Minutes of a regular public meeting of the East Orange Board of Education held on Tuesday, April 21, 2026 at 6:46p.m. 199 4th Avenue, East Orange, NJ 07017

I. CALL TO ORDER

Ms. McPhatter read the following notice:
Please take notice that this is a Regular Public Meeting of the East Orange Board of Education. The purpose of this meeting is for the Board of Education to take action on the resolutions as indicated on the agenda. Notice of this meeting has been posted and announced in accordance with the law. Said notice was published in the newspapers and a copy of this notice has also been filed with the Office of the City Clerk of East Orange.

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL:
Ms. Jennifer Richardson-Neverson - Present
Ms. Jamillah N. Lawson – Present
Ms. Nadine Wright-Arbubakrr – Present
Mr. Wayne R. Stackhouse, Jr. – Present
Mr. Thomas R. Paisley – Absent
Ms. Medinah E. Muhammad – Present
Ms. Andrea McPhatter– Present

Also Present:
Dr. Christopher C. Irving, Superintendent
Dr. Crystal Davis, Assistant Superintendent, Education Support Services
Dr. Nicholas DeStefano, Assistant Superintendent, Curriculum Services
Mrs. Tia Thomas, School Business Administrator/Board Secretary
Mr. Bryant Horsley Esq., Shabazz & Woolridge

IV. BOARD OF EDUCATION

A. APPROVAL OF MINUTES

On a motion of Ms. Nadine Wright-Arbubakrr, duly seconded by Mr. Wayne R. Stackhouse, Jr. the members of the Board of Education voted to approve minutes for March 17, 2026 and March 26, 2026

Roll Call:
Ms. Jennifer Richardson-Neverson– Yes
Ms. Jamillah N. Lawson – Yes
Ms. Nadine Wright-Arbubakrr - Yes
Mr. Wayne R. Stackhouse, Jr. - Yes
Mr. Thomas R. Paisley - Absent
Ms. Medinah E. Muhammad – Yes (abstain March 17, 2026)
Ms. Andrea McPhatter - Yes

V. REPORT OF THE SUPERINTENDENT OF SCHOOLS

A. PRESENTATION

1. Brother Lamar Williams Presentation - African American/EO/Women's History Presentation
   STEM Academy Teachers: Mrs. Theresa Maughan, Ms. Tracey Prince
   STEM Academy Students:
   Anuli Wilson — Presenting on Mildred Barry Garvin
   Jenelcia Luke — Presenting on Purnell (Goldie) T. Burbage
   Kendra Wilson — Presenting on Sheila Y. Oliver
   Aliyah Abdul-Hakim — Presenting on Sojourner Truth, Harriet Tubman, Dr. Anna Julia Cooper, and Rosa Parks

2. Presentation to Mrs. Theresa Maughan, Induction into the National Teachers Hall of Fame by Dr. Christopher Irving, Superintendent and Dr. Vincent Stalling, Principal, STEM Academy

3. Recipients of Athletic Awards:
   a. **Coach Gabe Baltimore** – Being acknowledged for being named All Essex Hoops Essex County Coach of the Year for 2025-2026 *(Basketball)*
   b. **Gr. 11 James Roberts -** East Orange STEM Academy - named Runner-up for All Essex Hoops Essex County as player of the year for 2025-2026; being honored as Super Essex Conference 2025-2026 Basketball Key Performer and Men of Essex 2025 Outstanding Athlete
   c. **Gr. 12 Shaheem Dezonie** – East Orange Campus High School – being honored as Men of Essex 2025 Outstanding Athlete

V. REPORT OF THE SUPERINTENDENT OF SCHOOLS

A. PRESENTATION

4. Presentation to the Cicely L. Tyson Community School of Performing and Fine Arts International Thespian Society Troupe #7203 – 2026 NJ Thespian Festival Competition – Winners

Improvisational Pairs – Abdoul Kafando & Mardiyah Al Mutazzim; Ralph YacDiaz & Jordan S.B. Davis
Hanging and Focusing A Light – Nietszche Pierre
Sound System Set-Up – Madison McZorn
Musical Theatre Solo – Rashae Mack, Mickerson Volcy, Tawfik Hassan
Musical Theatre Duet – Kevin Barton Jr. & Tawfik Hassan

5. School Boards Association Unsung Hero Awards Recipient:
   a. **Gr. 12 Emelyn Palacios** - Cicely L. Tyson Community School of Performing and Fine Arts
   b. **Gr. 12 Bianny E. Almonte -** East Orange Campus High School
   c. **Gr. 12 Patrick Vincent -** East Orange STEM Academy High School
6. Recognition for Student Performance by Dr. Nicholas DeStefano, Assistant Superintendent of Curriculum & Instruction

Student Name	Grade (in 2025)	School (in 2025)	Assessment
Jordan Davis	11	Tyson	AP English Language & Composition
Jayda Hutchinson	11	Tyson	U.S. History
Danielle Powell	9	Tyson	Computer Science Principles
Kayla Seale	12	Tyson	African American Studies
Kiara Winbush	11	Tyson	U.S. History
Mila Aguilar	11	Campus	Spanish Language & Culture
Franklin Caceres Salgado	12	Campus	Spanish Language & Culture
Doreen Effah-Adu	12	Campus	U.S. Government & Politics
Sebastian Giler	12	Campus	Spanish Language & Culture
Analia Moreno	12	Campus	Spanish Language & Culture
Wendy Quicaliquin	12	Campus	Spanish Language & Culture
Laura Reyes	12	Campus	Spanish Language & Culture
Manuel Vasquez	12	Campus	Spanish Language & Culture
Tyler Foster	10	STEM	Physics 1
Caleb Heath	12	STEM	African American Studies
Amiri Joseph	11	STEM	African American Studies; U.S. History
Brenna Smith	11	STEM	Calculus AB
Aliyah Abdul-Hakim	11	STEM	English Language & Composition
Zaria Brown	3	Tyson Elem	NJSLA ELA
Annalise Lopez	3	Tyson Elem	NJSLA ELA
Robert Deleon	3	Louverture	NJSLA ELA
Mahawa Diarra	3	Jackson	NJSLA ELA
Savannah Lyle	3	Jackson	NJSLA ELA
Brianna Bellefantie	3	Hughes	NJSLA ELA
Ivory Obasi	3	Hughes	NJSLA ELA
Delano Pelswijk	3	Hughes	NJSLA ELA
Addison Madden	5	Louverture	NJSLA ELA
Ezra Jackson	5	Hughes	NJSLA ELA
Somaya Taylor	7	Tyson M/H	NJSLA ELA
Isaac Persaud	7	Oliver	NJSLA ELA

V. REPORT OF THE SUPERINTENDENT OF SCHOOLS

B. POLICIES

1. BE IT RESOLVED: that the East Orange Board of Education present as first reading the following bylaw/policies/regulation.

Policy	Description	
P5332	Do Not Resuscitate Orders	New
P4161	Examine for Cause	Revised

2. BE IT RESOLVED: that the East Orange Board of Education present as second reading the following bylaw/policies/regulation.

Policy	Description	
Bylaw 0142.1	Nepotism	Revised
Bylaw 0147.1	Board Member Travel Expenses	Abolished
Bylaw 0747.1A	Board Member Compensation	Abolished

On a motion of Mr. Wayne R. Stackhouse, Jr., duly seconded by Ms. Jennifer Richardson-Neverson the members of the Board of Education voted to approve the Second and First Reading under Policies:

Roll Call: Ms. Jennifer Richardson-Neverson– Yes
Ms. Jamillah N. Lawson – Yes
Ms. Nadine Wright-Arbubakrr - Yes
Mr. Wayne R. Stackhouse, Jr. - Yes
Mr. Thomas R. Paisley - Absent
Ms. Medinah E. Muhammad – Yes
Ms. Andrea McPhatter - Yes

VI. COMMITTEE REPORTS AND COMMENTS FROM THE MEMBERS OF THE BOARD OF EDUCATION

-Mr. Wayne R. Stackhouse, Jr., reported on the LRES Committee Meeting
-Ms. Jennifer Richardson-Neverson, reported on the Policy Committee Meeting
-Ms. Medinah E. Muhammad, reported on the Maintenance Committee Meeting
-Ms. Jamillah N. Lawson, reported on the Curriculum Committee Meeting
-Ms. Andrea McPhatter, reported on the Finance Committee Meeting
-Ms. Nadine Wright-Arbubakrr, reported on the Special Services Committee Meeting
-Ms. Nadine Wright-Arbubakrr, reported on the Legal Committee Meeting

VIII. COMMENTS FROM THE PUBLIC

1. **Isaiah C. Vice President of STEM Academy Student Council**

Speaking on key issues affecting students n East Orange. The lack of college readiness opportunities. Many of the students in our district graduate without access to programs that truly prepares them for college, dual enrollment in particular is limited or unavailable.

2. **Sarah Pitter, Secretary of STEM Academy Student Council**

I am grateful to be a student at STEM Academy, our student has dedicated teachers, principals, advisors, strong academics and students who are eager to succeed. However, there are important areas where we believe growth s necessary to truly reach our full potential. One of our greatest challenge is under funding. When resources are limited, opportunities are limited. Students need access to dual enrollment, internships in strong career and technical education programs just to keep up. Many opportunities are out of reach for us, especially with the teacher shortage. We are in need of more courses that are centered around artificial intelligence and electives such as photography, culinary, theater and psychology just to name a few.

3. **Bel Danco, Public Relations Officer of STEM Academy Student Council**

Our middle schoolers at East Orange STEM Academy need more than just regular middle school curriculum classes and how we need more afterschool programs and sports focused activities for our middle schoolers.

4. **Charisma Mickens, Public Relations Officer of STEM Academy Student Council**

Today I'm here to advocate for rights in my school. We need better learning conditions. Students will complain about how hot it is in our building. Not only the students but teachers as well. Students are doing their best to succeed while working with limited resources. A lot of our challenges come from district level funding that fully does not match the needs of our schools. Expanding career and technical education programs could be a huge benefit to our students and overall. School Bathrooms with limited stalls. All the stall are mainly old and broken. There are only about two working stalls in each bathroom which causes students to walk to the whole other side of the school.

VIII. COMMENTS FROM THE PUBLIC – Cont'd

5. **Mr. Charles Russell, President of the East Orange Educational Support Professionals' Association**

My name is Charles Russell. I am a 20+ year veteran custodian in this district, and I proudly serve as President of the East Orange Educational Support Professionals' Association. I am here tonight to urge the Board of Education: do not privatize our custodial staff. We have learned that there are plans to lay off dedicated, full-time employees and replace us with an outside company. That decision would not just impact jobs, it would impact the safety, stability, and culture of our schools.

Our custodians are not strangers. We are part of this community. We know the buildings, we know the students and we know what it takes to keep our schools clean, safe and running every single day. When something goes wrong, we are already there. We respond immediately. We care because this is our district too. Outsourcing would bring in people who do not have those relationships or that investment. And we have to ask, who will be walking through our school doors every day? That matters when we are talking about environments filled with children. This proposal feels like a quick fix but it is not a thoughtful solution. No one has come to us to have a real conversation about cost-saving measures. Instead, the focus has been placed on outsourcing, as if we are the problem. We are not. In fact, there are areas where cost have already increased. Our department once operated with dedicated leads who received a modest stipend and were available around the clock. That system worked. Now, administrative positions have grown significantly from three to seven, costing the district hundreds of thousands of dollars.

6. **Tamika Simmons, Althea Gibson School**

It has broken my heart to learn that the custodians in our building received information in reference to a RIF. Our custodian in our building also looks out for our kids and babies. Don't let outside come into this house because East Orange is strong and mighty and we can stand together and figure something out in reference to budget to keep our custodians here within our community.

7. **Sharice Murphy, Parent**

I am a parent of the Althea Gibson School. I am speaking on behalf of the parents and the students at the school. We are concerned about this decision that you have taken about our custodian workers. They are not just people who clean the school, they are family. They are people we can trust. We have Miss Marcia in our school and I can tell you she is one of a kind person. We as parents can depend on her to give an eye out for our children. We can depend on her to be the mother away from home. She is very caring and loving as well as her staff that works with her. I am asking you guys this evening to reconsider your decision on privatizing and removing these people.

8. **Albert Fuller**

TA's in the district. I am responding to a notice I received and I am just asking that you strongly reconsider the decision to let me go due to some very necessary facts that need to still be uncovered. I live in this district; I am from this district. I wouldn't want to be anywhere else. So I am asking you to strongly reconsider that decision.

