	\$213,087.61	\$110,140.68
11-000-262-XXX	Custodial Services	\$10,711,923.92	\$10,062,048.12	\$227,575.94	\$422,299.86
11-000-263-XXX	Care and Upkeep of Grounds	\$609,325.97	\$597,042.11	\$8,622.18	\$3,661.68
11-000-266-XXX	Security	\$1,598,477.59	\$1,556,485.39	\$20,668.44	\$21,323.76
11-000-270-XXX	Student Transportation Services	\$16,453,662.77	\$14,915,382.06	\$1,048,683.59	\$489,597.12
11-XXX-XXX-2XX	Allocated and Unallocated Benefits	\$36,675,843.90	\$34,215,575.51	\$291,333.54	\$2,168,934.85
11-000-310-XXX	Food Services	\$398,817.71	\$398,817.71	.00	.00
TOTAL GENERAL CURRENT EXPENSE		\$196,562,408.20	\$188,123,524.03	\$2,762,036.17	\$5,676,848.00
EXPENDITURES/USES OF FUNDS		=====	=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 12 Month Period Ending 06/30/2026

*** EXPENDITURES - cont'd ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
*** CAPITAL OUTLAY ***				
12-XXX-XXX-73X Equipment	\$196,499.58	\$196,363.94	\$0.00	\$135.64
12-000-4XX-XXX Facilities acquisition & constr. serv.	\$6,382,056.85	\$3,384,846.00	\$1,970,485.47	\$1,026,725.38
	=====	=====	=====	=====
 TOTAL CAP OUTLAY EXPEND./USES OF FUNDS	 \$6,578,556.43	 \$3,581,209.94	 \$1,970,485.47	 \$1,026,861.02
	=====	=====	=====	=====
 10-000-100-56X Transfer of Funds to Charter Schools	 \$892,068.60	 \$783,701.60	 \$96,821.00	 \$11,546.00
	=====	=====	=====	=====
 TOTAL GENERAL FUND EXPENDITURES	 \$204,033,033.23	 \$192,488,435.57	 \$4,829,342.64	 \$6,715,255.02
	=====	=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
SCHEDULE OF REVENUES
ACTUAL COMPARED WITH ESTIMATED
For 12 Month Period Ending 06/30/2026

	ESTIMATED	ACTUAL	UNREALIZED
	<u> </u>	<u> </u>	<u> </u>
--- LOCAL SOURCES ---			
1210 Local Tax Levy - Base Budget	\$159,415,304.00	\$146,130,695.26	\$13,284,608.74
1320 Tuition from LEAs Within State	\$140,000.00	\$107,395.20	\$32,604.80
1510 Interest	\$200.00	\$630,545.39	(\$630,345.39)
1910 Rents and Royalties	\$32,278.00	\$32,673.00	(\$395.00)
1XXX Miscellaneous	\$300,000.00	\$1,396,363.93	(\$1,096,363.93)
	<u> </u>	<u> </u>	<u> </u>
TOTAL LOCAL	\$159,887,782.00	\$148,297,672.78	\$11,590,109.22
	=====	=====	=====
--- STATE SOURCES ---			
3121 Categorical Transportation Aid	\$3,931,840.00	\$6,680,341.79	(\$2,748,501.79)
3131 Extraordinary Aid	\$3,500,000.00	\$3,928,180.00	(\$428,180.00)
3132 Categorical Special Education Aid	\$11,016,015.00	\$19,268,134.68	(\$8,252,119.68)
3176 Equalization	\$15,463,821.00	\$27,047,802.49	(\$11,583,981.49)
3177 Categorical Security	\$2,166,586.00	\$3,789,579.87	(\$1,622,993.87)
3178 Adjustment Aid	\$197,015.00	\$425,000.00	(\$227,985.00)
3190 Other Unrestricted State Aid		\$302,027.00	(\$302,027.00)
	<u> </u>	<u> </u>	<u> </u>
TOTAL	\$36,275,277.00	\$61,441,065.83	(\$25,165,788.83)
	=====	=====	=====
--- FEDERAL SOURCES ---			
4200 Federal Grants including Medicaid Reimbursement	\$38,707.00	\$405,869.12	(\$367,162.12)
	<u> </u>	<u> </u>	<u> </u>
TOTAL	\$38,707.00	\$405,869.12	(\$367,162.12)
	=====	=====	=====
--- OTHER FINANCING SOURCES ---			
TOTAL REVENUES/SOURCES OF FUNDS	\$196,201,766.00	\$210,144,607.73	(\$13,942,841.73)
	=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 12 Month Period Ending 06/30/2026

	Appropriations	Expenditures	Encumbrances	Available Balance
*** GENERAL CURRENT EXPENSE ***				
--- Regular Programs - Instruction ---				
11-105-100-936 Local Contrib-Tfr to Spc Rev-Inclusion	\$908,378.00	\$908,378.00	.00	.00
11-110-100-101 Kindergarten - Salaries of Teachers	\$2,168,939.20	\$2,167,805.52	.00	\$1,133.68
11-120-100-101 Grades 1-5 - Salaries of Teachers	\$15,936,939.24	\$15,839,121.34	.00	\$97,817.90
11-130-100-101 Grades 6-8 - Salaries of Teachers	\$10,677,679.83	\$10,645,390.89	.00	\$32,288.94
11-140-100-101 Grades 9-12 - Salaries of Teachers	\$16,782,969.66	\$16,638,895.48	.00	\$144,074.18
--- Regular Programs - Home Instruction ---				
11-150-100-101 Salaries of Teachers	\$128,375.81	\$128,375.81	\$0.00	\$0.00
11-150-100-320 Purchased Prof.-Ed. Services	\$93,341.99	\$84,069.23	\$4,760.76	\$4,512.00
--- Regular Programs - Undistr. Instruction ---				
11-190-100-106 Other Salaries for Instruction	\$3,259,671.61	\$1,631,249.95	.00	\$1,628,421.66
11-190-100-320 Purchased Prof.-Ed. Services	\$3,085,486.47	\$2,955,160.04	.00	\$130,326.43
11-190-100-340 Purchased Technical Services	\$2,925.00	\$2,925.00	.00	.00
11-190-100-500 Other Purch. Serv. (400-500 series)	\$996,975.58	\$974,427.77	\$22,457.81	\$90.00
11-190-100-610 General Supplies	\$2,354,005.99	\$2,318,606.78	\$21,963.96	\$13,435.25
11-190-100-640 Textbooks	\$162,506.01	\$162,506.01	.00	.00
11-190-100-800 Other Objects	\$40,731.27	\$26,179.34	\$14,538.33	\$13.60
TOTAL	\$56,598,925.66	\$54,483,091.16	\$63,720.86	\$2,052,113.64
--- SPECIAL EDUCATION - INSTRUCTION ---				
Intellectual Disability - Mild:				
11-201-100-101 Salaries of Teachers	\$793,425.51	\$793,425.51	\$0.00	\$0.00
11-201-100-106 Other Salaries for Instruction	\$745,220.14	\$743,222.37	.00	\$1,997.77
11-201-100-610 General Supplies	\$9,364.00	\$9,362.61	\$1.39	.00
11-201-100-800 Other Objects	\$2,539.72	\$2,293.81	\$245.91	.00
TOTAL	\$1,550,549.37	\$1,548,304.30	\$247.30	\$1,997.77
Learning and/or Language Disabilities Mild or Moderate:				
11-204-100-101 Salaries of Teachers	\$2,031,697.25	\$2,031,697.25	\$0.00	\$0.00
11-204-100-106 Other Salaries for Instruction	\$1,369,456.18	\$1,365,060.60	.00	\$4,395.58
11-204-100-610 General Supplies	\$4,825.10	\$4,825.10	.00	.00
TOTAL	\$3,405,978.53	\$3,401,582.95	\$0.00	\$4,395.58
Emotional Regulation Impairment:				
11-209-100-101 Salaries of Teachers	\$405,066.05	\$405,066.05	\$0.00	\$0.00
11-209-100-106 Other Salaries for Instruction	\$396,545.44	\$396,545.44	.00	.00
11-209-100-610 General supplies	\$2,217.56	\$2,217.56	.00	.00
11-209-100-800 Other Objects	\$190.00	\$190.00	.00	.00
TOTAL	\$804,019.05	\$804,019.05	\$0.00	\$0.00
Multiple Disabilities:				
11-212-100-101 Salaries of Teachers	\$245,874.00	\$245,874.00	\$0.00	\$0.00
11-212-100-106 Other Salaries for Instruction	\$296,243.15	\$295,833.70	.00	\$409.45
11-212-100-610 General supplies	\$2,725.00	\$783.42	\$728.58	\$1,213.00
11-212-100-800 Other Objects	\$690.00	\$690.00	.00	.00

