East Orange, New Jersey **May 13, 2026**

Minutes of a regular public meeting of the East Orange Board of Education held on Wednesday, May 13, 2026 at 6:22p.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 – Absent
Mr. Wayne R. Stackhouse, Jr. – Absent
Mr. Thomas R. Paisley – Present
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. Medinah E. Muhammad, duly seconded by Ms. Jennifer Richardson the members of the Board of Education voted to approve minutes for April 21, 2026

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

V. REPORT OF THE SUPERINTENDENT OF SCHOOLS

A. PRESENTATION

1. Presentation of the 2025-2026 Governor's Educator of the Year Program Nominees

School/Principal	*Governor's Educator of the Year*	*Governor's Educational Services Support Person of the Year*
Banneker Academy	Ms. Cheryl Jackson	Ms. Mesha Mclean
Bowser School	Ms. Diane Mungiello	Ms. Emely Guzman
Garvin School	Ms. Maria Velez-Mitchell	Ms. Imani Smith
Gibson Academy	Ms. Elizabeth Fitch	Ms. Quanceletta Pittman
Houston Academy	Ms. Isabella Speer	Ms. LaToya Rouse
Hughes School	Ms. Allison Clifton	Ms. Christianne Meyerowitz
Jackson Academy	Ms. AnnaMarie Economidis	Ms. Belinda Georges
Louverture School	Ms. Emmery Schulz	Ms. Darleen Hicks
Oliver Academy	Ms. Apollonia Robinson-Dingle	Ms. Mary Olagadeyo
Parks Academy	Ms. Shaneilia Brown	Dr. Michele Ridley
Tyson Elementary	Ms. Mich'ael King	Ms. Jamie DeAnna
Wahlstrom Academy	Ms. Rosemarie Velez	Ms. Vanessa Zimmermon-Duck
Warwick Institute	Ms. Niamah Graham	Ms. Ellyn Lankford
Costley Middle School	Ms. Melissa Loeffler	Ms. Heidi Armstrong
Healy Middle School	Ms. Jeananick Exi	Mr. Nicolas Tart
Truth Middle School	Ms. Kristen Eannetta	Ms. Megan Tyre
Tyson Middle/High School	Ms. Ursula Strojan	Mr. Kishore Persad

V. REPORT OF THE SUPERINTENDENT OF SCHOOLS

STEM Academy	Ms. Yohanny McSweeney	Ms. Olayemi Bakare-Lawal
Campus High School	Ms. Matilde Ramos	Ms. Emily Negron
Fresh Start Academy	**N/A**	**N/A**

B. POLICIES

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

Policy	**Description**	
2415.50	Title I – School Parent and Family Engagement	New
3439	Jury Duty	Revised

On a motion of Mr. Thomas R. Paisley, 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 - Absent
Mr. Wayne R. Stackhouse, Jr. - Absent
Mr. Thomas R. Paisley - Yes
Ms. Medinah E. Muhammad – Yes
Ms. Andrea McPhatter - Yes

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

-Mr. Thomas R. Paisley, 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. Jamillah N. Lawson, reported on the Special Services Committee Meeting
-Mr. Thomas R. Paisley, reported on the Legal Committee Meeting

VIII. COMMENTS FROM THE PUBLIC

1. Deshon Tutt - Parent

I am here tonight because I have a serious concern regarding ways and matters and the way my child has been handled and the process surrounding my son. Over the last several months I've attempted to follow every channel available to me. I've communicated with Superintendent Dr. Christopher Irving and I have gotten no response back. I communicated with Tia Thomas directly and through OPRA request and received no confirmation of receiving the OPRA request. Also I spoken to Dr. Crystal Davis regarding this matter and subsequently been ignored. I've submitted a records request. I request clarification regarding timelines and procedures and compliance with the New Jersey Anti-bullying bill of rights. What I expected was transparency, professionalism and cooperation. Instead, I've encountered inconsistencies, inconsistent explanations, delayed and incompetent responses. This inhibited my ability to fully participate in the matters involving my child's education. When parents ask legitimate questions, they should not be ignored. When parents request records, they should not be encountered with unnecessary obstacles. Parents should not feel as though they are being treated as a problem simply because they continue to advocate for their child. At 8:30 this morning I was informed that this matter regarding my child would be heard tonight.