9. **Virginia Jeffries, 236 Brighton Avenue, EO**

Concerns on the agenda. Under Education Support and Student Services Item P, the Best Foundation Holliday giveaway. What is this holiday being celebrated? Item T, the AGA Grand Slam Honors, Whit is the honors program about? Item Z authorization to apply for the NJ Green workforce training grant funding. Will this be in conjunction with the solar power project? Item CC authorization to apply for women and minorities in construction grant funding. Will this be supplemental and/or in conjunction with the solar power project? Under Labor Relations and Employment Services Item T Reduction in Force. How does this affect the previous items J, K and L? Item U, this was not on the published agenda of march 2026. This was a resolution voted on without the public's knowledge as a walk-on resolution after the board's return from executive session. This was a violation of the Open Public Meetings Act. The Board is not bargaining in good faith. This is a not so subtle attempt at union busting. The board does not have a policy in place for walk on resolutions that meets the requirements of the open public meeting act. Professional Conferences, Number 2 Duwan Bogert, Office of Superintendent a St. Louis Missouri Trip. Why is this particular person who is non-certified going to this conference? He is not the Superintendent nor an Assistant Superintendent. He is also on the RIF list of non-certified staff. Number 9 Duwan Boger, Office of Superintendent an Atlantic City trip for the NJSBO 64th Annual Conference. Why is this particular person who is non-certified going to this conference? He is not the Superintendent nor an Assistant Superintendent. He is also on the RIF List of non-certified staff. Business Services, the list of bills, vendor number 44008 the Stepping Stone group. The total price $7,281.26, how many RFP's are involved? Is there a CAP? Also Vendor ESS Northeast LLC, total vendor cost $3,458,668.42. These invoices are from October 11th, 2025 to April of this month. What is the cost savings to date? What is the effect on students to be serviced by temporary teaching staff and support staff? What has been the effect of parents/guardians interacting with temporary teaching staff and support staff? A formal response to the above is requested.

10. **Marpessa Bell, President of the Orange Education Association**

I am here with Tissa Singleton, East Orange Resident and we are here in solidarity with the East Orange Education Association. During the height of the Covid 19, when fear and uncertainty kept many people home our custodians showed up. They walked into buildings that others avoided putting their own health and their families at risk to make sure these schools stay clean, safe and open for our children. Now that the crises has passed, we are talking about replacing them by privatizing their jobs if their loyalty, their sacrifice and their consistency can be outsourced to the lowest bidder. What message does that send? That the people who carried this district through its hardest moments are only valuable when it's convenient? This isn't just about budgets; this is about trust. It's about relationships. It's about the pride that comes from people who know these buildings, who knows these kids, and who care about the spaces they maintain. If you let them go over the summer, what exactly are the students and the staff walking back into in September? Buildings cleaned by strangers with no connection to this community. Spaces maintained by companies whose priority is profit not people. We are not just losing custodians; we are losing caretakers. Protectors of our learning environments and members of this community who have already proven their worth when it mattered most. Protect the people who protected our schools. Anything less, is a failure of leadership.

VIII. COMMENTS FROM THE PUBLIC – Cont'd

11. Brother Lamar Williams

First, giving honor to God and my Lord and Savior Jesus Christ. Please remember, God is a Spirit, and God is love and Jesus taught us to love God and love our neighbor and to love one another and now by his faith, hope, and love, and the greatest of these is love and since God is our Father, we're all brothers and sisters, and our young people are all our sons and daughters, and our young people are all God's children, and all our children, and yes, I still believe that there is hope for our young people in East Orange.

I still believe there is hope for our young people in East Orange. God is laying it on my spirit to try to raise awareness about our young people who passed away in East Orange especially since 1975. Slavery was still legal in the US and NJ until the 13th Amendment was ratified on December 6, 1865. East Orange Board of Education and East Orange School District family are all good people and trying to do right by our young people in East Orange. If we all put God first, things will be all right because with God, all things are possible. Thank you all for all you do for all our young people in East Orange. Our young people are all God's children. And God bless you all and all our young people in East Orange and please, and I ask that we still recognize our legendary teams, like our Scott Boys basketball team 75 on their 50th anniversary, and Gary Garland was the starter team, and he's Dr. Cissy Houston's oldest son, and Whitney Houston's oldest brother and our legendary East Orange High School girls basketball team in 1980, on their 45th anniversary, and Sister Janice Walker was the star of the team, and she's, um, you know, and she served in the, um East Orange Rec for, like, 40 years, and, um, and she said she also did, like, 20 years in the parks, working with the kids, and she loved every second of it. That is a quote, please. Okay, and also our, um, legendary, um. Track and field team of 80 on their 45th anniversary, and Derek Roberts was the starter team, and he's a minister now. And, as in our African American history, And thank God that, um, you know, that our budget situation is straight now and please remember, all of our board members and district people are all good people And you're all trying to do right, for our young people and please remember, life is in the power of the tongue, and we always have to speak life over, you know, all of our young people, and speak those things that are not as if they are and if we all continue to put God first, then everything will be alright, because with God, all things are possible. and I could do all things through Christ, which strengthens me. And thank you all so much for all you do, for all of our people in East Orange, and especially our young people, because our young people are all God's children, and may God bless all of our, Board members and cabinet members, and district people, and principals, assistant principals, teachers, cafeteria workers. Security guards, um, you know, everybody, um. Parents, and especially all our young people, to have a blessed, um, new school year academically, athletically, artistically, socially, and most importantly, spiritually, and may God bless all of our young people to have blessed you as a school, bless you as a high school, bless you as a college, and bless lives. And we ask these all-needed blessings. In Jesus' name and for His sake. Amen?

IV. RETIRE TO EXECUTIVE SESSION

Ms. Andrea McPhatter read the following:

Be it resolved that the Board of Education will immediately retire to executive session to review and discuss:

1. Human Resource Discussion as a Whole
2. Superintendent's Update on Confidential Matters
3. Other Topics up for Discussion
4. Review of Caucus Minutes
5. Update from General Counsel
6. Update from Workers' Compensation Counsel
7. Privileged Considerations from Board President

Minutes of this meeting will be released when the matters discussed are no longer confidential. The Board will resume the business portion of the meeting at or about 10:00 p.m.

On a motion of Ms. Medinah E. Muhammad, seconded by Mr. Wayne R. Stackhouse, Jr., the members of the Board of Education voted to retire to Executive Session at 8:52 p.m.

Roll Call: Ms. Jennifer Richardson-Neverson– Yes
Ms. Jamillah N. Lawson – Yes
Ms. Nadine Wright-Arbubakrr - Yes
Mr. Wayne R. Stackhouse, Jr. - Yes
Mr. Thomas R. Paisley - Absent
Ms. Medinah E. Muhammad – Yes
Ms. Andrea McPhatter - Yes

V. RECOMMENCE PUBLIC MEETING

On a motion of Ms. Jamillah N. Lawson, duly seconded by Ms. Medinah E. Muhammad, the members of the Board of Education voted to resume the Public Session at 11:55 p.m.

ROLL CALL: Ms. Jennifer Richardson-Neverson– Yes
Ms. Jamillah N. Lawson – Yes
Ms. Nadine Wright-Arbubakrr - Yes
Mr. Wayne R. Stackhouse, Jr. - Yes
Mr. Thomas R. Paisley - Absent
Ms. Medinah E. Muhammad – Yes
Ms. Andrea McPhatter - Yes

Also Present: Dr. Christopher C. Irving, Superintendent
Dr. Crystal Davis, Assistant Superintendent, Education Support Services
Dr. Nicholas DeStefano, Assistant Superintendent, Curriculum Services
Mrs. Tia Thomas, School Business Administrator / Board Secretary
Mr. Bryant Horsley, Esq., Shabazz & Woolridge

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

On the motion of Mr. Wayne R. Stackhouse, Jr., duly seconded by Ms. Nadine Wright-Arbubakrr, the members of the Board voted to approve "**a-oo**" under Educational Support Services.

ROLL CALL: Ms. Jennifer Richardson-Neverson– Yes
Ms. Jamillah N. Lawson – Yes
Ms. Nadine Wright-Arbubakrr - Yes
Mr. Wayne R. Stackhouse, Jr. - Yes
Mr. Thomas R. Paisley - Absent
Ms. Medinah E. Muhammad – Yes
Ms. Andrea McPhatter – Yes

a. Field Day- (Dr. Adam)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools approves " Mildred Barry Garvin Students and Staff Members to attend a Field Day to be held in Oval Park, East Orange NJ on June 2nd, 2026, (rain date June 9th, 2026) from 8:30 am-2 pm at no cost to the district.

b. Fun Day Field Day - (Dr. Burton)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the Fun Day Field Day for the students and staff of Benjamin Banneker Academy on June 4 and 5, 2026 at Elmwood Park, East Orange, N] from 9am to 2pm at no cost to the district.

c. Enrollment Center Summer Employment - (Dr. Davis)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the hiring of the following positions, as attached, to work at the Enrollment Center from June 26, 2026 – August 31, 2026, at a cost not to exceed $50,000.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Codes: 11-000-211-100-030-002; 11-000-213-100-031-004**

d. Meet The Author Read-aloud Assembly- Cynthia Brooke-Copeland - (Dr. Cooke)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves an author's visit on Friday, May 22, 2026 by Cynthia Brooks-Copeland to read her children's book titled "Bo Gets Into Trouble" during a schoolwide assembly at no cost to the district.

e. Division of Vocational Rehabilitation (DVR) - (Dr. Davis/Ms. Hill)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby approves the participation of the Division of Vocational Rehabilitation Services (DVRS) in conducting a virtual meeting on April 30, 2026, from 6:00 p.m. to 7:00 p.m., for special education high school students and their parents who are engaged in post-secondary planning, at no cost to the District.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

f. Northern Region Educational Services Commission (Out-of-District Tuition) - (Dr. Davis/Dr. Williams-Blizzard)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the tuition contract agreement between the East Orange Board of Education and Northern Region Educational Services (NRES) to provide virtual out-of-district educational services for student (2595702058) at the current tuition rate of $15,000.00 ($1,500.00 monthly rate) for the 2025-2026 school year.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Code: 11-000-100-561-046-400** .

g. Northern Region Educational Services Commission (Out-of-District Tuition) - (Dr. Davis/Dr. Williams-Blizzard)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools approves the tuition contract agreement between the East Orange Board of Education and Northern Region Educational Services (NRES) to provide virtual out-of-district educational services for student (6452892507) at the current tuition rate of $15,000.00 ($1,500.00 monthly rate) for the 2025-2026 school year.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Code: 11-000-100-561-046-400.**

h. Promotional Exercises - (Dr. Moss-Hasan)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools approves" Dionne Warwick Institute PK & Kindergarten Moving Up Ceremony & 5th grade promotional Exercise to be held the same day. Students, staff and parents will attend the Exercises held at Dionne Warwick Institute School, located at 120 Central Avenue, East Orange NJ on June 16, 2026 not to exceed $2500.00.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Codes: 15-000-223-390-309-225; 15-000-218-600-309-220; 15-000-240-500-309-227; 15-190-100-610-309-215**

i. The N.E.D Show - Dr. Moss-Hasan)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools approves students at Dionne Warwick Institute for N.E.D's Mindset Mission performance, a show that helps children discover the benefits of having a positive mindset on October 2, 2026 at no cost to the District.

j. Field Day - (Dr. Moss-Hasan)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Dionne Warwick Institutes' staff and students to attend the Dionne Warwick Institute Field Day on June 5, 2026 (Rain date: June 8, 2026) at no cost to the District.

k. 5th Grade Dinner Dance - (Dr. Moss-Hasan)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Warwick Institute (60) 5th grade students and (10) staff to attend the 5th Grade Dinner Dance held at Bella Italia, located at 535 Central Ave. Orange NJ from 5pm - 8pm on June 12, 2026 at no cost to the District.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

l. 2026 Special Education Transition Fair - (Ms. Hill)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the Special Education Department to host a Transition Fair on Thursday, May 21, 2O26 in the Cicely Tyson Middle/High School gym, at no cost to the District.

m. Teacher Assistant Program (TAP) - (Ms. Hill)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the reinstatement of the vocational program, entitled Teacher Assistant Program (TAP). A maximum of ten (10) selected special needs students currently enrolled at Cicely Tyson Middle/High School will participate in the program at no cost to the district.

n. My Chicken Rentals - (Mr. Heaphy)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves My Chicken Rentals to provide a Chicken Hatching Experience educational program from May 4 - 20 students at the Edward T. Bowser School at a cost not to exceed $800.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Code: 220-234-100-300-304-225**

o. Bowser's Eagles Soar Summer School Program - (Mr. Heaphy)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the Bowser Eagles Soar Summer Program for rising Kindergarten through 5th grade students at Bowser Elementary School from July 1, 2026 through July 31, 2026. The program will operate Monday through Friday. The program will include ten teachers, four teacher assistants, one site manager, one SIA specialist, and one security guard, and the total cost of the program will not exceed $39,000.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Code: 20-234-200-200-304-500**

p. Bass Foundation Holiday Giveaway - (Ms. Poole)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, Dr. Irving, approves a reading program at Ecole Louverture Elementary on April 21, 2026 sponsored by The Bass Foundation at no cost to the district.