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 12 Month Period Ending 06/30/2026

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$545,532.15	\$543,181.12	\$728.58	\$1,622.45
Resource Room/Resource Center:				
11-213-100-101 Salaries of Teachers	\$6,862,976.44	\$6,852,026.86	\$0.00	\$10,949.58
11-213-100-106 Other Salaries for Instruction	\$705,712.58	\$702,179.87	.00	\$3,532.71
11-213-100-610 General supplies	\$7,670.62	\$7,666.86	\$3.76	.00
TOTAL	\$7,576,359.64	\$7,561,873.59	\$3.76	\$14,482.29
Autism:				
11-214-100-101 Salaries of Teachers	\$1,341,758.48	\$1,341,758.48	\$0.00	\$0.00
11-214-100-106 Other Salaries for Instruction	\$2,051,544.63	\$2,045,489.29	.00	\$6,055.34
11-214-100-610 General Supplies	\$45,747.30	\$42,300.15	\$3,012.92	\$434.23
TOTAL	\$3,439,050.41	\$3,429,547.92	\$3,012.92	\$6,489.57
Preschool Disabilities - Full-Time:				
11-216-100-101 Salaries of Teachers	\$846,364.54	\$846,058.65	\$0.00	\$305.89
11-216-100-106 Other Salaries for Instruction	\$1,404,334.51	\$1,384,835.56	.00	\$19,498.95
11-216-100-600 General Supplies	\$8,722.42	\$8,410.59	.00	\$311.83
TOTAL	\$2,259,421.47	\$2,239,304.80	\$0.00	\$20,116.67
Home Instruction:				
11-219-100-101 Salaries of Teachers	\$212,781.51	\$212,781.51	\$0.00	\$0.00
11-219-100-320 Purchased Prof.-Ed. Services	\$144,414.00	\$114,936.67	\$16,217.00	\$13,260.33
TOTAL	\$357,195.51	\$327,718.18	\$16,217.00	\$13,260.33
TOTAL SPECIAL ED - INSTRUCTION	\$19,938,106.13	\$19,855,531.91	\$20,209.56	\$62,364.66
--- Basic Skills/Remedial-Instruction ---				
11-230-100-101 Salaries of Teachers	\$3,888,652.11	\$3,888,652.11	\$0.00	\$0.00
11-230-100-610 General Supplies	\$26,878.55	\$22,612.34	\$4,266.21	.00
TOTAL	\$3,915,530.66	\$3,911,264.45	\$4,266.21	\$0.00
--- Bilingual Education-Instruction ---				
11-240-100-101 Salaries of Teachers	\$1,820,227.31	\$1,804,435.14	\$0.00	\$15,792.17
11-240-100-610 General Supplies	\$37,289.33	\$37,289.33	.00	.00
11-240-100-640 Textbooks	\$4,250.00	\$4,250.00	.00	.00
TOTAL	\$1,861,766.64	\$1,845,974.47	\$0.00	\$15,792.17
--- School spons.cocurricular activities-Instruction ---				
11-401-100-100 Salaries	\$677,777.71	\$677,777.71	.00	.00
11-401-100-500 Purchased Services (300-500 series)	\$137,909.74	\$132,191.94	\$5,717.80	.00
11-401-100-600 Supplies and Materials	\$71,039.59	\$64,620.85	\$2,330.74	\$4,088.00
11-401-100-800 Other Objects	\$13,107.88	\$12,507.88	\$600.00	.00
TOTAL	\$899,834.92	\$887,098.38	\$8,648.54	\$4,088.00
--- School sponsored athletics-Instruct. ---				
11-402-100-100 Salaries	\$1,260,566.93	\$1,246,612.40	.00	\$13,954.53
11-402-100-500 Purchased Services (300-500 series)	\$186,629.50	\$124,073.70	\$50,797.16	\$11,758.64
11-402-100-600 Supplies and Materials	\$199,705.98	\$147,592.42	\$38,823.90	\$13,289.66
11-402-100-800 Other Objects	\$53,958.00	\$22,276.00	\$31,682.00	.00

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 12 Month Period Ending 06/30/2026

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$1,700,860.41	\$1,540,554.52	\$121,303.06	\$39,002.83
--- Summer school - support services ---				
11-422-200-100 Salaries	\$53,445.16	\$53,445.16	.00	.00
TOTAL	\$53,445.16	\$53,445.16	\$0.00	\$0.00
TOTAL SUMMER SCHOOL	\$53,445.16	\$53,445.16	\$0.00	\$0.00
--- UNDISTRIBUTED EXPENDITURES ---				
--- Instruction ---				
11-000-100-561 Tuition to Other LEAs within State Regular	\$32,803.56	.00	\$32,803.56	.00
11-000-100-562 Tuition to Other LEAs within State Special	\$1,101,920.62	\$1,090,642.42	\$11,278.20	.00
11-000-100-563 Tuition to Co.Voc.School Dist.-reg.	\$76,843.00	\$69,158.70	.00	\$7,684.30
11-000-100-564 Tuition to Co.Voc. School Dist.-spec.	\$63,728.00	\$63,728.00	.00	.00
11-000-100-565 Tuition to Co.Spec.Serv. & Reg. Day schls	\$553,003.98	\$486,114.82	\$66,889.16	.00
11-000-100-566 Tuition to Priv Sch for Disbl w/i State	\$10,646,620.54	\$10,336,547.48	\$310,042.46	\$30.60
11-000-100-567 Tuition Priv Sch Disbl & Otr LEA o/s State	\$175,724.64	\$175,724.64	.00	.00
11-000-100-569 Tuition - Other	\$791,644.65	\$649,568.42	\$92,306.23	\$49,770.00
TOTAL	\$13,442,288.99	\$12,871,484.48	\$513,319.61	\$57,484.90
--- Attendance and social work services ---				
11-000-211-100 Salaries	\$219,509.16	\$219,509.16	.00	.00
11-000-211-300 Purchased Prof. & Tech. Svc.	\$103,798.97	\$103,798.97	.00	.00
11-000-211-600 Supplies and Materials	\$87.00	\$87.00	.00	.00
TOTAL	\$323,395.13	\$323,395.13	\$0.00	\$0.00
--- Health services ---				
11-000-213-100 Salaries	\$1,258,716.85	\$1,258,716.85	.00	.00
11-000-213-300 Purchased Prof. & Tech. Svc.	\$289,673.61	\$260,844.24	\$19,702.20	\$9,127.17
11-000-213-600 Supplies and Materials (600-615)	\$30,566.40	\$29,654.12	\$912.28	.00
11-000-213-800 Other Objects	\$2,095.25	\$1,717.25	.00	\$378.00
TOTAL	\$1,581,052.11	\$1,550,932.46	\$20,614.48	\$9,505.17
--- Speech, OT,PT & Related Svcs ---				
11-000-216-100 Salaries	\$2,560,876.26	\$2,560,876.26	.00	.00
11-000-216-320 Purchased Prof. Ed. Services	\$1,066,950.85	\$1,024,251.47	\$20,510.00	\$22,189.38
11-000-216-600 Supplies and Materials	\$9,071.63	\$9,071.63	.00	.00
TOTAL	\$3,636,898.74	\$3,594,199.36	\$20,510.00	\$22,189.38
--- Other support services - Students - Extra Srvc				
11-000-217-320 Purchased Prof. Ed. Services	\$475,454.80	\$436,087.60	\$13,325.90	\$26,041.30
TOTAL	\$475,454.80	\$436,087.60	\$13,325.90	\$26,041.30
--- Guidance ---				
11-000-218-104 Salaries Other Prof. Staff	\$2,954,344.38	\$2,863,872.68	.00	\$90,471.70
11-000-218-105 Sal Secr. & Clerical Asst.	\$545,702.09	\$545,702.09	.00	.00
11-000-218-320 Purchased Prof. - Ed. Services	\$16,621.80	\$16,621.80	.00	.00
11-000-218-390 Other Purch. Prof. & Tech Svc.	\$135,588.56	\$130,464.61	\$52.25	\$5,071.70
11-000-218-500 Other Purchased Services (400-500 series)	\$656.40	\$656.40	.00	.00