q. Navigating AI In A Changing World - (Dr. Richardson)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves a collaboration with the Montclair Alumnae Chapter of Delta Sigma Theta Sorority, Inc. and the East Orange School District (The Early Childhood Department) to inform the East Orange Community about navigating Artificial Intelligence (AI) in a rapidly changing world, with a focus on equipping families, students, and educators with the knowledge, tools, and responsible practices needed to use AI safely, ethically, and effectively to support learning, career readiness, and digital citizenship. On May 13,2026,5:30PM - 7:00PM for students in grades P-8 At No Cost To The District.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

r. EO Campus High: Cosmetology Pairing - (Ms. Scantlebury)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves 3-4 Patrick F. Healy Middle School students and staff walking to visit the Cosmetology Program at EOCH on April 24, 2026, May 1, 8, 15, 22, 29, 2026, June 5 & 12, 2026. The time of the event is 10:00am - 1:00pm. At no cost to the district.

s. AGA Attendance Jubilee - (Ms. Washington)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Althea Gibson Academy to host the Attendance Jubilee on May 14, 2026 at a cost to the district not to exceed $600.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Code: 20-232-200-500-337-031**

t. The AGA Grand Slam Honors - (Ms. Washington)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Althea Gibson Academy to host The AGA Grand Slam Honors on May 27,2026 at a cost to the district not to exceed $1300.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Codes: 20-232-200-500-337-031; 20-232-200-600-337-220**

u. The Crossing at Brick Church Station development team Artist in Residence Mural Arts Program at Cicely Tyson High School - (Dr. DeStefano/Mr. Leonardo)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the partnership with The Crossings at Brick Church Station development team for an Artist in Residence Mural Arts Program at Cicely Tyson High School beginning May 6, 2026 - June 12, 2026 (6 weeks, 2 days / class period a week) at no cost to the district. The Mural Arts Program will be fully funded through Community Benefits funds contributed by The Crossings at Brick Church Station project. at no cost to the district.

v. HMH Into Reading Curriculum Adoption (K-5) - NJDOE Impact Grant - (Dr. DeStefano/Dr. Pedrazzi)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the adoption and purchase of the HMH Into Reading comprehensive English Language Arts curriculum, inclusive of Amira for reading fluency, Arriba La Lectura (Grades K–5), and Writable (Grades 3–5), for implementation beginning in the 2026–2027 school year not to exceed $240,000 of local funds.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Codes: 20-452-100-600-026-000; 20-452-200-300-026-000; Fund 11 Curriculum**

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

w. Literacy Studio Consultants -(Dr. DeStefano/Dr. Pedrazzi)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves for The Literacy Studio, LLC to serve as a consultant to assist with the planning and implementation of the new English Language Arts Curriculum in compliance with the IMPACT grant, at a rate to the district not to exceed $1,000.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Code: 20-452-200-100-026-000**

x. NJDOE Trainings/Meetings, Provider Workshops/Meetings, and NJ School District Visits - (Dr. DeStefano/Ms. Salomon)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby approves Dr. Nicholas DeStefano, Assistant Superintendent of Curriculum and Instruction, Mrs. Paulette R. Salomon, Curriculum Supervisors, District Teacher Trainers, and District Coaches to attend NJDOE trainings, meetings, and provider workshops within the State of New Jersey and within the school district during the 2026-2027 school year at no cost to the district.

y. Modification of the IMPACT Grant - (Dr. DeStefano/Dr. Tyler/Dr. Pedrazzi)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, will accept the modification to the Instruction Materials for Professional Advancement Coherent Teaching (IMPACT) Grant in the amount of $399,940 to assist LEAs with a significant percentage of economically disadvantaged students and support measurable improvements in student literacy achievement previously board approved in October now to be amended to include the extension that will extend the grant period to January 31, 2027 at no cost to the district.

z. Authorization to Apply for the NJ Green Workforce Training Grant Funding - (Dr. DeStefano/Dr. Tyler)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes and grants permission to the grant writing team to identify, pursue, prepare, and submit for the NJ Green Workforce Training grant application for the purpose of securing supplemental funding to support district programs/ initiatives, professional development, student services, instructional resources, and operational needs.

aa. Partnership with Associated Builders and Contractors (ABC) to Support Apprenticeship Opportunities and career Exposure - (Dr. DeStefano/Dr. Tyler)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves two partnership activities with -Associated Builders and Contractors (ABC)- 1. ABC Guest Speaker - Wednesday, April 22. An ABC representative will speak with students to discuss industry expectations, career pathways, and apprenticeship opportunities. 2. ABC Student Site Visit - Morris Plains - Wednesday, April 29, 2026 - Ten (10) students will be selected to attend a facility / site visit hosted by ABC in Morris Plains, New Jersey. Preference will be given to senior students who are nearing graduation and are prepared to transition into apprenticeship opportunities. Selected students will demonstrate reliable attendance, professional behavior, genuine interest in the trades, and readiness for postsecondary workforce pathways at a cost not to exceed $650.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Code: 20-332-200-500-033-227**

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

bb. Acceptance of The Home Builders Institute Grant- (Dr. DeStefano/Dr. Tyler)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, will accept the Home Builders Institute (HBD grant. East Orange Campus High School has been selected as a 2027 HBI SCHOOLS TO SKILLS GRANT recipient in the awarded amount of $13,000 that will be used towards HBI PACT curriculum licensing.

cc. Authorization to Apply for Women & Minorities in Construction Grant Funding- (Dr. DeStefano/Dr. Tyler)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby authorizes and grants permission to the grant writing team to identify, pursue, prepare, and re-submit for the Women & Minorities in Construction grant application for the purpose of securing supplemental funding to support district Programs/initiatives, professional development, student services, instructional resources, and operational needs.

dd. Phone-Free Schools "Cellphone Ban Training- (Dr. DeStefano/Dr. Tyler)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves training for district teachers, administrators, and other staff members on the "Phone- Free Schools Cellphone Ban Training in NJ at a cost not to exceed $18,000.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Code: Cell Phone Grant**

ee. 2026 The Path 21st Century Summer Program at Louverture & Bowser - (Dr. DeStefano/Dr. Tyler)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, will approve the Path 21st Century Summer Program at Louverture and Bowser Schools for students in grades 3rd-5th grade the summer program on Monday-Friday from 8:00am-3:00 pm from July 1, 2026 to July 31, 2026 serving a minimum of 301 students with 2 Site managers at $40/per hour, 10 teachers at $37.87 per hour and 10 Teacher Assistants at $20 per hour, at a cost to the district not to exceed $90,000.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Code: Nita M. Lowey 21st Century Grant**

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

ff. East Orange Story Day- (Dr. DeStefano/Dr. Tyler)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the East Orange Story Day event to be held at Elmwood Park on May 30, 2026, with a rain date of June 6, 2026. This community literacy event will include parenting literacy-based activities, story-reading sessions for all ages, fitness activities, vendors, games, attractions, and family-friendly entertainment designed to promote literacy and family engagement This event will be open to students, parents, families, and community members of all ages and will be sponsored collaboratively by the Program for Parents and the East Orange Public Library at a cost to the district not to exceed $ 7000.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Code: 20-280-200-500-026-227- 21st Cent; 20-423-200-500-026-000 - Lift**

gg. Student & Family Support Summit - (Dr. Davis/Dr. Williams-Blizzard)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, Student and Parent Support Summit for Parent/Guardians and students on May 27, 2026 at Cicely L. Tyson Community School of Performing & Fine Arts Middle/High School with the approval of hiring of Ready Set Grow Academy, Jubilee Kdz,, Events by Madison Court, Defender Enterprises LLC , Richard Norfleet Photography LLC, lnspo Matters, Porta Prince Publishing, Dreams 4 Youth, for services and presentations at Parent Summit at cost not to exceed $9,500.00 to the district.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Code: TBD**

hh. The Lizard Guys Animal Life Cycle - (Dr. Moss-Hasan) Amended

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approved on December 16, 2025 The Lizard Guys Traveling Reptile Presentation to visit students & staff of Dionne Warwick Institute at 120 Central Ave on March 27,2025. AT A COST TO THE DISTRICT OF $ 455.00. Amended to new date of April 23, 2026 at the same cost to the district of $455.00

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. **Account Code: 20-218-100-512-309-102**

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

ii. The Early Childhood Registration Fair 2025-2026 - (Ms. Aquil) Amended

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves " The Early Childhood Registration Fair to be held at the Early Childhood Department, 125 Glenwood Ave., East Orange, NJ on Wednesday April 22, 2026 from 2:00pm - 5:00pm (Rain Date: April 23) for use of the facility and services, at a cost that will not exceed $3,807.85 (Date changed from April 15th to April 22, 2026. Originally board approved on March 17, 2026).

jj. Lesson Plan Revision - (Dr. Nicholas DeStefano)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the implementation of the revised East Orange School District lesson plan template for district instructional staff. The district developed a revised lesson plan template that maintains instructional rigor and alignment to the New Jersey Student Learning Standards while reducing unnecessary planning demands. The revised format continues to include essential components such as standards, objectives, essential questions, instructional activities, accommodations and modifications, formative assessments, and reflection at no cost to the District.

kk. Pre-K Prom - (Dr. Cook)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the Parks Academy PreK Prom on May 1, 2026. The prom is a Home-School Connection Initiative. It is designed to foster parent and family involvement in the learning community at Gordon Parks Academy and promotes the school's vision and mission at no cost to the district.

ll. Middle States Association (MSA) Accreditation Team Renewal (Dr. Irving)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the continuation of Dr. Thelma Ramsey Bryant, Dr. Renee Richardson and Paulette Salomon to serve on the Middle States Accreditation Team during the 2026-2027 school year at no cost to the district.

mm. Garvin Elementary School to Participate in Earth Day Celebration - (Dr. Adam)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves approximately 50 students and 5 staff members from M.B. Garvin Elementary School to participate in an in-school visit from the Essex County Environmental Center at Garvin School on April 22, 2026 from 10am to 12nn no cost to district.

nn. Harassment, Intimidation and Bullying Monthly Incident Report - (Dr. Davis/Ms. Roman)

BE IT RESOLVED: "the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, accepts the report of 2 incidents for the months of March 2026 for the NJDOE monthly reporting of HIB.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

oo. Field Trip

BE IT RESOLVED: "that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following field trip."

No.	Names(s)	Destination	Reason (include incentive & benefit)	Date(s)	Cost/Budgets SB - School Based/GB - Grant Based/ AB - Arts Based Budget/ BO - Bus. Ofc.
1	Mr. English approx. 64 Students, 9 Staff Members Tyson Grades: M/H	Montclair, NJ	Students will attend a Screening and Panel Discussion hosted by the Montclair Film Group at Claridge Theatre. (Educational) (Reward)	04/23/2026	At No Cost To The District
2	Mr. Hamilton approx. 45 Students, 5 Staff Members 2 Chaperones Houston Grade: 5	West Orange, NJ	Students will visit Turtle Back Zoo. (Educational)	06/12/2026	At No Cost To The District
3	Dr. Moss-Hasan approx. 44 Students, 5 Staff Members 4 Chaperones Warwick Grade: Autism (K-3), ERI (1-3)	East Rutherford, NJ	Students will visit Sea Life New Jersey Aquarium at (Educational)	05/22/2026	At No Cost To The District
4	Dr. Ramsey-Bryant 50 Students, 5 Staff members Costley Grade: 7th/8th	Parsippany, NJ	Students will visit Urban Air Trampoline and Adventure Park. (Incentive)	05/29/2026	$400.00- Transportation $1378.89- Admissions Total - $1,778.89 15-000-270-512-215-102 15-190-100-800-215-017
5	Ms. Whitaker 45 Students, 4 Staff members, Campus Grade: CTE Students (Cosmetology)	East Rutherford, NJ	Students will attend the Hair Education Beauty Summit Vivace Top Model Student Competition. (Educational)	05/24/2026	At No Cost To The District

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

oo. Field Trip – (cont'd)

No.	Names(s)	Destination	Reason (include incentive & benefit)	Date(s)	Cost/Budgets SB - School Based/GB - Grant Based/ AB - Arts Based Budget/ BO - Bus. Ofc.
6	Ms. Whitaker approx. 20 students, 2 Staff Members Campus Grades: HS	Fairfield, NJ	Students will visit Premium Label & Packaging Solutions to connect classroom learning to real-world industry practices. (Educational)	06/12/2026	$450.00 - Transportation Total - $450.00 15-000-270-512-101-102
7	Dr. DeStefano/ Dr. Mwangi approx. 20 students, 2 Staff Members, Campus & STEM Grades: HS	Jersey City, NJ	Students will visit Liberty Science Center. (Educational)	04/24/2026	$600.00 - Transportation Total - $600.00 11-000-270-517-027-580
8	Dr. DeStefano/ Dr. Tyler approx. 30 students 4 Staff Members, Women & Minorities in Construction	Edison, NJ	Students attend Eastern Atlantic States Carpenters Technical Centers (EASCTC) Open House.	05/13/2026	$650.00 - Transportation Total - $650.00 20-332-230-800-033-000
9	Ms. Whitaker approx. 14 Students, 6 Adults Campus Grades: HS	Philadelphia , PA	Students and Staff to attend overnight trips to the Penn Relays. Girls and Boys Outdoor Track Team to participate in the 2026 Penn Relay races. (Educational)	04/26/2026- 04/25/2026	$4,700.00-Transportation $1,500 - Meals $360.00 - Registration Total- $6560.00 (changed from $16,245.82) 15-402-100-500-10I -227 15-000-270-512-101-117 Amended Team will now be transported daily; instead of staying overnight at the hotel Original Board Approval 03/21/2026