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 12 Month Period Ending 06/30/2026

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-218-600 Supplies and Materials	\$20,676.08	\$20,676.08	.00	.00
11-000-218-800 Other Objects	\$700.00	\$700.00	.00	.00
TOTAL	\$3,674,289.31	\$3,578,693.66	\$52.25	\$95,543.40
--- Child Study Teams ---				
11-000-219-104 Salaries Other Prof. Staff	\$4,008,426.99	\$4,008,426.99	.00	.00
11-000-219-105 Sal Secr. & Clerical Asst.	\$340,854.72	\$340,854.72	.00	.00
11-000-219-199 Unused Vac Payment to Term/Ret Staff	\$12,403.00	\$12,403.00	.00	.00
11-000-219-320 Purchased Prof. - Ed. Services	\$157,500.00	\$105,925.00	\$22,350.00	\$29,225.00
11-000-219-390 Other Purch. Prof. & Tech Svc.	\$35,826.25	\$35,826.25	.00	.00
11-000-219-592 Misc Purch Ser(400-500 O/than Resid costs)	\$3,854.33	\$3,854.33	\$0.00	\$0.00
11-000-219-600 Supplies and Materials	\$43,754.45	\$42,999.86	\$416.08	\$338.51
11-000-219-800 Other Objects	\$200.00	\$200.00	.00	.00
TOTAL	\$4,602,819.74	\$4,550,490.15	\$22,766.08	\$29,563.51
--- Improv. of instr. Serv. ---				
11-000-221-102 Salaries Superv. of Instr.	\$1,920,903.04	\$1,901,844.25	.00	\$19,058.79
11-000-221-104 Salaries Other Prof. Staff	\$40,839.66	\$40,839.66	.00	.00
11-000-221-105 Sal Secr. & Clerical Asst.	\$79,656.00	\$79,656.00	.00	.00
11-000-221-500 Other Purchased Services (400-500 series)	\$526.30	\$526.30	.00	.00
11-000-221-800 Other Objects	\$360.00	\$360.00	.00	.00
TOTAL	\$2,042,285.00	\$2,023,226.21	\$0.00	\$19,058.79
--- Educational media serv./sch.library ---				
11-000-222-100 Salaries	\$1,172,666.82	\$1,172,666.82	.00	.00
11-000-222-300 Purchased Prof. & Tech Svc.	\$14,587.32	\$14,587.32	.00	.00
11-000-222-600 Supplies and Materials	\$97,431.14	\$89,088.58	\$2,818.63	\$5,523.93
11-000-222-800 Other Objects	\$270.00	\$270.00	.00	.00
TOTAL	\$1,284,955.28	\$1,276,612.72	\$2,818.63	\$5,523.93
--- Instructional Staff Training Services ---				
11-000-223-104 Salaries Other Prof. Staff	\$25,012.80	\$25,012.80	.00	.00
11-000-223-390 Other Purch. Prof. & Tech Svc.	\$217,262.62	\$217,262.62	.00	.00
11-000-223-500 Other Purchased Services (400-500 series)	\$15,568.86	\$15,522.86	\$46.00	.00
11-000-223-600 Supplies and Materials	\$5,024.57	\$5,024.57	.00	.00
11-000-223-800 Other Objects	\$31,918.96	\$79.00	\$31,839.96	.00
TOTAL	\$294,787.81	\$262,901.85	\$31,885.96	\$0.00
--- Support services-general administration ---				
11-000-230-100 Salaries	\$503,031.27	\$501,034.27	\$0.00	\$1,997.00
11-000-230-331 Legal Services	\$482,899.86	\$466,813.86	\$16,086.00	.00
11-000-230-332 Audit Fees	\$94,697.50	\$69,410.00	\$25,287.50	.00
11-000-230-334 Architectural/Engineering Services	\$12,337.75	\$8,237.75	\$4,100.00	.00
11-000-230-339 Other Purchased Prof. Svc.	\$84,517.50	\$80,350.92	\$500.00	\$3,666.58
11-000-230-340 Purchased Tech. Services	\$6,500.00	\$6,500.00	.00	.00
11-000-230-530 Communications/Telephone	\$389,051.14	\$358,090.40	\$30,960.74	.00
11-000-230-580 Travel - All Other	\$462.56	\$462.56	.00	.00
11-000-230-585 BOE Other Purchased Prof. Svc.	\$9,777.08	\$7,477.08	.00	\$2,300.00

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 12 Month Period Ending 06/30/2026