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

oo. Field Trip – (cont'd)

No.	Names(s)	Destination	Reason (include incentive & benefit)	Date(s)	Cost/Budgets SB - School Based/GB - Grant Based/ AB - Arts Based Budget/ BO - Bus. Ofc.
10	Ms. Shultz approx. 54 students 6 Staff Members Wahlstrom Grades: K	East Orange, NJ	Students to visit the East Orange Public Library. (Educational)	03/04/2026	$300.00- Transportation (changed $600.00) Total - $300.00 (changed $600.00) 15-000-270-512-339-102 Amended Original Board Approval 12/16/2025
11	Ms. Shultz approx. 117 Students, 20 Staff Members Wahlstrom Grade: Pre-K	Florham Park, NJ	Students to visit Imagine That. (Educational)	03/19/2026	$1200.00 -Transportation $2501.42 - Admissions $3701.42 - Total 15-190-100-800-339-017 15-000-270-512-339-102 Amended To list names of Chaperones on Resolution Original Board Approval 12/16/2025
12	Ms. Hill approx. 22 Students, Staff Members Department of Special Education Grade: Waiting on details	Livingston, NJ	Students will attend ESY Life town. (Educational)	07/09/2026 07/10/2026	$3150.00- Transportation Total - $3150.00 11-204-100-101-031-004
13	Dr. Davis/ Dr. Williams-Blizzard approx. 45 Students, 5 Staff Members STEM, Tyson M/H, Campus Grades: HS	Washington, DC	Students participate in a VIP Academy Educational trip to Washington DC (Educational)	05/14/2026	$3,622.29-Transportation Total - $3,622.29 11-000-211-500-046-227

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

oo. Field Trip – (cont'd)

No.	Names(s)	Destination	Reason (include incentive & benefit)	Date(s)	Cost/Budgets SB - School Based/GB - Grant Based/ AB - Arts Based Budget/ BO - Bus. Ofc.
14	Ms. Whitaker approx. 22 students, 2 Staff Members Campus Grades HS CTE HOSA	Chatham Township, NJ	Students to visit Chatham Hills Subacute Care Center. (Educational)	03/31/2026	At No Cost To The District Ratified
15	Ms. Whitaker approx. 22 students, 2 Staff Members Campus Grades HS CTE HOSA	Chatham Township, NJ	Students to visit Chatham Hills Subacute Care Center. (Educational)	4/16/2026 4/21/2026 4/28/2026 5/01/2026	$1,600 – Transportation $1,600 – Total School Student Account
16	Dr. DeStefano/ Mr. Leonardo approx. 30 students, 3 Staff Members Tyson STEM Grades: HS	New York, NY	Students from Tyson HS & STEM Academy's Model UN Club and National History Day (NHD) participants to attend the Global Engagement Summit held at the United Nations Headquarters in NYC. (Educational)	04/10/2026	$1,050.00-Transportation Total - $1,050.00 11-000-270-517-027-580
17	Mr. English approx. 47 Students, 5 Staff Members Tyson Grades: M/H	Chicago, IL	Symphonic Band Students will attend the Global Citizen Program (Educational) (Reward)	04/16-19/2026	$10,639.46 – Transportation Total - $10,639.46 15-000-270-512-203-102 Ratified

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

On the motion of Ms. Nadine Wright-Arbubakrr, duly seconded by Ms. Jennifer Richardson-Neverson, the members of the Board voted to approve "**a-v**" under Labor Relations & Employment Services.

ROLL CALL: Ms. Jennifer Richardson-Neverson– Yes
Ms. Jamillah N. Lawson – Yes
Ms. Nadine Wright-Arbubakrr – Yes
Mr. Wayne R. Stackhouse, Jr. – Yes (Abstain 2-u)
Mr. Thomas R. Paisley – Absent
Ms. Medinah E. Muhammad – Yes (Abstain 2-u)
Ms. Andrea McPhatter – Yes

a. Retirements

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following retirements.

1. Ms. Ana Betances – Teacher of Spanish – Oliver Academy
   Effective June 1, 2026 (21 years, 9 months of service)
   (15-120-100-101-305-000)

2. Ms. Ana Rincon-Lorenzo – Teacher of Spanish – Tyson 6-12
   Effective July 1, 2026 (32 years of service)
   (15-130-100-101-203-000)

3. Ms. Cynthia Thomas – Teacher Assistant for Kindergarten – Houston Academy
   Effective September 1, 2026 (28 years of service)
   (20-218-100-106-024-000)

4. Ms. Rosemarie Velez – Teacher of Kindergarten – Wahlstrom Academy
   Effective July 1, 2026 (25 years of service)
   (15-110-100-101-339-000)

5. Ms. Brigita Wright – Teacher of the Handicapped (MCI) – Bowser Elementary School
   Effective September 1, 2026 (10 years, 7 months of service)
   (15-201-100-101-304-000)

b. Resignations

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resignations.

1. Ms. Khaliyah Cox – Secretary (Head) – Wahlstrom Academy
   Effective May 1, 2026 (no reason) (6 years, 1 month of service)
   (15-000-240-105-339-000)

2. Mr. Roger Hutchins, Jr – Security Monitor – Costley Middle School
   Effective May 22, 2026 (another position) (8 months of service)
   (15-000-266-100-215-000)

3. Mr. Alexander Iachetta – Teacher of Health/Physical Education – Oliver Academy
   Effective April 14, 2026 (personal reasons) (5 months of service)
   (15-120-100-101-305-000)

4. Ms. Emelyn Tapaoan – Teacher of Social Studies – Campus High
   Effective May 14, 2026 (another position) (8 months of service)
   (15-140-100-101-101-000)

5. Ms. Cindy Taveras – Teacher of Grades 6-8 (Sci) – Truth Middle School
   Effective June 30, 2026 (personal reasons) (9 years, 9 months of service)
   (15-130-100-101-216-000)

c. Rescission of Appointments

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, rescinds the following appointments."

1. Mr. James Austin – Custodian (hourly) – Division of Maintenance Services
   Appointment was approved at the January 20, 2026 Board Meeting
   (11-000-262-100-000-000)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

c. Rescission of Appointments – (cont.)

2. Ms. Angela Charles – Teacher Assistant for Pre-Kindergarten – Warwick Institute
   Appointment was approved at the March 17, 2026 Board Meeting
   (20-218-100-106-024-000) (declined job offer)

3. Ms. Adrienne Fulcher – Teacher Assistant for Pre-Kindergarten – Warwick Institute
   Appointment was approved at the April 21, 2026 Board Meeting
   (20-218-100-106-024-000) (employment disqualification)

4. Mr. Robert Hunter – Custodian (day) – Division of Operations
   Appointment was approved at the January 20, 2026 Board Meeting
   (11-000-262-100-000-000)

5. Mr. Gerardo Martinez – Maintenance Mechanic (hourly) – Division of Maintenance Services
   Appointment was approved at the January 20, 2026 Board Meeting
   (11-000-261-100-000-000) (employment disqualification)

6. Ms. Teresa Ortiz – Custodian (night) – East Orange STEM Academy High School
   Appointment was approved at the January 20, 2026 Board Meeting
   (11-000-262-100-000-000)

7. Mr. Donovan Rose – Custodian (night) – Tyson 6-12
   Appointment was approved at the December 16, 2025 Board Meeting
   (11-000-262-100-000-000)

8. Ms. Nydia Subhanallah – Teacher Assistant for Kindergarten – Langston Hughes School
   Appointment was approved at the January 20, 2026 Board Meeting
   (15-190-100-106-306-000) (declined job offer)

9. Mr. Shaun Tarantelli – School Counselor – Cochran Academy
   Appointment was approved at the February 17, 2026 Board Meeting
   (15-000-218-104-338-000) (declined job offer)

d. Leaves of Absences

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following leaves of absence."

1. Ms. Nairon Callahan – Custodian (Night) – Fresh Start Academy High School
   Family Act LOA Effective August 10, 2025 to October 31, 2025
   (11-000-262-100-000-000)

2. Ms. Keila Catching – Teacher of Grades 6-8 (LAL) – Tyson 6-12
   Family Act LOA (Intermittent) Effective December 8, 2025 to June 30, 2026 (NTE 10 days)
   (15-130-100-101-203-000)

3. Mr. Peter Dionisio – Teacher of Health/Physical Education – East Orange Campus High School
   Family Act LOA Effective March 10, 2026 to March 27, 2026
   Family Act LOA (Intermittent) Effective March 28, 2026 to June 8, 2026 (NTE 15 days)
   (15-140-100-101-101-000)

4. Ms. Jasnery Dominguez Roman – Teacher of Bilingual Ed – East Orange Campus High School
   Military LOA Effective April 6, 2026 to June 30, 2026
   (15-240-100-101-101-000)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

d. Leaves of Absences (cont.)

5. Ms. Olivia Johnstone – Teacher of Social Studies – Tyson 6-12
   Family Act LOA (Intermittent) Effective January 5, 2026 to May 1, 2026 (NTE 15 days)
   (15-140-100-101-203-000)

6. Mr. Adrian Leon – Teacher of Science (Bio) – East Orange Campus High School
   Family Act LOA Effective February 23, 2026 to March 2, 2026
   (15-140-100-101-101-000)

7. Mr. Bryan Lifschin – Fire Prevention and Safety Specialist – Division of Maintenance Services
   Administrative LOA Effective April 17, 2026 to a date TBD
   (11-000-261-100-000-000)

8. Ms. Nabila Mack – Instructional Coach – Division of Curriculum Services
   Family Act LOA (Intermittent) Effective December 5, 2025 to June 30, 2026 (NTE 15 days)
   (11-000-221-104-000-000)

9. Ms. Alexia Maltabes – Teacher of Elementary – Houston Academy
   Family Act LOA Effective February 24, 2026 to March 13, 2026
   (15-120-100-101-307-000)

10. Ms. Nakita Moore – Teacher Assistant for Special Ed (1:1) – Oliver Academy
    Administrative LOA Effective April 20, 2026 to a date TBD
    (11-000-217-100-000-000)

11. Ms. Tangy Morris – Teacher of Pre-Kindergarten – Parks Academy
    Family Act LOA (Intermittent) Effective February 11, 2026 to March 11, 2026 (NTE 10 days)
    (20-218-100-101-024-000)

12. Ms. Bridget O'Neill-Rosado – Assistant Director – Department of Special Education
    Family Act LOA Effective March 16, 2026 to March 27, 2026
    (11-000-219-104-000-000)

13. Ms. Sharon Osorio – Assistant Principal – Houston Academy
    Family Act LOA (Intermittent) Effective March 6, 2026 to June 6, 2026 (NTE 10 days)
    (15-000-240-103-307-000)

14. Ms. Kimberly Racine – Supervisor of Mathematics/Grd 6-12 – Division of Curriculum Services
    Family Act LOA Effective February 18, 2026 to February 27, 2026
    (11-000-221-104-000-000)

15. Ms. Pamela Smith – Instructional Coach – Division of Curriculum Services
    Family Act LOA (Intermittent) Effective February 19, 2026 to April 16, 2026 (NTE 10 days)
    (11-000-221-104-000-000)

16. Ms. Elisha Washington – Principal (Acting) – Gibson Academy
    Family Act LOA (Intermittent) Effective September 5, 2025 to February 28, 2026 (NTE 10 days)
    (15-000-240-103-337-000)

17. Mr. Sean Woodley – School Counselor – East Orange Campus High School
    Family Act LOA Effective March 16, 2026 to March 20, 2026
    (15-000-218-104-101-000)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

e. Reclassifications

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the reclassifications listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.e."

f. Reorganization of Existing Staff

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the reorganization of existing staff listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.f."

g. Salary Adjustments

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following salary adjustment."

1. Ms. Tahseena Abdul-Majeed – Teacher of Science – STEM Academy
   (Original Hire Date: March 22, 2006)
   From: Level 4/BA Step 16 $99,350 p/a + $750 Longevity
   To: Level 4/BA Step 16 $99,350 p/a + $1,250 Longevity
   Effective March 23, 2026 to June 30, 2026
   (20 years longevity stipend)
   (15-140-100-101-102-000)

2. Mr. Joseph Caporella – Teacher of Elementary – Langston Hughes School
   (Original Hire Date: March 17, 2011)
   From: Level 5/MA Step 13 $86,200 p/a
   To: Level 5/MA Step 13 $86,200 p/a + $750 Longevity
   Effective March 17, 2026 to June 30, 2026
   (15 years longevity stipend)
   (15-120-100-101-306-000)

3. Dr. Luther-King Jean-Baptiste – Teacher of Bilingual Ed/Social Studies – Campus High
   (Original Hire Date: February 26, 2007)
   From: Level 6/MA+32 Step 10 $83,440 p/a + $750 Longevity
   To: Level 6/MA+32 Step 10 $83,440 p/a + $1,250 Stipend + $750 Longevity
   Effective September 1, 2026 to June 30, 2027
   (higher training level)
   (15-140-100-101-101-000)

4. Ms. Kaleena Mahaney – Head Secretary (10-Mth) – Banneker Academy
   (Original Hire Date: February 17, 2026)
   From: Group 3 Step 12 $46,188 p/a + $2,000 Stipend
   To: Group 3 Step 12 $46,188 p/a
   Effective February 17, 2026 to June 30, 2026
   (correction of error)
   (15-000-240-105-336-000)

5. Ms. Meran Parris – Teacher of Grades 6-8 (Sci) – Tyson 6-12
   (Original Hire Date: November 8, 2006)
   From: Level 5/MA Step 1 $65,800 p/a
   To: Level 5/MA Step 1 $65,800 p/a + $750 Longevity
   Effective January 16, 2026 to June 30, 2026
   (15 years longevity stipend)
   (15-130-100-101-203-000)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

h. Staff Appointments – Various Locations – 2025-2026 School Year

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the staff appointments for the various locations listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.h for the 2025-2026 School Year."

i) Summer Staff Appointments – Various Locations – 2026-2027 School Year

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the summer staff appointments for the various locations listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.i for the 2026-2027 School Year."

j. Creation of Positions

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the creation of the following positions, effective July 1, 2026."

(1) Director of Family Engagement and Title I Communications (A019)
(2) Title I Attendance & Student Engagement Specialist (A032)
(3) Title I Family & Student Engagement Specialist (A019)
(1) Hourly Utilities Supervisor

k. Creation of Job Descriptions

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the creation of the following job descriptions."

Director of Family Engagement and Title I Communications
Title I Attendance & Student Engagement Specialist
Title I Family & Student Engagement Specialist
Utilities Supervisor

l. Revision of Job Descriptions

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the revision of the following job descriptions."

Assistant Secretary
Benefits Coordinator
Data Entry Clerk
HRIS Administrator
LRES Generalist
LRES Specialist
Lunch Period Supervisory Aide
Maintenance Mechanic
Manager, Employment Compliance
Paraprofessional
Payroll Clerk
Secretary
Security Guard
Security Monitor
Teacher Assistant

m. Agenda Changes/Corrections

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the following agenda change/correction.

1. Ms. Chrystalene Ogle – Secretary (Assistant) – Educational Support Services
   Change in Family Act LOA Effective Dates
   From: January 16, 2026 to February 27, 2026
   To: January 16, 2026 to March 13, 2026

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

n. Appointments

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following appointments.

1. Ms. Lois Anthony – Teacher Assistant for Special Education (AUT) – Warwick Institute
   Salary $31,322 p/a Step 1 Effective April 22, 2026 to June 30, 2026
   (15-214-100-106-312-000)

2. Mr. Steven Brown – Math Teacher (Grades 6-8) – Cochran Academy
   Salary $106,064 p/a Level 5/MA Step 16 Effective September 1, 2026 to June 30, 2027
   (15-130-100-101-338-000)

3. Ms. Adrienne Fulcher – Teacher Assistant for Pre-Kindergarten – Warwick Institute
   Salary $31,322 p/a Step 1 Effective April 22, 2026 to June 30, 2026
   (20-218-100-106-024-000)

4. Ms. Sara George – Speech Therapist – Department of Special Education
   Salary $76,340 p/a Effective September 1, 2026 to June 30, 2027
   (11-000-216-100-000-000)

5. Mr. Vincent Giovanneli – Health/Physical Education Teacher – Cochran Academy
   Salary $63,000 p/a Effective September 1, 2026 to June 30, 2027
   (15-130-100-101-338-000)

6. Ms. Parthenia Hanna-Alla – Speech Therapist – Department of Special Education
   Salary $77,840 p/a Effective September 1, 2026 to June 30, 2027
   (11-000-219-104-000-000)

7. Mr. Marcus Johnson – Hourly Utilities Supervisor – Division of Maintenance Services
   Salary p/h Effective May 1, 2026 to June 30, 2026
   (11-000-262-100-000-000)

8. Mr. Dylan Jones – Teacher of Art – Cochran Academy
   Salary $63,000 p/a Effective September 1, 2026 to June 30, 2027
   (15-120-100-101-338-000)

9. Ms. Kambria Loren Mallory – School Counselor – Cochran Academy
   Salary $68,300 p/a Effective September 1, 2026 to June 30, 2027
   (15-130-100-101-338-000)

10. Mr. Jordan Newbury – Language Arts/Lit Teacher (Grades 6-8) – Cochran Academy
    Salary $63,000 p/a Effective September 1, 2026 to June 30, 2027
    (15-130-100-101-338-000)

11. Mr. Christian Ramos – Science Teacher (Grades 6-8) – Cochran Academy
    Salary $63,000 p/a Effective September 1, 2026 to June 30, 2027
    (15-130-100-101-338-000)

12. Ms. Celeste Rosario – Special Education Teacher (LD) – Langston Hughes School
    Salary $68,300 p/a Effective September 1, 2026 to June 30, 2027
    (15-204-100-101-306-000)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

o. Approval of Resolution – Affiliation Agreement – William Paterson University

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the Affiliation Agreement with William Paterson University, listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.o.

p. Approval of Resolution – Affiliation Agreement – St. Augustine University

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the Affiliation Agreement with St. Augustine University, listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.p.

q. Miscellaneous Teaching Supply Payments – Various Locations – 2025-2026 S/Y

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2025-2026 school year miscellaneous teaching supply payments ($73.92) for teachers at the various locations listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.q."

r. Licensure Attainment Bonuses (EOESPA)

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the one-time licensure attainment bonus payment of $1,000 to the applicable EOESPA member: Jose A. Manon Perez."

s. Termination

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the termination of the employees listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.s (Resolution #4.A).

t. Resolution of the East Orange Board of Education to approve the Superintendent's recommendation for a Reduction in Force (RIF) for non-custodians

WHEREAS, the Superintendent caused an assessment of the needs of the East Orange Board of Education ("Board" or "District"), as well as the funding, and determined that, in accord with N.J.S.A. 18A:28-9, for reasons of a decline in student enrollment, economy and efficiency, budgetary reasons, a change in the administrative or supervisory organization, where applicable, and for other good cause, including, but not limited to, the need to rightsize staffing to District needs, it is in the best interests of the District to implement a reduction in force (RIF);

WHEREAS, the Superintendent caused a review and determination of which staff members would be impacted by the RIF;
WHEREAS, the Superintendent caused a review and assessment of the seniority lists, where applicable, for tenured, certificated, and non-certificated staff; and

WHEREAS, in accord with school law and applicable union contracts, the Superintendent caused a review of the staff impacted by the RIF, and made a determination, as a result of the RIF, which staff are eligible for re-employment or reassignment in a different job title in 2026-2027, which staff are subject to being transferred in 2026-2027, and which staff are subject to termination;

NOW, THEREFORE, BE IT RESOLVED, that in accord with N.J.S.A. 18A:28-9, for reasons of a decline in student enrollment, economy and efficiency, budgetary reasons, a change in the administrative or supervisory organization, where applicable, and for other good cause, including, but not limited to, the need to rightsize staffing to District needs, effective at the end of the day on June 30, 2026, the Board hereby approves the following RIF actions recommended by the Superintendent; and

BE IT FURTHER RESOLVED, that all RIF actions within this resolution shall be the *final decision* of the Board.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

A. NON-CUSTODIAN, NON-CERTIFICATED STAFF – ABOLISHMENT/ELIMINATION OF JOB TITLE/POSITION; STAFF IMPACT

NOW, THEREFORE, BE IT RESOLVED, that in accord with N.J.S.A. 18A:28-9, for reasons of a decline in student enrollment, economy and efficiency, budgetary reasons, a change in the administrative or supervisory organization, where applicable, and for other good cause, including, but not limited to, the need to rightsize staffing to District needs, effective at the end of the day on June 30, 2026, the Board hereby approves the Superintendent's recommendation that the following job titles/positions of non-certificated staff shall be abolished and eliminated from the District. As a result of the abolishment/elimination, effective at the end of the day on June 30, 2026, these job titles/positions will no longer be recognized as part of the District's Organization Chart. The Superintendent shall notify the impacted staff as to whether they will be transferred or offered re-employment/reassignment in another position in 2026-2027, or will be separated from the District at the end of the day on June 30, 2026.

RIF of Non-Certificated Positions
(Abolishment/Elimination of Job Title/Position)

	Name of Job Title / Position	Current # of Staff Employed in Position in 2025-2026
1	Assistant Secretary to the Assistant Superintendent	0
2	Director of Communications and Community Relations	1
3	District Community Liaison Specialist	1
4	Family Community Specialist	3
5	Fire Prevention and Safety Specialist	1
6	Helpdesk Specialist	1
7	Social Media and Communications Specialist	1
8	Supervisor of Buildings and Grounds	1
9	Transportation Coordinator/Fleet Manager	1

B. NON-CUSTODIAN, NON-CERTIFICATED STAFF – REDUCTION IN NUMBER OF STAFFING ALLOCATED TO A JOB TITLE/POSITION

NOW, THEREFORE, BE IT RESOLVED, that in accord with N.J.S.A. 18A:28-9, for reasons of a decline in student enrollment, economy and efficiency, budgetary reasons, a change in the administrative or supervisory organization, where applicable, and for other good cause, including, but not limited to, the need to rightsize staffing to District needs, effective at the end of the day on June 30, 2026, the Board hereby approves the Superintendent's recommendation that for the following job titles/positions of non-certificated staff, the amount of staffing allocations to each job title/position shall be reduced in number. The Superintendent shall notify the impacted staff as to whether they will be transferred or offered re-employment/reassignment in another position in 2026-2027, or will be separated from the District at the end of the day on June 30, 2026.

RIF of Non-Certificated Staff
(Reduction in # of Staff Allocations for Each Job Title/Position)

	Name of Job Title / Position	Current # of Staff Allocations 2025 - 2026	Reduction #	Remaining # of Staff Allocations for 2026 – 2027
1	Security Guard	20	4	16
2	Security Monitor	46	6	40

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

C. NON-CUSTODIAN, NON-CERTIFICATED STAFF WHOSE LAST DAY OF EMPLOYMENT WITH THE DISTRICT WILL BE JUNE 30, 2026, AS A RESULT OF THE RIF.

NOW, THEREFORE, BE IT RESOLVED, that in accord with N.J.S.A. 18A:28-9, for reasons of a decline in student enrollment, economy and efficiency, budgetary reasons, a change in the administrative or supervisory organization, where applicable, and for other good cause, including, but not limited to, the need to rightsize staffing to District needs, effective at the end of the day on June 30, 2026, the Board hereby approves the Superintendent's recommendation to terminate the employment of the following non custodian, non-certificated staff, as a result of the RIF, whereby their last date of employment with the District shall be June 30, 2026.

RIF Impact - Non-Certificated Staff - Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Full Name	Current Job Title / Position in 2025 – 2026
1	Ancion, Ernst	Security Guard
2	Anderson, Alicia	Transportation Coordinator/Fleet Manager
3	Andrews-Spencer, Nia A	Helpdesk Specialist
4	Bogert, Duwan	District Community Liaison Specialist
5	Bonhomme, Schivane E	Family Community Specialist
6	Cook, John W	Family Community Specialist
7	Corallo, Teresa M	Director of Comm and Community Relations
8	Cruz, Michelle	Security Guard
9	Drummond, Wendell	Security Guard
10	Joyner, Lynnette	Supervisor of Buildings and Grounds
11	Lifschin, Bryan N	Fire Prevention and Safety Specialist
12	Loyal, Devonte	Security Monitor
13	Mackey, Joi P	Social Media and Communications Specialist
14	Pullins, John	Security Guard
15	Watson, Helen	Security Monitor
16	Williams-Perry, Ingrid M	Family Community Specialist

D. CERTIFICATED STAFF – ABOLISHMENT/ELIMINATION OF JOB TITLE/POSITION; STAFF IMPACT

NOW, THEREFORE, BE IT RESOLVED, that in accord with N.J.S.A. 18A:28-9, for reasons of a decline in student enrollment, economy and efficiency, budgetary reasons, a change in the administrative or supervisory organization, where applicable, and for other good cause, including, but not limited to, the need to rightsize staffing to District needs, effective at the end of the day on June 30, 2026, the Board hereby approves the Superintendent's recommendation that the following job titles/positions of non-certificated staff shall be abolished and eliminated from the District. As a result of the abolishment/elimination, effective at the end of the day on June 30, 2026, these job titles/positions will no longer be recognized as part of the District's Organization Chart. The Superintendent shall notify the impacted staff as to whether they will be transferred or offered re-employment/reassignment in another position in 2026-2027, or will be separated from the District at the end of the day on June 30, 2026.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

D. CERTIFICATED STAFF – ABOLISHMENT/ELIMINATION OF JOB TITLE/POSITION; STAFF IMPACT – (cont.)

RIF of Certificated Positions
(Abolishment/Elimination of Job Title/Position)

	Name of Job Title / Position	Current # of Staff Employed in Position in 2025-2026
1	Assistant Director of Special Education	1
2	Instructional Supervisor (Health/Physical Education)	1

E. CERTIFICATED STAFF WHOSE LAST DAY OF EMPLOYMENT WITH THE DISTRICT WILL BE JUNE 30, 2026, AS A RESULT OF THE RIF.

NOW, THEREFORE, BE IT RESOLVED, that in accord with N.J.S.A. 18A:28-9, for reasons of a decline in student enrollment, economy and efficiency, budgetary reasons, a change in the administrative or supervisory organization, where applicable, and for other good cause, including, but not limited to, the need to rightsize staffing to District needs, effective at the end of the day on June 30, 2026, the Board hereby approves the Superintendent's recommendation to terminate the employment of the following certificated staff, as a result of the RIF, whereby their last date of employment with the District shall be June 30, 2026.