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-230-590 Misc Purchased Services (400-500)	\$687,724.16	\$686,159.82	\$1,564.34	\$0.00
11-000-230-610 General Supplies	\$443.90	\$443.90	.00	.00
11-000-230-630 BOE In-House Training/Meeting Supplies	\$2,000.00	\$1,814.13	\$185.87	.00
11-000-230-820 Judgments Against. School District.	\$9,000.00	.00	\$9,000.00	.00
11-000-230-890 Misc. Expenditures	\$104,271.20	\$104,271.20	.00	.00
11-000-230-895 BOE Membership Dues and Fees	\$28,154.98	\$28,154.98	.00	.00
TOTAL	\$2,414,868.90	\$2,319,220.87	\$87,684.45	\$7,963.58
--- Support services-school administration ---				
11-000-240-103 Salaries Princ./Asst. Princ.	\$3,991,883.03	\$3,991,883.03	.00	.00
11-000-240-105 Sal Secr. & Clerical Asst.	\$2,101,291.91	\$2,090,156.07	.00	\$11,135.84
11-000-240-199 Unused Vac Payment to Term/Ret Staff	\$22,831.00	\$22,831.00	.00	.00
11-000-240-300 Purchased Prof. & Tech. Svc.	\$13,756.25	\$11,127.30	.00	\$2,628.95
11-000-240-500 Other Purchased Services (400-500 series)	\$33,013.58	\$31,138.58	\$1,875.00	.00
11-000-240-600 Supplies and Materials	\$58,326.87	\$57,756.61	\$180.26	\$390.00
11-000-240-800 Other Objects	\$1,418.00	\$1,418.00	.00	.00
TOTAL	\$6,222,520.64	\$6,206,310.59	\$2,055.26	\$14,154.79
--- Central Services ---				
11-000-251-100 Salaries	\$1,818,573.67	\$1,818,573.67	.00	.00
11-000-251-199 Unused Vac Payment to Term/Ret Staff	\$50,648.24	\$50,648.24	.00	.00
11-000-251-330 Purchased Prof. Services	\$121,908.40	\$113,862.90	\$8,045.50	.00
11-000-251-340 Purchased Technical Services	\$100,715.39	\$100,715.39	.00	.00
11-000-251-592 Misc Pur Serv (400-500 series)	\$19,003.54	\$18,753.54	\$250.00	.00
11-000-251-600 Supplies and Materials	\$17,905.50	\$16,346.70	\$1,058.80	\$500.00
11-000-251-89X Other Objects	\$6,862.00	\$6,862.00	.00	.00
TOTAL	\$2,135,616.74	\$2,125,762.44	\$9,354.30	\$500.00
--- Admin. Info. Technology ---				
11-000-252-100 Salaries	\$1,254,407.77	\$1,254,407.77	.00	.00
11-000-252-199 Unused Vac Payment to Term/Ret Staff	\$13,704.48	\$13,704.48	.00	.00
11-000-252-340 Purchased Technical Services	\$184,909.48	\$175,379.76	\$9,529.72	.00
11-000-252-500 Other Pur Serv. (400-500 series)	\$1,849.56	\$1,849.56	.00	.00
11-000-252-600 Supplies and Materials	\$60,332.29	\$60,332.29	.00	.00
11-000-252-800 Other Objects	\$2,660.00	\$2,660.00	.00	.00
TOTAL	\$1,517,863.58	\$1,508,333.86	\$9,529.72	\$0.00
TOTAL Cent. Svcs. & Admin IT	\$3,653,480.32	\$3,634,096.30	\$18,884.02	\$500.00
--- Required Maint.for School Facilities ---				
11-000-261-420 Cleaning, Repair & Maint. Svc	\$1,239,608.22	\$986,661.68	\$163,527.04	\$89,419.50
11-000-261-610 General Supplies	\$243,763.94	\$178,288.19	\$44,797.45	\$20,678.30
11-000-261-800 Other Objects	\$13,417.83	\$8,611.83	\$4,763.12	\$42.88
TOTAL	\$1,496,789.99	\$1,173,561.70	\$213,087.61	\$110,140.68
--- Custodial Services ---				
11-000-262-1XX Salaries	\$4,656,675.60	\$4,569,910.34	\$0.00	\$86,765.26
11-000-262-107 Salaries of Non-Instructional Aids	\$446,216.20	\$443,193.84	.00	\$3,022.36

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 12 Month Period Ending 06/30/2026

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-262-199 Unused Vac Payment to Term/Ret Staff	\$9,442.98	\$9,442.98	.00	.00
11-000-262-300 Purchased Prof. & Tech. Svc.	\$23,798.82	\$16,619.29	\$2,376.50	\$4,803.03
11-000-262-420 Cleaning, Repair & Maint. Svc.	\$291,974.01	\$204,691.91	.00	\$87,282.10
11-000-262-441 Rental of Land & Bldgs Other Than Lease	\$546,476.45	\$380,842.93	\$10,000.00	\$155,633.52
11-000-262-444 Lease Purch Paymts - Energy Saving	\$718,889.51	\$718,889.51	.00	.00
11-000-262-490 Other Purchased Property Svc.	\$216,578.68	\$202,986.30	\$11,444.98	\$2,147.40
11-000-262-520 Insurance	\$502,572.45	\$484,003.22	.00	\$18,569.23
11-000-262-580 Travel	\$5,377.56	\$4,652.56	.00	\$725.00
11-000-262-610 General Supplies	\$536,745.16	\$510,748.00	\$12,958.27	\$13,038.89
11-000-262-621 Energy (Natural Gas)	\$1,061,437.49	\$946,537.31	\$107,488.62	\$7,411.56
11-000-262-622 Energy (Electricity)	\$1,580,425.28	\$1,492,698.74	\$60,575.03	\$27,151.51
11-000-262-626 Energy (Gasoline)	\$55,000.00	\$16,867.46	\$22,382.54	\$15,750.00
11-000-262-8XX Other Objects	\$60,313.73	\$59,963.73	\$350.00	\$0.00
TOTAL	\$10,711,923.92	\$10,062,048.12	\$227,575.94	\$422,299.86
--- Care and Upkeep of Grounds ---				
11-000-263-100 Salaries	\$414,201.43	\$410,539.75	.00	\$3,661.68
11-000-263-420 Cleaning, Repair, & Maintenance Serv.	\$161,880.63	\$153,630.05	\$8,250.58	.00
11-000-263-610 General Supplies	\$33,243.91	\$32,872.31	\$371.60	.00
TOTAL	\$609,325.97	\$597,042.11	\$8,622.18	\$3,661.68
--- Security ---				
11-000-266-100 Salaries	\$1,304,050.71	\$1,286,614.45	.00	\$17,436.26
11-000-266-300 Purchased Prof. & Tech. Svc.	\$32,797.00	\$26,683.50	\$2,226.00	\$3,887.50
11-000-266-420 Cleaning, Repair, & Maintenance Serv.	\$72,945.79	\$65,718.61	\$7,227.18	.00
11-000-266-610 General Supplies	\$188,684.09	\$177,468.83	\$11,215.26	.00
TOTAL	\$1,598,477.59	\$1,556,485.39	\$20,668.44	\$21,323.76
TOTAL Oper & Maint of Plant Services	\$14,416,517.47	\$13,389,137.32	\$469,954.17	\$557,425.98
--- Student transportation services ---				
11-000-270-107 Salaries of Non-Instructional Aids	\$690,227.85	\$689,976.80	.00	\$251.05
11-000-270-160 Sal Pupil Trans(Bet Home & Sch)-reg	\$739,044.36	\$733,696.92	.00	\$5,347.44
11-000-270-161 Sal Pupil Trans(Bet Home & Sch)-Sp Ed	\$1,016,324.45	\$1,014,570.80	.00	\$1,753.65
11-000-270-162 Sal Pupil Trans.Other than Bet Home & Sch	\$52,375.91	\$52,375.91	.00	.00
11-000-270-350 Management Fee - ESC Transp. Prog.	\$258,562.25	\$182,360.92	\$65,020.84	\$11,180.49
11-000-270-390 Other Purch. Prof. & Tech Svc.	\$113,458.55	\$107,941.72	.00	\$5,516.83
11-000-270-420 Cleaning, Repair & Maint. Svc.	\$140,748.27	\$111,665.73	\$590.00	\$28,492.54
11-000-270-443 Lease Purch Payments - School Buses	\$236,158.51	\$236,158.51	.00	.00
11-000-270-503 Contr Svc-Aid in Lieu Paymnts-Non Pub Sch	\$483,300.15	\$482,123.15	\$1,177.00	.00
11-000-270-511 Contract Svc (btw Home & Sch.)-vendors	\$6,677,402.60	\$6,446,402.60	.00	\$231,000.00
11-000-270-512 Contract Svc (other btw home & sch)-vndrs	\$115,673.63	\$55,697.88	.00	\$59,975.75
11-000-270-514 Contract Svc (Sp Ed.)-vendors	\$36,295.00	\$20,400.00	.00	\$15,895.00
11-000-270-517 Contract Svc (reg std) - ESCs	\$409,591.47	\$352,688.16	.00	\$56,903.31
11-000-270-518 Contract Svc (Sp Ed) - ESCs	\$5,227,852.44	\$4,222,586.45	\$941,965.30	\$63,300.69
11-000-270-580 Travel	\$600.00	.00	.00	\$600.00
11-000-270-593 Misc. Purchased Svc.- Transp.	\$120,350.74	\$120,011.75	\$70.00	\$268.99