RIF Impact - Certificated Staff - Termination Effective June 30, 2026, Due to RIF
(Staff whose last date of employment will be June 30, 2026, due to RIF)

	Full Name	Current Job Title / Position in 2025 – 2026
1	O'neill-Rosado, Bridget L	Assistant Director of Special Education
2	Johnson, Dorcas	Instructional Supervisor (Health/Physical Education)

u. Resolution of the East Orange Board of Education to approve the Superintendent's recommendation for a *contingent* Reduction in Force (RIF) for custodians, *contingent* upon whether the parties reach an agreement under *N.J.S.A.* 34:13A-46 and *N.J.A.C.* 19:12-8.2

WHEREAS, at its March 2026 Board meeting, the Board approved a resolution to consider subcontracting (outsourcing) custodial services for 2026-2027 and beyond;

WHEREAS, in accord with N.J.S.A. 34:13A-46 and N.J.A.C. 19:12-8.2, the District is in active negotiations with the East Orange Education Support Professionals Association (EOESPA) to determine if the District will proceed with the subcontracting (outsourcing), or will reach an alternative agreement to keep the services in-house; and

WHEREAS, if the negotiations do not result in keeping custodial services in-house, and the District proceeds with subcontracting (outsourcing), it is necessary to approve the abolishment/elimination of custodial positions as part of a reduction in force (RIF), effective at the end of the day on June 30, 2026.

A. CUSTODIAL STAFF – CONTINGENT ABOLISHMENT/ELIMINATION OF JOB TITLE/POSITION; STAFF IMPACT

NOW, THEREFORE, BE IT RESOLVED, that in accord with N.J.S.A. 18A:17-3, N.J.S.A. 18A:17-4, and N.J.S.CA. 18A:28-9, for reasons of a decline in student enrollment, economy and efficiency, budgetary reasons, a change in the administrative or supervisory organization, where applicable, and for other good cause, including, but not limited to, the need to rightsize staffing to District needs, and for purposes of subcontracting (outsourcing) custodial services, effective at the end of the day on June 30, 2026, the Board hereby approves the following *contingent* RIF actions to abolish / eliminate the custodial positions recommended by the Superintendent, which shall be *contingent* on whether the District and EOESPA reach an agreement to keep custodial services in-house, or if the District proceeds with subcontracting (outsourcing) custodial services in accord with N.J.S.A. 34:13A-46 and N.J.A.C. 19:12-8.2;

XII. CONSIDERATION OF RESOLUTIONS APRIL 21, 2026

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

u. Resolution of the East Orange Board of Education to approve the Superintendent's recommendation for a *contingent* Reduction in Force (RIF) for custodians, *contingent* upon whether the parties reach an agreement under *N.J.S.A.* 34:13A-46 and *N.J.A.C.* 19:12-8.2 – (cont.)

As a result of the contingent abolishment/elimination, effective at the end of the day on June 30, 2026, these job titles/positions will no longer be recognized as part of the District's Organization Chart. The Superintendent shall notify the impacted staff as to whether they will be transferred or offered re-employment/reassignment in another position in 2026-2027, or will be separated from the District at the end of the day on June 30, 2026.

BE IT FURTHER RESOLVED, that all RIF actions within this resolution shall be the *final decision* of the Board, but shall remain *contingent* on whether the District and EOESPA reach an agreement to keep custodial services in-house, or if the District proceeds with subcontracting (outsourcing) custodial services in accord with N.J.S.A. 34:13A-46 and N.J.A.C. 19:12-8.2.

***Contingent* RIF of Custodial Positions**
(Abolishment/Elimination of Job Title/Position)

	Name of Job Title / Position	Current # of Staff Employed in Position in 2025-2026
1	Custodian (Acting Head)	1
2	Custodian (Day)	26
3	Custodian (Head)	18
4	Custodian (Hourly)	13
5	Custodian (Night)	51

***Contingent* RIF Impact – Custodial Staff - Termination Effective June 30, 2026, Due to RIF, *contingent* upon whether an agreement is reached under *N.J.S.A.* 34:13A-46 and *N.J.A.C.* 19:12-8.2**

	Full Name	Current Job Title / Position in 2025 – 2026
1	Abrego Anaya, Patricia G	Custodian (Night)
2	Alexis, Joseph G	Custodian (Night)
3	Allen, Andre L	Custodian (Night)
4	Ancion, Jesse C	Custodian (Night)
5	Armstrong, Heidi L	Custodian (Day)
6	Bailey, John	Custodian (Head)
7	Bean, Matthew	Custodian (Night)
8	Bent, Richard A	Custodian (Night)
9	Benton, Marvin	Custodian (Night)
10	Benton, Nathan	Custodian (Night)
11	Bookhart, David R	Custodian (Head)
12	Boss, Tashina J	Custodian (Night)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

u. Resolution of the East Orange Board of Education to approve the Superintendent's recommendation for a *contingent* Reduction in Force (RIF) for custodians, *contingent* upon whether the parties reach an agreement under *N.J.S.A.* 34:13A-46 and *N.J.A.C.* 19:12-8.2 – (cont.)

13	Brown, Robert D	Custodian (Day)
14	Bryan, Sheree M	Custodian (Night)
15	Buchanan, Davion E	Custodian (Night)
16	Campbell, Trevor	Custodian (Night)
17	Chresfield, Matthew	Custodian (Night)
18	Coleman, Daryl	Custodian (Night)
19	Collins, Charles	Custodian (Day)
20	Crosdale, Sylvia I	Custodian (Night)
21	Cunningham, Craig	Custodian (Night)
22	Daniels, Ashlee S	Custodian (Day)
23	Devreaux, Bryant K	Custodian (Head)
24	Donaldson, Hanif	Custodian (Night)
25	Edwards, Emmanuel J	Custodian (Night)
26	Eoff, Anthony V	Custodian (Night)
27	Falcon, Dennis	Custodian (Night)
28	Fisher, Shawndell	Custodian (Head)
29	Fisher, Trina D	Custodian (Head)
30	Fitzpatrick, Nathan	Custodian (Head)
31	Fortney, Antonelle M	Custodian (Hourly)
32	Franco, Terry F	Custodian (Head)
33	French, Al'turik K	Custodian (Night)
34	George, Dwayne A	Custodian (Head)
35	George, Sharon C	Custodian (Night)
36	Gray, Andrea	Custodian (Hourly)
37	Gray, Elijah	Custodian (Night)
38	Greaves, Jason G	Custodian (Day)
39	Greenwood, Damian	Custodian (Day)
40	Guerrier, Jackson	Custodian (Day)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

u. Resolution of the East Orange Board of Education to approve the Superintendent's recommendation for a *contingent* Reduction in Force (RIF) for custodians, *contingent* upon whether the parties reach an agreement under *N.J.S.A.* 34:13A-46 and *N.J.A.C.* 19:12-8.2 – (cont.)

41	Harclerode, Robert S	Custodian (Day)
42	Harris, Marcia J	Custodian (Head)
43	Hicks, Dwayne	Custodian (Night)
44	Hilliman, Dustin F	Custodian (Night)
45	Holder, Robert C	Custodian (Night)
46	Holmes, Tiquan	Custodian (Day)
47	Holt, Willie	Custodian (Night)
48	Honeycutt, Lakeitha	Custodian (Day)
49	Howell, Jared L	Custodian (Day)
50	Jainarine, Mahendra	Custodian (Day)
51	James, Timothy	Custodian (Night)
52	Johnson, Cassaundra M	Custodian (Day)
53	Johnson, Faheem K	Custodian (Hourly)
54	Johnson, James	Custodian (Hourly)
55	Jones, Dominique	Custodian (Hourly)
56	Kalpoo, Rajesh	Custodian (Night)
57	Lambert, Dominique A	Custodian (Night)
58	Lamby, Alberto E	Custodian (Night)
59	Latorre, Jorge	Custodian (Hourly)
60	Leverett, Markeith B	Custodian (Day)
61	Lewis-White, Dari K	Custodian (Hourly)
62	Lord-Lyken, Mason J	Custodian (Hourly)
63	Lovell, Dexter C	Custodian (Head)
64	Madden, Julian	Custodian (Night)
65	Mangrum, Jessica D	Custodian (Night)
66	Manon Perez, Jose A	Custodian (Night)
67	Marshall, Noami O	Custodian (Day)
68	Means Terrell, Mahjid	Custodian (Night)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

u. Resolution of the East Orange Board of Education to approve the Superintendent's recommendation for a *contingent* Reduction in Force (RIF) for custodians, *contingent* upon whether the parties reach an agreement under *N.J.S.A.* 34:13A-46 and *N.J.A.C.* 19:12-8.2 – (cont.)

69	Morson, Arnold	Custodian (Night)
70	Nestor, Ahmad K	Custodian (Night)
71	Paden, Wanda	Custodian (Day)
72	Peters, Heidi	Custodian (Day)
73	Phillips, Anthony	Custodian (Night)
74	Polite-Debois, Antione R	Custodian (Acting Head)
75	Reed, Anthony V	Custodian (Night)
76	Robinson-Flowers, Alnisa M	Custodian (Night)
77	Rodgers, Orlando	Custodian (Night)
78	Rollins, Sparkle W	Custodian (Acting Head)
79	Russell, Charles H	Custodian (Head)
80	Rutledge, Cathy	Custodian (Night)
81	Sainte, Ernest	Custodian (Night)
82	Sainthe, Jacky	Custodian (Night)
83	Scott, Donald C	Custodian (Day)
84	Shingles, Hasani F	Custodian (Head)
85	Shoulars, Evan	Custodian (Night)
86	Simmons, Javon S	Custodian (Hourly)
87	Sims, Devin	Custodian (Day)
88	Smith, Robert E	Custodian (Day)
89	Smith, Rodney	Custodian (Day)
90	Sowah, Lenora C	Custodian (Day)
91	Squires, Cedric	Custodian (Night)
92	Squires, Danny	Custodian (Night)
93	Stewart, Darren M	Custodian (Night)
94	Sydney, Carl	Custodian (Night)
95	Thomas, Sulaiman	Custodian (Hourly)
96	Toe, Kla A	Custodian (Head)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

u. Resolution of the East Orange Board of Education to approve the Superintendent's recommendation for a *contingent* Reduction in Force (RIF) for custodians, *contingent* upon whether the parties reach an agreement under *N.J.S.A.* 34:13A-46 and *N.J.A.C.* 19:12-8.2 – (cont.)

97	Tucker, Zakee	Custodian (Day)
98	Turner, Lenwood	Custodian (Night)
99	Val, Wendy	Custodian (Hourly)
100	Walker, Dawn M	Custodian (Day)
101	Walker, Tameka	Custodian (Hourly)
102	Walker, Trees T	Custodian (Head)
103	Washington, Mensah A	Custodian (Day)
104	White, Maurice T	Custodian (Head)
105	Whitfield, Asia	Custodian (Day)
106	Wigfall, Yolanda	Custodian (Head)
107	Williams, Isaiah K	Custodian (Night)
108	Wong, Timothy	Custodian (Hourly)
109	Young, James	Custodian (Night)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

v. Professional Conferences

BE IT RESOLVED: "That the Board of Education, upon the recommendation of the Superintendent of Schools, approves staff attendance/participation in the following professional conferences, workshops, seminars or trainings with the requirements, that staff turn-key as required by administration those issues addressed at the approved professional development events which have relevance to improving instruction and/or the operation of the school district."