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 12 Month Period Ending 06/30/2026

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-270-610 General Supplies	\$2,920.59	\$2,812.52	.00	\$108.07
11-000-270-615 Transportation Supplies	\$121,511.00	\$76,497.24	\$39,010.45	\$6,003.31
11-000-270-800 Misc. Expenditures	\$11,265.00	\$7,415.00	\$850.00	\$3,000.00
TOTAL	\$16,453,662.77	\$14,915,382.06	\$1,048,683.59	\$489,597.12
--- Personal Services-Employee Benefits---				
11-XXX-XXX-210 Group Insurance	\$3,500.00	.00	.00	\$3,500.00
11-XXX-XXX-220 Social Security Contributions	\$2,450,000.00	\$2,387,564.13	.00	\$62,435.87
11-XXX-XXX-241 Other Retirement Contrb. - PERS	\$3,546,676.75	\$3,545,647.60	.00	\$1,029.15
11-XXX-XXX-248 Other Retirement - Deferred PERS	\$75,000.00	.00	.00	\$75,000.00
11-XXX-XXX-249 Other Retirement Contrb. - Regular	\$83,000.00	\$76,984.29	.00	\$6,015.71
11-XXX-XXX-250 Unemployment Compensation	\$700,533.11	.00	.00	\$700,533.11
11-XXX-XXX-260 Workman's Compensation	\$1,103,150.19	\$1,103,150.19	.00	.00
11-XXX-XXX-270 Health Benefits	\$27,205,904.96	\$25,660,265.34	\$235,663.61	\$1,309,976.01
11-XXX-XXX-280 Tuition Reimbursement	\$282,768.00	\$217,466.03	\$54,856.97	\$10,445.00
11-XXX-XXX-290 Other Employee Benefits	\$921,243.39	\$920,430.43	\$812.96	.00
11-XXX-XXX-299 Unused Sick Payment to Term/Ret Staff	\$304,067.50	\$304,067.50	.00	.00
TOTAL	\$36,675,843.90	\$34,215,575.51	\$291,333.54	\$2,168,934.85
--- Food services ---				
11-000-310-93X Transfers to Cover Deficit (Enterprise)	\$398,817.71	\$398,817.71	.00	.00
TOTAL	\$398,817.71	\$398,817.71	\$0.00	\$0.00
Total Undistributed Expenditures	\$111,593,938.62	\$105,546,563.98	\$2,543,887.94	\$3,503,486.70
*** TOTAL CURRENT EXPENSE EXPENDITURES ***	\$196,562,408.20	\$188,123,524.03	\$2,762,036.17	\$5,676,848.00
*** TOTAL CURRENT EXPENSE EXPENDITURES & TRANSFERS ***	\$196,562,408.20	\$188,123,524.03	\$2,762,036.17	\$5,676,848.00
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West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 12 Month Period Ending 06/30/2026

	Appropriations	Expenditures	Encumbrances	Available Balance
*** CAPITAL OUTLAY ***				
--- EQUIPMENT ---				
12-000-252-730 Admin. Info. Tech.	\$40,538.35	\$40,538.35	.00	.00
12-000-262-730 Undist. Exp.-Custodial Services	\$61,123.18	\$61,123.18	.00	.00
12-000-266-730 Undist. Exp.-Security	\$94,838.05	\$94,702.41	.00	\$135.64
Undist. Exp. - Non-instructional Services				
TOTAL	\$196,499.58	\$196,363.94	\$0.00	\$135.64
--- Facilities acquisition and construction services ---				
12-000-400-334 Architectural/Engineering Services	\$119,551.09	\$37,859.42	\$81,691.67	.00
12-000-400-450 Construction Services	\$6,147,485.58	\$3,243,573.05	\$1,877,216.33	\$1,026,696.20
12-000-400-896 Assmt for Debt Service on SDA Funding	\$115,020.18	\$103,413.53	\$11,577.47	\$29.18
Sub Total	\$6,382,056.85	\$3,384,846.00	\$1,970,485.47	\$1,026,725.38
TOTAL	\$6,382,056.85	\$3,384,846.00	\$1,970,485.47	\$1,026,725.38
TOTAL CAPITAL OUTLAY EXPENDITURES	\$6,578,556.43	\$3,581,209.94	\$1,970,485.47	\$1,026,861.02

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 12 Month Period Ending 06/30/2026

	Appropriations	Expenditures	Encumbrances	Available Balance
10-000-100-56X Transfer of Funds to Charter Schls.	\$892,068.60	\$783,701.60	\$96,821.00	\$11,546.00
TOTAL GENERAL FUND EXPENDITURES	\$204,033,033.23	\$192,488,435.57	\$4,829,342.64	\$6,715,255.02

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
West Orange Board of Education
General Fund - Fund 10

For 12 Month Period Ending 06/30/2026

I, Trenae Lambkin, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.

Trenae Lambkin

Board Secretary/Business Administrator

7/31/2026
Date

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
Interim Balance Sheet
For 12 Month Period Ending 06/30/26

=====

ASSETS AND RESOURCES

=====

--- A S S E T S ---

101	Cash in bank		\$398,299.27
	Accounts receivable:		
141	Intergovernmental - State	\$8,449,831.18	
142	Intergovernmental - Federal	(\$676,077.13)	
			\$7,773,754.05
	Other Current Assets		\$0.00

--- R E S O U R C E S ---

301	Estimated Revenues	\$17,225,619.26	
302	Less Revenues	(\$20,874,315.04)	
			(\$3,648,695.78)
	Total assets and resources		\$4,523,357.54

=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
Interim Balance Sheet
For 12 Month Period Ending 06/30/26

=====

LIABILITIES AND FUND EQUITY

=====

--- LIABILITIES ---

411	Intergovernmental accounts payable - State	\$41,592.30
421	Accounts Payable	\$1,017,776.71
481	Deferred revenues	\$1,023,325.41
TOTAL LIABILITIES		\$2,082,694.42
		=====

FUND BALANCE

--- Appropriated ---

753	Reserve for encumbrances - Current Year	\$544,261.97
--- Reserved Fund Balance ---		
758	Student Activity Fund	\$192,068.54
601	Appropriations	\$17,225,619.26
602	Less: Expenditures	\$14,977,024.68
603	Encumbrances	\$544,261.97
		(\$15,521,286.65)
		\$1,704,332.61
TOTAL FUND BALANCE		\$2,440,663.12
TOTAL LIABILITIES AND FUND EQUITY		\$4,523,357.54
		=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 12 Month Period Ending 06/30/26

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
1XXX From Local Sources	\$403,148.06	\$14,305.16		\$388,842.90
2XXX From Intermediate Sources	\$40,489.02	\$7,500.00		\$32,989.02
3XXX From State Sources	\$11,649,046.77	\$18,216,552.88		(\$6,567,506.11)
4XXX From Federal Sources	\$4,224,557.41	\$2,635,957.00		\$1,588,600.41
5XXX Other Financing Source	\$908,378.00	.00		\$908,378.00
TOTAL REVENUE/SOURCES OF FUNDS	\$17,225,619.26	\$20,874,315.04		(\$3,648,695.78)
=====				
				AVAILABLE
*** EXPENDITURES ***				
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	BALANCE
=====				
LOCAL PROJECTS:				
Other Local Projects (001-199)	\$103,637.08	\$15,250.78	.00	\$88,386.30
Student Activity Fund (475)	\$340,000.00	.00	.00	\$340,000.00
TOTAL LOCAL PROJECTS	\$443,637.08	\$15,250.78	\$0.00	\$428,386.30
=====				
STATE PROJECTS:				
Preschool Education Aid (218)	\$10,965,453.00	\$10,954,896.03	\$5,757.01	\$4,799.96
Nonpublic Teacher STEM Grant (481)	\$218,101.52	\$169,265.04	.00	\$48,836.48
SDA Emergent Needs & Capital Maintenance (492)	\$142,308.00	.00	.00	\$142,308.00
Nonpublic textbooks (501)	\$76,755.00	\$71,543.96	.00	\$5,211.04
Nonpublic auxiliary services (502)	\$314,984.41	\$9,830.05	.00	\$305,154.36
Nonpublic handicapped services (506)	\$299,328.00	\$179,960.60	\$76,839.00	\$42,528.40
Nonpublic nursing services (509)	\$200,928.00	\$191,086.29	.00	\$9,841.71
Nonpublic Technology Aid (510)	\$54,772.00	\$51,195.85	.00	\$3,576.15
Nonpublic School Programs (511)	\$284,794.84	\$274,815.56	\$9,977.28	\$2.00
TOTAL STATE PROJECTS	\$12,557,424.77	\$11,902,593.38	\$92,573.29	\$562,258.10
=====				
FEDERAL PROJECTS:				
ESSA Title I - Part A/D (231-239)	\$1,313,223.39	\$942,241.10	\$327,515.77	\$43,466.52
ESSA Title III - English Lang Enhancement (241-245)	\$103,710.00	\$62,134.72	\$4,347.33	\$37,227.95
I.D.E.A. Part B (Handicapped) (250-259)	\$2,424,437.00	\$1,812,539.60	\$52,867.08	\$559,030.32
ESSA Title II - Part A/D (270-279)	\$197,922.34	\$126,106.50	\$57,534.50	\$14,281.34
ESSA Title IV (280-289)	\$102,504.68	\$68,067.93	\$9,424.00	\$25,012.75
Vocational Education (361-389)	\$58,260.00	\$48,090.67	.00	\$10,169.33
ARP - ESSER NJ Tiered System of Supports (491)	\$24,500.00	.00	.00	\$24,500.00
TOTAL FEDERAL PROJECTS	\$4,224,557.41	\$3,059,180.52	\$451,688.68	\$713,688.21
=====				
*** TOTAL EXPENDITURES ***	\$17,225,619.26	\$14,977,024.68	\$544,261.97	\$1,704,332.61
=====				

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
SPECIAL REVENUE - FUND 20
SCHEDULE OF REVENUES
ACTUAL COMPARED WITH ESTIMATED
For 12 Month Period Ending 06/30/26

	ESTIMATED	ACTUAL	UNREALIZED
1760 Student Activity Fund Revenue	\$340,000.00	.00	\$340,000.00
1XXX Other Revenue from Local Sources	\$63,148.06	\$14,305.16	\$48,842.90
Total Revenues from Local Sources	\$403,148.06	\$14,305.16	\$388,842.90
=====			
--- INTERMEDIATE SOURCES ---			
2XXX From Intermediate Sources	\$40,489.02	\$7,500.00	\$32,989.02
Total Revenue Intermediate Sources	\$40,489.02	\$7,500.00	\$32,989.02
=====			
--- STATE SOURCES ---			
3212 Nonpublic Teacher STEM Grant	\$218,101.52	\$86,156.56	\$131,944.96
3218 Preschool Education Aid	\$10,057,075.00	\$16,792,371.32	(\$6,735,296.32)
3257 SDA Emergent Needs & Capital Maintenance	\$142,308.00	\$167,421.00	(\$25,113.00)
32XX Other Restricted Entitlements	\$1,231,562.25	\$1,170,604.00	\$60,958.25
Total Revenue from State Sources	\$11,649,046.77	\$18,216,552.88	(\$6,567,506.11)
=====			
--- FEDERAL SOURCES ---			
4411-16 Title I	\$1,313,223.39	\$917,389.00	\$395,834.39
4451-55 Title II	\$197,922.34	\$123,523.00	\$74,399.34
4491-94 Title III	\$103,710.00	\$63,336.00	\$40,374.00
4471-74 Title IV	\$102,504.68	\$51,032.00	\$51,472.68
4420-29 I.D.E.A. Part B (Handicapped)	\$2,424,437.00	\$1,443,719.00	\$980,718.00
4430 Perkins Vocational & Technical Education	\$58,260.00	\$36,958.00	\$21,302.00
4544 ARP-ESSER NJ NTiered System of Supports	\$24,500.00	.00	\$24,500.00
Total Revenues from Federal Sources	\$4,224,557.41	\$2,635,957.00	\$1,588,600.41
=====			
--- OTHER FINANCING SOURCES ---			
5200 Transfers from Operating Budget - Preschool	\$908,378.00	.00	\$908,378.00
Total Other Financing Sources	\$908,378.00	\$0.00	\$908,378.00
=====			
TOTAL REVENUES/SOURCES OF FUNDS	\$17,225,619.26	\$20,874,315.04	(\$3,648,695.78)
=====			

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
STATEMENT OF APPROPRIATIONS - RESTRICTED STATE ENTITLEMENTS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 12 Month Period Ending 06/30/26