	Name(s)	Destination	Reason	Date(s)	Cost
1.	Stacey Haynes *East Orange Campus High School*	Union, NJ	NJ School Counselors Association – Spring Professional Development Day	4/17/2026	**NO COST TO THE DISTRICT**
2.	Duwan Bogert *Office of the Superintendent*	St. Louis, MO	RTM 2026 April National Superintendent Forum	4/18/2026 – 4/21/2026	$ 600.00 Transportation $ 344.00 Meals $ 100.00 Other **$ 1,044.00 Total Cost** 11-000-230-580-019-580
3.	Renee Tucker *Tyson Middle/High School*	Atlantic City, NJ	National Association of Social Workers New Jersey Conference	4/27/2026 4/28/2026	**NO COST TO THE DISTRICT**
4.	Marissa Borowski Megan Tyre *Sojourner Truth Middle School*	Wayne, NJ	Leader in Me Lighthouse School Site Visit at Ryerson Elementary School	4/28/2026	**NO COST TO THE DISTRICT**
5.	Jennifer Parrish Lizbeth Lorenzo Jacnicka Desravines *Division of Labor Relations & Employment Services*	Lyndhurst, NJ	Criminal History and School Bus Safety Training	4/28/2026	$ 35.00 Transportation **$ 35.00 Total Cost** 11-000-230-592-021-580
6.	Paulette Salomon *Division of Curriculum Services*	Houston, TX	2026 K-12 Innovative Forum	5/3/2026 – 5/5/2026	**NO COST TO THE DISTRICT**
7.	Candice Cummings *East Orange Campus High School*	Princeton, NJ	NJAHPERD Annual Conference	5/4/2026 5/5/2026	$ 400.00 Registration **$ 400.00 Total Cost** 15-000-240-800-101-017

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

v. Professional Conferences – (cont'd)

	Name(s)	Destination	Reason	Date(s)	Cost
8.	Willie Everett Robin Galloway Charlene Johnson *Division of Curriculum Services*	Washington, DC	The Corps Network 2026 Action Summit	5/4/2026 – 5/7/2026	$ 900.00 Registration $ 3,476.34 Lodging $ 540.00 Transportation $ 414.00 Meals $ 180.00 Other **$ 5,870.34 Total Cost** 20-292-200-580-026-000
9.	Duwan Bogert *Office of the Superintendent*	Atlantic City, NJ	2026 NJASBO 64th Annual Conference	6/2/2026 – 6/5/2026	$ 500.00 Registration $ 417.91 Lodging $ 251.68 Transportation $ 238.00 Meals **$ 1,407.59 Total Cost** 11-000-230-580-019-580
10.	Dr. Passion Moss-Hasan *Dionne Warwick Institute*	Minneapolis, MN	Annual NCBW Leadership Conference 2026	6/2/2026 – 6/6/2026	**NO COST TO THE DISTRICT**
11.	Olivia Johnstone *Tyson Middle/High School*	Virtual	The Belfer National Conference	6/22/2026 – 6/24/2026	**NO COST TO THE DISTRICT**
12.	Juan Leonardo Lauren Feniello Sofia Crump Gloria Garguilo Yvette Gonzalez Carmen Madera Angelina Martinez *Division of Curriculum Services*	Orlando, FL	Get Your Teach On Fest National Conference	7/5/2026 – 7/9/2026	$ 5,996.00 Registration $ 7,108.00 Lodging $ 4,558.19 Transportation $ 2,520.00 Meals **$ 20,182.19 Total Cost** 20-242-200-300-025-230

Grand Total: 12

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

v. Professional Conferences – (cont'd)

Amended: Board Approved February 17, 2025

From:	Matthew Swartz *Sojourner Truth Middle School*	Princeton, NJ	107th NJAHPERD Annual Convention	2/23/2026 2/24/2026	**NO COST TO THE DISTRICT**
To:	Matthew Swartz *Sojourner Truth Middle School*	Princeton, NJ	107th NJAHPERD Annual Convention	5/4/2026 5/5/2026	**NO COST TO THE DISTRICT**

Amended: Board Approved December 16, 2025

From:	Elizabeth Fitch *Althea Gibson Academy*	Princeton, NJ	2026 NJAHPERD Annual Convention	2/23/2026 2/24/2026	$ 465.00 Registration $ 400.00 Substitute Cost **$ 865.00 Total Cost** 15-190-100-320-337-037
To:	Elizabeth Fitch *Althea Gibson Academy*	Princeton, NJ	2026 NJAHPERD Annual Convention	5/4/2026 5/5/2026	$ 465.00 Registration $ 400.00 Substitute Cost **$ 865.00 Total Cost** 15-190-100-320-337-037
From:	Christopher Angione Jared Luciano *Langston Hughes School*	Princeton, NJ	2026 NJAHPERD Annual Convention	2/23/2026 2/24/2026	$ 800.00 Registration $ 800.00 Substitute Cost **$ 1,600.00 Total Cost** 11-000-221-580-025-580 15-000-223-580-306-580
To:	Christopher Angione Jared Luciano *Langston Hughes School*	Princeton, NJ	2026 NJAHPERD Annual Convention	5/4/2026 5/5/2026	$ 800.00 Registration ~~$ 800.00 Substitute Cost~~ **$ 1,600.00 Total Cost** ~~11-000-221-580-025-580~~ ~~15-000-223-580-306-580~~ 20-271-200-500-026-227

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

v. Professional Conferences – (cont'd)

Amended: Board Approved September 23, 2025

From:	Dorcas Johnson *Division of Curriculum Services*	Princeton, NJ	NJAHPERD Conference	2/23/2025 – 2/24/2026	$ 525.00 Registration **$ 525.00 Total Cost** 11-000-221-580-025-580
To:	Dorcas Johnson *Division of Curriculum Services*	Princeton, NJ	NJAHPERD Conference	5/4/2026 5/5/2026	$ 525.00 Registration **$ 525.00 Total Cost** 11-000-221-580-025-580

Grand Total: 04

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

On the motion of Ms. Nadine Wright-Arbubakrr, duly seconded by Ms. Jennifer Richardson-Neverson, the members of the Board voted to approve "**a-w**" under Business Services.

ROLL CALL: Ms. Jennifer Richardson-Neverson– Yes
Ms. Jamillah N. Lawson – Yes
Ms. Nadine Wright-Arbubakrr – Yes
Mr. Wayne R. Stackhouse, Jr. - Yes
Mr. Thomas R. Paisley - Absent
Ms. Medinah E. Muhammad – Yes (Abstain 3-v)
Ms. Andrea McPhatter – Yes

a. List of Bills (Ratify)

WHEREAS, N.J.S.A. 18A:19.3 and N.J.S.A. 18A:19-4 authorizes the School Business Administrator/Board Secretary to make payments between board meetings for all claims that have been duly audited; and

WHEREAS, the School Business Administrator/Board Secretary has reviewed the documentation supporting the attached list of bills;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, ratify the payment of bills on the attached list for $3,164,297.74. (Attachment 3-a)

b. List of Bills

WHEREAS, N.J.S.A. 18A:19.1 and N.J.S.A. 18:6-31 provides for the Board of Education to authorize the payment of bills; and

WHEREAS, the School Business Administrator/Board Secretary has reviewed the documentation supporting the attached list of bills;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, authorizes and approves the payment of bills on the attached lists for the Tuesday, April 21, 2026 board meeting in the amount of $10,830,571.02. (Attachment 3-b)

c. Appropriation Transfers

WHEREAS, N.J.S.A. 18A requires that the Board of Education approve appropriation transfers; and

WHEREAS, Board of Education Policy #6422 delineates the process for transfer of funds between line items; and

WHEREAS, the Superintendent has authorized the budget adjusted to reflect the appropriation transfers;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, does ratify the transfers approved by the Superintendent of Schools. (Attachment 3-c)

d. T-1 Request for Taxes from the City of East Orange

WHEREAS, N.J.S.A. Title 40 provides for a board of education in a Type I School District to requisition Tax-Levy monies from the municipality in an amount estimated to represent the balance of its projected cash flow needs; and

WHEREAS, the Secretary of the Board has determined this amount to be $3,274,263.25 for the month of April, 2026;

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

d. T-1 Request for Taxes from the City of East Orange – (Cont'd)

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, authorize and direct the Board Secretary to execute and serve the T-1 Request for Tax-Levy monies from the City of East Orange. (Attachment 3-d)

e. Recommendation to Approve Fund Raising Requests

WHEREAS, in accordance with Policy #2430 - Extracurricular Activities, fund-raising activities of extracurricular groups must be approved by the Board upon review by the Superintendent; and

WHEREAS, the Superintendent of Schools has reviewed and supported the attached requests for Fund Raising Activities;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the Fund Raising Requests on the attached list. (Attachment 3-e)

f. A-148 Secretary's Report

WHEREAS, pursuant to N.J.S.A. 18A-17-9, the Secretary of the Board of Education shall report to the Board at each regular meeting but no more than once each month, the amount of total appropriations and the cash receipts of each account, and the amount for which warrants have been drawn against each account and the amount of orders and contractual obligations incurred and chargeable against each account since the date of the last report; and

WHEREAS, the Commissioner has prescribed that such reporting take place on Form A-148;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, accept and adopt the A-148 and for it to become part of the official minutes of this meeting: (Attachment 3-f)

Period Ending	**Cash Balance**
January 30, 2026	$13,155,327.14

g. A-149 Treasurer's Report

WHEREAS, pursuant to N.J.S.A. 18-A:17-31 et seq. boards of education are required to have the appointed position of Treasurer of School Monies; and

WHEREAS, the Treasurer shall serve in trust to receive and hold all school monies belonging to the district; and

WHEREAS, the Treasurer shall report to the Board of Education on a monthly basis on the Form A-149, which is prescribed by the Commissioner of Education;

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

g. A-149 Treasurer's Report - (cont'd)

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, for the period ending January 30, 2026 upon the recommendation of the Superintendent of Schools, adopt the A-149 and cause it to become a part of the official minutes of this meeting:
(Attachment 3-g)

Period Ending	Cash Balance
January 30, 2026	$13,155,327.14

h. Budgetary Major Account/Fund Status Certificate

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, and pursuant to N.J.A.C. 6A:23-2.12(c)4, certify that, after a review of the Secretary's Reports, and the A-149 Treasurer's Reports, and upon consultation with appropriate district officials, to the best of the Board of Education's knowledge, no major account or fund has been over expended in violation of N.J.A.C.6A:23-2.12(b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (NO ATTACHMENT REQUIRED)

i. Special Education Out of District Placements (Ms. Hill, Dr. Irving)

BE IT RESOLVED: the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the 1 Out of District Special Education Students and contracts for the 2025-26 school year:

Placements at a total cost of: $33,084.00

BE IT FURTHER RESOLVED: the East Ornge Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. Acct. Code: 11-000-100-562-031-400-Public, 11-000-100-564-031-400-Vocational, 11-000-100-565-031-400-County, 11-000-100-566-031-400-Private. (Attachment 3-i)

j. Approval of Chromebooks Leasing Program

BE IT RESOLVED: that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the contract with HP Integrated Financial Services, to supply Chromebooks districtwide, and whereas the new Chromebooks cycles within the device refresh plan; whereas the devices are needed for students for their schoolwork and or homework; whereas the total cost is $3,195,000.00 at a leasing term of 3 years.

WHEREAS, the district will pay 3 Annual payments at an amount of $1,410,517

WHEREAS, funds will be made available from Capital Reserve Account 12-000-400-932-020-235 with no services to be rendered until purchase orders are encumbered authorized and released by the School Business Administrator;

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

j. Approval of Chromebooks Leasing Program (cont'd)

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of schools, approves the leasing purchase program for Chromebooks for the 2026-2027 SY

k. Recommendation for Award of Contract – Lease Purchase Finance for 2025-2026 SY

WHEREAS, pursuant to the Public School Contract Law and New Jersey Statutes, Title 18A: 18A-37, the request for proposals for lease purchase financing was posted on the East Orange School District's website and advertised in the newspaper on January 26, 2026; and

WHEREAS, all Bids received and opened on February 5, 2026; and

WHEREAS, the Board received the following responses:

KS State Bank
2726 KFB Plaza, Suite 110 E
Manhattan, KS 66503
Principal Balance: $52,340.00
Loan Term - 5 years
Interest Rate - 5.3000%
Rate Factor - 232894

BE IT RESOLVED: all responses were reviewed by the School Business Administrator and resulted in a recommendation to award a contract to KS State Bank; and

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, awards a contract to KS State Bank.

l. Recommendation for Award of Proposal – RFP 52-26 Student Mentorship and Social Emotional Development Program for the 2025-2026 SY

WHEREAS, pursuant to the Public School Contract Law and New Jersey Statutes, Title 18A-18A-37, the request for proposals for RFP 52-26 - Student Mentorship and Social Emotional Development Program for the 2025-2026 School Year was posted on the East Orange School District's website and advertised in the Star Ledger on Friday, January 16, 2026; and

WHEREAS, all proposals received were opened on Thursday, February 5, 2026 at 10:00 a.m.;

WHEREAS, the Board received responses from the following:

1) Lawrence Venture Group, LLC
2) Akhirah S. Lewis LLC

A committee was formed to evaluate all proposals, as follows:

1) Dr. Kelly Williams, Director of Education Support Services
2) Corey Smallwood, Supervisor of Education Support Services
3) Leigh Garwin, Counselor Training

WHEREAS, all members agreed upon a recommendation for award of contract to Akhirah S. Lewis LLC for implementation of new website during the 2025-2026 SY;