	Appropriations	Expenditures	Encumbrances	Available Balance
Local Projects:				
20-001-XXX-XXX to 20-199-XXX-XXX Local Projects	\$103,637.08	\$15,250.78	.00	\$88,386.30
20-475-XXX-XXX Student Activity Fund	\$340,000.00	.00	.00	\$340,000.00
TOTAL LOCAL PROJECTS	\$443,637.08	\$15,250.78	\$0.00	\$428,386.30
State Projects:				
--- Preschool Education Aid - Instruction ---				
20-218-100-101 Salaries of Teachers	\$351,331.50	\$351,331.50	.00	.00
20-218-100-106 Other Sal. For Instruction	\$165,053.00	\$165,053.00	.00	.00
20-218-100-321 Purchased Prof & Ed Services	\$118,096.27	\$113,952.27	.00	\$4,144.00
20-218-100-500 Other purchased servs. (400-500 series)	\$5,061.00	\$5,061.00	.00	.00
20-218-100-600 General Supplies	\$184,174.32	\$184,111.78	\$61.21	\$1.33
Total Instruction	\$823,716.09	\$819,509.55	\$61.21	\$4,145.33
--- Preschool Education Aid - Support Services ---				
20-218-200-102 Salaries of Supervisors of Instruction	\$281,408.59	\$281,408.59	.00	.00
20-218-200-104 Salaries of Other Professional Staff	\$175,016.00	\$175,016.00	.00	.00
20-218-200-105 Salaries of Secr. And Clerical Assistants	\$120,572.00	\$120,572.00	.00	.00
20-218-200-110 Other Salaries	\$136,852.00	\$136,852.00	.00	.00
20-218-200-173 Salaries of Community Parent Involvement Spec.	\$83,462.30	\$83,462.30	.00	.00
20-218-200-176 Salaries of Master Teachers	\$338,630.00	\$338,630.00	.00	.00
20-218-200-200 Personal Services - Employee Benefits	\$297,864.00	\$297,864.00	.00	.00
20-218-200-321 Purchased Educ. Services-Contracted Pre-K	\$7,652,824.00	\$7,652,735.59	.00	\$88.41
20-218-200-325 Purchased Educ. Services-Head Start	\$609,979.00	\$609,887.92	.00	\$91.08
20-218-200-329 Purchased Professional-Education Services	\$33,159.00	\$29,972.07	\$3,130.00	\$56.93
20-218-200-330 Other Purchased Professional Services	\$44,000.00	\$44,000.00	.00	.00
20-218-200-440 Rentals	\$90,000.02	\$90,000.02	.00	.00
20-218-200-511 Contr. Trans. Serv. (Bat. Home & Sch)	\$249,956.07	\$249,579.68	.00	\$376.39
20-218-200-580 Travel	\$3,043.93	\$3,043.93	.00	.00
20-218-200-600 Supplies and Materials	\$10,000.00	\$7,932.60	\$2,065.80	\$1.60
20-218-200-800 Other Objects	\$2,500.00	\$1,965.02	\$500.00	\$34.98
Total Support Services	\$10,129,266.91	\$10,122,921.72	\$5,695.80	\$649.39
-- TOTAL Preschool Education Aid --	\$10,952,983.00	\$10,942,431.27	\$5,757.01	\$4,794.72
-- Other State Programs --				
20-501-XXX-XXX to 20-511-XXX-XXX Nonpublic Programs	\$1,231,562.25	\$778,432.31	\$86,816.28	\$366,313.66
20-481-XXX-XXX Nonpublic Teacher STEM Grant	\$218,101.52	\$169,265.04	.00	\$48,836.48
20-492-XXX-XXX SDA Emergent Needs & Capital Maintenance	\$142,308.00	.00	.00	\$142,308.00
-- TOTAL Other State Programs --	\$1,591,971.77	\$947,697.35	\$86,816.28	\$557,458.14
TOTAL STATE PROJECTS	\$12,544,954.77	\$11,890,128.62	\$92,573.29	\$562,252.86

	Appropriations	Expenditures	Encumbrances	Available Balance
Federal Projects:				
--- CARES Act Educational Stabilization Fund ---				
--- Bridging the Digital Divide Program				
--- Coronavirus Relief Grant Program ---				
--- Other Federal Programs ---				
20-231 to 20-239-XXX-XXX ESSA Title I - Part A/D	\$1,313,223.39	\$942,241.10	\$327,515.77	\$43,466.52
20-241 to 20-245-XXX-XXX ESSA Title III - Part A/D	\$103,710.00	\$62,134.72	\$4,347.33	\$37,227.95
20-25X-XXX-XXX I.D.E.A. Part B	\$2,424,437.00	\$1,812,539.60	\$52,867.08	\$559,030.32
20-27X-XXX-XXX ESSA Title II - Part A/D	\$197,922.34	\$126,106.50	\$57,534.50	\$14,281.34
20-28X-XXX-XXX ESSA Title IV	\$102,504.68	\$68,067.93	\$9,424.00	\$25,012.75
20-361 to 20-389-XXX-XXX Vocational Education	\$58,260.00	\$48,090.67	.00	\$10,169.33
20-491-XXX-XXX ARP-ESSER NJ Tiered System of Supports	\$24,500.00	.00	.00	\$24,500.00
TOTAL Other Federal Programs	\$4,224,557.41	\$3,059,180.52	\$451,688.68	\$713,688.21
	=====	=====	=====	=====
TOTAL FEDERAL PROJECTS	\$4,224,557.41	\$3,059,180.52	\$451,688.68	\$713,688.21
20-XXX-XXX-XXX All Other State/Fed/Loc Projects	\$12,470.00	\$12,464.76	\$0.00	\$5.24
TOTAL EXPENDITURES	\$17,225,619.26	\$14,977,024.68	\$544,261.97	\$1,704,332.61
	=====	=====	=====	=====

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
West Orange Board of Education

Special Revenue Fund - Fund 20
For 12 Month Period Ending 06/30/26

I, Trerae Lambkin, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.

Lambkin

Board Secretary/Business Administrator

7/31/2026

Date

=====

ASSETS AND RESOURCES

=====

--- A S S E T S ---

101	Cash in bank		\$419,959.34
	Accounts receivable:		
132	Interfund	(\$324,682.00)	
141	Intergovernmental - State	\$1,456,000.00	
			<u>\$1,131,318.00</u>

--- R E S O U R C E S ---

Total assets and resources

\$1,551,277.34

[illegible]

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Capital Projects Fund - Fund 30
Interim Balance Sheet
For 12 Month Period Ending 06/30/26

=====

LIABILITIES AND FUND EQUITY

=====

--- L I A B I L I T I E S ---

421	Accounts Payable	\$356,555.00
402	Interfund accounts payable	\$538.70
		\$357,093.70
	TOTAL LIABILITIES	\$357,093.70

FUND BALANCE

--- A p p r o p r i a t e d ---

754	Reserve for encumbrances - Prior Year	\$936,664.00
601	Appropriations	\$2,534,914.47
602	Less : Expenditures	\$1,531,947.13
603	Encumbrances	\$936,664.00
		(\$2,468,611.13)
		\$66,303.34
	Total Appropriated	\$1,002,967.34

--- U n a p p r o p r i a t e d ---

770	Fund balance	\$191,755.00
303	Budgeted Fund Balance	(\$538.70)
		\$191,216.30

TOTAL FUND BALANCE	\$1,194,183.64
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TOTAL LIABILITIES AND FUND EQUITY	\$1,551,277.34
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REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Capital Projects Fund - Fund 30
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 12 Month Period Ending 06/30/26

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
	_____	_____	_____	_____
*** REVENUES/SOURCES OF FUNDS ***				
	_____	_____	_____	_____
	=====	=====	=====	=====
*** EXPENDITURES ***				
	_____	_____	_____	AVAILABLE BALANCE _____

Facilities acquisition and constr. serv. ---				
30-000-4XX-334 Architectural/Engineering Services	\$4,497.67	\$1,497.67	.00	\$3,000.00
30-000-4XX-450 Construction services	\$2,530,416.80	\$1,530,449.46	\$936,664.00	\$63,303.34
	_____	_____	_____	_____
Total fac.acq.and constr. serv.	\$2,534,914.47	\$1,531,947.13	\$936,664.00	\$66,303.34
	=====	=====	=====	=====
TOTAL EXPENDITURES	\$2,534,914.47	\$1,531,947.13	\$936,664.00	\$66,303.34
*** TOTAL EXPENDITURES AND TRANSFERS	\$2,534,914.47	\$1,531,947.13	\$936,664.00	\$66,303.34
	=====	=====	=====	=====

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
West Orange Board of Education

Capital Projects Fund - Fund 30
For 12 Month Period Ending 06/30/26

I, Trenae Lambkin, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.