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

l. Recommendation for Award of Proposal – RFP 52-26 Student Mentorship and Social Emotional Development Program for the 2025-2026 SY – (cont'd)

WHEREAS, funds will be made available from 11-000-230-590-019-231 account number: with no services to be rendered until purchase orders are encumbered, authorized and released by the School Business Administrator;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, awards a contract to Akhirah S. Lewis LLC for the Student Mentorship and Social Emotional Development Program during the 2025-2026 school year. (RFP 52-26)

m. ClassDojo Strategic Connect

WHEREAS, the East Orange School District teaching staff utilize ClassDojo, a secure digital communication platform designed to foster positive classroom communities and streamline school-to-home engagement; and;

WHEREAS, this platform serves as a primary daily communication tool between educators and families to provide real-time updates on student academic and behavioral progress, school-wide initiatives, and essential administrative announcements;

BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the contract for ClassDojo for the period of July 1, 2026 through June 30, 2027 at no cost to the district.

n. Brookfield Schools Homebound Division Special Education Home Instruction Students

BE IT RESOLVED:' "the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve" the attached 2025-26 Contract for Bedside Instruction Services from Brookfield Schools-Homebound Division. The hourly rate for the bedside instruction service will be $50.00, the cost to the district will be approximately $30,000.00 for the 2025-26 school year.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor / consultant. (Attachment 3-n)

o. Special Education Transportation Services

BE IT RESOLVED: "the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the 2025-26 school year contract from the Willingboro Board of Education for joined transportation services.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/ consultant. (Attachment 3-o)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

p. Rutgers Health (University Behavioral Health Care)

BE IT RESOLVED: "the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves' the attached contract with Rutgers Health (University Behavioral Health Care) and the district to provide home to school Nursing Services for an identified special needs students who attend a school for the Disabled. Services will be provided by a Certified Nurse (LPN). The daily rate for the specialized service will be $75, the cost to the district will be approximately
$900.00 during the 2025-26 school year.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of School, direct administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any good or services from said vendor/consultant (Attachment 3-p)

q. Annual Preschool Operational Budget for 2026-2027 SY – (Ms. Aquil)

BE IT RESOLVED: "the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves" the submission and acceptance of the one year Annual Operational Preschool Budget for 2026-2027 School Year in the amount of $24,019,957.00.

BE IT FURTHER RESOLVED: that the East Orange Board of Education, upon the direction of the Superintendent of Schools, directs administration to obtain a purchase order and have it provided to the vendor/consultant prior to receiving any goods or services from said vendor/consultant. (Attachment 3-q)

r. Acceptance 2026-2027 Three Year Preschool Program Plan and Annual Update and 2026-2027 Preschool Enrollment Projections – (Ms. Aquil, Dr. Davis)

BE IT RESOLVED: "the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves" the acceptance of the 2026-2027 Three Year Preschool Program Plan and Preschool Enrollment Projections. The Three-year preschool program plan and annual updates means that the East Orange School District's programmatic plan has been updated for the 2026-2027SY, as required by the New Jersey Department of Education, to implement a preschool program that meets Chapter 13 6A, Elements of High-Quality Preschool Programs. The East Orange School District is submitting its 2026-2027 enrollment projections to the New Jersey Department of Education for approval with the following the breakdown as followed:

1. 635 in-district general education students (ages 3 and 4), including 40 students with IEPs in general education.
2. 10 students to be enrolled in charter schools (Philip's Academy)
3. 157 Head Start general education students, with 8 students with IEPs in general education.
4. 450 Private Provider general education students, including 15 students with IEPs in general education classrooms.

For a total projection for the 2026-2027SY the EOSD projects 1242 general education students, 10 charter students, and 63IEP students. For a total of 87 projected preschool classrooms for the 26-27SY (Attachment 3-r)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

s. Jackie E. Malaska Mini Grant Program for Field Day –(Dr. Walker)

BE IT RESOLVED: "the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves" the acceptance of a grant in the amount of $1,000.00 from the Jackie E. Malaska Mini Grant Program to support the rental of equipment for the Field day which is planned for Langston Hughes and was board approved on December 16, 2025.
(Attachment 3-s)

t. East Orange Board of Education Resolution Honoring Mrs. Theresa Maughan

WHEREAS, the East Orange Board of Education proudly recognizes and celebrates outstanding educators whose dedication and excellence have made a lasting impact on students, schools, and the broader community; and

WHEREAS, Mrs. Theresa Maughan, a distinguished educator at East Orange STEM Academy, has devoted more than 40 years of exemplary service to the field of education, inspiring generations of students through her passion, leadership, and commitment to academic excellence; and

WHEREAS, Mrs. Maughan has been selected for induction into the prestigious National Teachers Hall of Fame, one of the highest honors in the teaching profession, recognizing her extraordinary contributions and lifelong dedication to education; and

WHEREAS, Mrs. Maughan was named the 2022 New Jersey State Teacher of the Year, a distinction that reflects her exceptional instructional practice, innovation, and impact on student achievement across the state; and

WHEREAS, she is a recipient of the Horace Mann Award for Teaching Excellence, honoring her commitment to the principles of public education and her outstanding service to students; and

WHEREAS, Mrs. Maughan has also been recognized with the Mildred Barry Garvin Award for Outstanding Teacher of African American History Instruction, highlighting her dedication to culturally responsive teaching and the advancement of historical understanding; and

WHEREAS, she has been selected as a 2025 Civics Catalyst Fellow, demonstrating her continued leadership in promoting civic engagement and empowering students to become informed and active citizens; and

WHEREAS, throughout her distinguished career, Mrs. Maughan has served as a mentor, role model, and advocate for both students and colleagues, leaving an enduring legacy within the East Orange School District and beyond;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education hereby honors and congratulates Mrs. Theresa Maughan on her induction into the National Teachers Hall of Fame and commends her for her outstanding achievements, dedication, and service to the profession of education; and

BE IT FURTHER RESOLVED, that the East Orange Board of Education extends its deepest gratitude and appreciation for Mrs. Maughan's unwavering commitment to excellence and her profound impact on the lives of students and the community; and

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

t. East Orange Board of Education Resolution Honoring Mrs. Theresa Maughan - (cont'd)

BE IT FURTHER RESOLVED, that a copy of this resolution be presented to Mrs. Theresa Maughan as a symbol of the Board's respect, admiration, and appreciation.

u. Authorization for Legal Services – Negotiation and Finalization of Master Lease And Solar Project Power Purchase Agreement

WHEREAS, the East Orange School District ("District") is pursuing energy infrastructure improvements through a partnership with National Energy Control in collaboration with Sunrock Distributed Energy; and

WHEREAS, the District requires legal counsel to assist in the negotiation and finalization of a Master Lease Agreement and Power Purchase Agreement ("PPA") to support the implementation of these energy initiatives; and

WHEREAS, the District seeks to engage **Archer & Greiner, P.C., Attorneys at Law** to provide such legal services; and

WHEREAS, that the Board of Education of the East Orange School District hereby authorizes the engagement of **Archer & Greiner, P.C., Attorneys at Law** to assist in the negotiation and finalization of the Master Lease Agreement and Power Purchase Agreement with National Energy Control, in partnership with Sunrock Distributed Energy; and

BE IT FURTHER RESOLVED that the total compensation for these legal services shall not exceed $10,000, without further Board approval; and

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, awards a contract to Archer & Greiner, P.C for Attorney Services during the 2025-2026 school year.

v. Recommendation for Rejection of Request for Proposals – Professional Services for the East Orange Board of Education for the 2026-2027 SY

WHEREAS, pursuant to the Public School Contracts Law, *N.J.S.A. 18A:18A-1 et seq.*, and specifically *N.J.S.A. 18A:18A-21*, Requests for Proposals (RFPs) for Professional Services for the East Orange Board of Education were duly advertised, received, and publicly opened by the Purchasing Agent on **March 31, 2026**; and

WHEREAS, pursuant to *N.J.S.A. 18A:18A-22*, the Board of Education reserves the right to reject any and all proposals; and

WHEREAS, proposals were received from the vendors listed below;

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

v. Recommendation for Rejection of Request for Proposals – Professional Services for the East Orange Board of Education for the 2026-2027 SY – (cont'd)

RFP 02-27 School Board Attorney	**RFP 04-27 Legal Services-Labor Negotiations**	**RFP 05-27 Legal Services-Worker's Compensation**	**RFP 06-27 Legal Services-Environmental Counsel**	**RFP 07-27 Civil Engineering Services**	**RFP 08-27 Architectural Services**	**RFP 09-27 Legal Services-Special Education Counsel**
Shabazz & Woolridge Law Group LLP	Chasan Lamparello Mallon & Cappuzo	Florio, Kenny & Raval LLP	Trenk Isabel Siddiqi & Shahdanian P.C.	H2M Architects & Engineers	LAN Associates	Scarinci Hollenbeck Attorneys At Law
Schenck, Price, Smith & King LLP	Schenck, Price, Smith & King LLP	Capehart Scatchard Attoney At Law	Decostis, FitzPatrick, Cole & Giblin, LLP	Neglia Group	EI Associates Architects Engineer Planners	Capehart Scatchard Attoney at Law
Kenney, Gross, Kovats & Parton Attorney at Law	Scarinci Hollenbeck Attorneys At Law	Shabazz & Woolridge Law Group LLP		LAN Associates	The Musical Group P.A	
Machado Law Group, LLC	Capehart Scatchard Attoney at Law	Blancamano & Di Stefano, PC		Grant Engineering & Construction Group, LLC	Parette Somjen Architects, LLC	
Capehart Scatchard Attoney at Law	Antonelli Kantor Rivera PC				H2M Architects & Engineers	
Chasan Lamparello Mallon & Cappuzo	Decotis, FitzPatrick, Cole & Giblin, LLP				Environectics Group Architects, PC	
Decotis, FitzPatrick, Cole & Giblin, LLP					DMR Architects	

WHEREAS, proposals were received from various vendors and firms in response to the above-listed RFPs; and

WHEREAS, a review of all proposals was conducted by the Purchasing Agent and the School Business Administrator; and

WHEREAS, based upon that review, it has been determined that it is in the best interest of the Board to reject all proposals in order to revise the specifications for the requested services;

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby rejects all proposals received for Professional Services for the 2026–2027 school year; and

BE IT FURTHER RESOLVED, that the Purchasing Agent is authorized to re-advertise for Requests for Proposals upon revision of the specifications.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

w. Recommendation for Award of Contract – Interior Alterations at Johnnie L. Cochran Academy

WHEREAS, pursuant to the Public School contract Law and New Jersey Statutes, Title 18A-18A-37, the Interior Alterations at Johnnie L. Cochran Academy was advertised by the East Orange Board of Education on March 19, 2026; and

WHEREAS, all Bids received were opened and publicly read aloud by H2M and the Purchasing Agent on April 14, 2026; and

WHEREAS, the Board received the following responses:

1. Northeastern Interior Services LLC - Boonton, NJ 07005 – (Bid Total $1,119,200.00)
2. Brahma Construction- Wayne, NJ (Bid Total $1,422,700.00)
3. Pal Pro – East Orange, NJ (Bid Total $1,550,000.000)
4. RJ Michaels & Co. Inc. – East Orange, NJ (Bid Total $1,905,496.00)
5. Salazar – Union, NJ (Bid Total $1,998,000.00)
6. Senco Metals LLC – Paterson, NJ (Bid Total $3,175,950.00)

WHEREAS, all responses were reviewed by H2M and the Assistant Superintendent for Curriculum and Instruction and resulted in a recommendation to award a contract to Northeastern Interior Services LLC; and

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, awards a contract to Northeastern Interior Services LLC for Interior Alterations at Johnnie L. Cochran Academy with a Base Bid Value of $1,119,200 (inclusive of Allowances G1 and G2).

VIII. ADJOURNMENT

Ms. McPhatter read the following notice:

The East Orange Board of Education will hold its next Board Meeting on Wednesday, May13, 2026, at 6:00 p.m. in Conference Room A at 199 4th Avenue, East Orange, NJ 07017. The Board of Education will retire to Executive Session after "Comments from the Public" in which they will discuss matters pertaining to negotiations, personnel and/or litigation. The Board will resume the regular public meeting at or about 8:00 p.m.; immediately following the Executive Session.

On the motion of Ms. Jamillah N. Lawson, duly seconded by, Ms. Jennifer Richardson-Neverson, the members of the Board voted to approve to adjourn the meeting:

ROLL CALL: Ms. Jennifer Richardson-Neverson– Yes
Ms. Jamillah N. Lawson – Yes
Ms. Nadine Wright-Arbubakrr - Yes
Mr. Wayne R. Stackhouse, Jr. - Yes
Mr. Thomas R. Paisley - Absent
Ms. Medinah E. Muhammad – Yes
Ms. Andrea McPhatter - Yes

The meeting adjourned at or about 12:00 a.m.

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Tia Thomas, School Business Administrator/Board Secretary

BOARD APPROVED_____