Trenae Lambkin

Board Secretary/Business Administrator

7/31/2026

Date

7/31 9:30am

Page 1

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Debt Service Fund - Fund 40
Interim Balance Sheet
For 12 Month Period Ending 06/30/26

=====

ASSETS AND RESOURCES

=====

--- A S S E T S ---

101	Cash in bank		(\$444,882.77)
-----	--------------	--	----------------

--- R E S O U R C E S ---

301	Estimated Revenues	\$5,935,293.00	
302	Less Revenues	(\$5,490,410.24)	
			\$444,882.76
	Total assets and resources		(\$0.01)
			=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Debt Service Fund - Fund 40
Interim Balance Sheet
For 12 Month Period Ending 06/30/26

=====

LIABILITIES AND FUND EQUITY

=====

FUND BALANCE

--- Appropriated ---

Reserved fund balance:

601	Appropriations		\$5,935,377.00
602	Less : Expenditures	\$5,935,377.00	
			(\$5,935,377.00)

--- Unappropriated ---

770	Fund Balance		\$83.99
303	Budgeted Fund Balance		(\$84.00)

TOTAL FUND BALANCE		(\$0.01)
--------------------	--	----------

TOTAL LIABILITIES AND FUND EQUITY		(\$0.01)
-----------------------------------	--	----------

RECAPITULATION OF FUND BALANCE:

	Budgeted	Actual	Variance
Appropriations	\$5,935,377.00	\$5,935,377.00	\$0.00
Revenues	(\$5,935,293.00)	(\$5,490,410.24)	(\$444,882.76)
	\$84.00	\$444,966.76	(\$444,882.76)
--- Change in Maint. / Capital reserve account ---			
Subtotal	\$84.00	\$444,966.76	(\$444,882.76)
Less: Adjust for prior year encumb.	\$0.00	\$0.00	
Budgeted Fund Balance	\$84.00	\$444,966.76	(\$444,882.76)

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Debt Service Fund - Fund 40
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 12 Month Period Ending 06/30/26

		BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
		_____	_____	_____	_____
*** REVENUES/SOURCES OF FUNDS ***					
--- Local Sources ---					
1210	Local tax levy	\$5,338,592.00	\$4,893,709.24		\$444,882.76
		_____	_____	_____	_____
	Total Local Sources	\$5,338,592.00	\$4,893,709.24		\$444,882.76
		=====	=====	=====	=====
--- State Sources ---					
3160	Debt service aid Type II	\$596,701.00	\$596,701.00		.00
		_____	_____	_____	_____
	Total State Sources	\$596,701.00	\$596,701.00		\$0.00
		=====	=====	=====	=====
	TOTAL REVENUE/SOURCES OF FUNDS	\$5,935,293.00	\$5,490,410.24		\$444,882.76
		=====	=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Debt Service Fund - Fund 40
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 12 Month Period Ending 06/30/26

*** EXPENDITURES ***	APPROPRIATIONS	EXPENDITURES/Enc.	AVAILABLE BALANCE
	<u> </u>	<u> </u>	<u> </u>
--- Debt Service - Regular ---			
40-701-510-723 Princ. Payments-Comm. Appr. Lease Pur. Agr.	\$2,135,000.00	\$2,135,000.00	.00
40-701-510-833 Interest Payments-Comm. Appr. Lease Pur. Agr.	\$342,650.00	\$342,650.00	.00
40-701-510-834 Interest on Bonds	\$97,727.00	\$97,727.00	.00
40-701-510-910 Redemption of Principal	\$3,360,000.00	\$3,360,000.00	.00
	<u> </u>	<u> </u>	<u> </u>
TOTAL	\$5,935,377.00	\$5,935,377.00	\$0.00
	=====	=====	=====
	<u> </u>	<u> </u>	<u> </u>
TOTAL USES OF FUNDS BEFORE TRANSFERS	\$5,935,377.00	\$5,935,377.00	\$0.00
	=====	=====	=====
*** TOTAL USES OF FUNDS ***	\$5,935,377.00	\$5,935,377.00	\$0.00
	=====	=====	=====

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
West Orange Board of Education
Debt Service Fund - Fund 40

For 12 Month Period Ending 06/30/26

I, Trenae Lambkin, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.

Trenae Lambkin

Board Secretary/Administrator

7/31/2026

Date



(SENT VIA Email: tlambkin@westorangeschools.org)

July 9, 2026

West Orange Public Schools
Board of Education
179 Eagle Rock Avenue
West Orange, NJ 07052

ATT: Ms. Trenae Lambkin,
Acting Business Administrator / Board Secretary

RE: Bid Results
New Play Area at:
Mt. Pleasant Elementary School
B|W|S Project No. 4450

Dear Ms. Lambkin:

We are writing to you with the results of the bid opening held on July 9th, 2026, for the following project:

Contract 1: Single Overall Contract- All Project Work for:

New Play Area at:
Mt. Pleasant Elementary School

In attendance at the bid opening were:

- Trenae Lambkin, Acting Business Administrator, West Orange Public Schools
- Nicholas Munzo, Facilities Manager, West Orange Public Schools
- See attached sign-in sheet for additional attendees

A review for material defects in the Bid Documents of the bidder shall be performed by Cleary | Giacobbe | Alfieri | Jacobs LLC, the Board's Attorney. Originals of the bid Proposal, Forms, Bid Bonds, etc., shall be forwarded to the Attorney by the District.





Contract No.1 Single Overall Contract- All Project Work for:
New Play Area at:
Mt. Pleasant Elementary School

Two (2) bids were received for this contract as per the attached recapitulation sheet, the two (2) lowest bid amounts are as follows:

1. K&B Contractors, LLC	\$ 204,425.00
2. D&L Paving Contractors	\$ 347,700.00

The following allowances are included into the Base Bid:

- Allowance #1 (50,000.00) for Unforeseen conditions is included.

Based on the above, we take no exception to awarding **Contract No. 1: Single Overall Contract - All Project Work** for the New Play Area at: Mt. Pleasant Elementary School to **K&B Contractors, LLC** in the amount of **\$ 204,425.00. (Pending Board Attorney's Review of Bid Proposals)**

If you have any further questions regarding the above, please do not hesitate to contact our office.

Very truly yours,

B|W|S ARCHITECTS

Peter Mandic

Peter Mandic
Project Manager
PM

Attachment

cc: Rodney Watkins, AIA, Principal, B|W|S Architects
File



Your Student Safety Data System report to the NJDOE has been successfully certified for 2025-26 School Year.

2025-26 School Year

School Name	Incidents*	Other Incidents Leading to Removal	Restraint/Seclusion	HIB Alleged	HIB Trainings	HIB Programs
050-West Orange High School	57	140	0	10	2	26
070-Edison Middle School	10	70	0	0	4	29
090-Roosevelt Middle School	14	40	0	5	3	74
120-Gregory Elementary School	2	1	0	3	3	24
130-Hazel Avenue Elementary School	0	1	0	0	7	46
135-Liberty Middle School	6	44	0	2	5	38
140-Mount Pleasant Elementary School	1	2	0	1	8	18
150-Kelly Elementary School	0	8	0	0	8	13
160-Redwood Elementary School	6	7	0	15	6	22
170-St. Cloud Elementary School	1	2	0	3	5	12
180-Washington Elementary School	0	16	0	0	2	13
300-Betty Maddalena Early Learning Center	0	0	0	0	2	6
301-West Orange Early Childhood Learning Center	0	0	0	0	4	12
District-Wide					0	0
* Violence, Vandalism, Substances, Weapons and HIB Confirmed						

Confirmation of District Certification

First Name: Michelle

Last Name: Martino

Position Title: District Anti-Bullying Coordinator

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