VIII. COMMENTS FROM THE PUBLIC

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

Good Evening to everybody. My name is Charles Russell. I stand here today a man deeply disappointed. I'm deeply hurt, I'm frustrated and honestly, I am at a point of the lowest in my life. But through all of this, God is still good. I originally wanted to stand here tonight and talk about how great the custodians of East Orange are but the truth is, the Board Members already know that. Dr. Irving already knows that. The people sitting here in this room, already know that the great things custodians do every single day. We are the people that help maintain a clean healthy and safe school for our children to learn in. We have worked through swine flu, MRSA, Covid and countless other health and safety concerns. To my knowledge we have prevented outbreaks in our schools because of the work custodians do every day. We have done our job with pride, professionalism and dedication. We did not cause the financial crisis East Orange is facing today. We care, we protect and we show up in moments that go far beyond cleaning buildings. No outsourcing company can replace that type of love or dedication. So tonight we urge the Board, Dr. Irving, do not outsource our custodians. We also ask others to pay attention to what is happening here. We ask the State to step in. We ask the Governor to step in. We ask those with power to help preserve these jobs and protect our schools. I urge y'all to please reconsider privatizing this district.

3. Kelley Morris

Good Evening, my name is Kelley Morris and I came all the way from Mount Laurel, NJ. I drove two hours tonight with my colleague. We are part of ESPAN which is the education support professionals advocacy network. This is a dedicated group of NJEA members who work across the state to unite, organize, promote ESPs to uphold their rights, protect their benefits and elevate their careers. Turning a public school over to a private entity is not only a recipe for disaster but it also shows your gross disrespect for careers of your education support professionals. That's what your custodians are, professionals and they deserve to be treated with dignity not dismissed without so much as a thought to their years of service to the community and the family that is the East Orange School district. Privatization causes instability in your schools. So I ask you, what do you value most, money or family and community? Your answer so far has been loud and clear. I urge you to choose a different one this time. Choose family, choose your custodians and choose to keep your schools public.

4. Jane Sherry

Good Evening to the members of the board and Superintendent Irving. My name is Jane Sherry and I am here today as a Somerset County Captain for ESPAN. I myself am a proud secretary of 21 years in my district and I can tell you first hand the quality, stability and security your members offer students and their families. They are full time employees and cannot be matched by any agency. The safety and security of your students is something you can't privatize. Your staff is part of a community. They are known by name and properly vetted. Privatizing often brings a revolving door of strangers into your buildings. Contracting out can lead to lower screening standards for security. I've seen in many cases where contractors hired employees with criminal records.

5. Chris Canel

Good evening, I am a social studies teacher in Cedar Grove. I am here today representing the 10,000 plus members of the Essex County Education Association. I serve as their first Vice President standing around me are some of our other officers. I here to tell you today that this decision you make is enormous. There is a bond in East Orange. You bring these people from the outside is breaking that bond. You have a tough decision. You have the chance to make the right decision. This board can vote to say no. When you make your decision, think about the students, think about the community.

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

Good evening board members, staff members and the public in attendance physically and virtually. Concerns on the agenda and a public complaint regarding the Operation Youth Growth Sustainability program. Under Education Support and Student Services Item J, Team and Literacy Communication engagement night. What is the fund amount being dispersed? Item B Acceptance of the advanced placement course Expansion grant. This is welcomed and greatly needed for those students to improve their academic career. Item X Drizzle Weather. Which elementary schools will be participating and how many students will be eligible for this program? Under Labor Relations the retro approval of temporary assignment for assistance management event Williams. This is a public complaint under policy 9130 and the complaint is how is this person hired without a board of education approval? And who hired this person? And why weren't these task done by existing EOSD employees. Item T, appointments. This is another public complaint under policy 9130. Person one, Miss Bongham, title one with a salary of $68,850. Number three, Mr. cook, title one , family engagement specialist with a salary of $71,400. Number four Ms. Teresa Corallo as a director, salary of $127,500. Ms. Ingrid Williams Perry, title one, a specialist with a salary of $73,670. So the point is at the time you are reducing instructional staff, is the increase of administration in the administrative office of the Superintendent a necessity? Where these non-essential administrative staff positions in the budget submitted last month? Item z another public complaint for the RIF, how can there be so many new hires in the administrative office? How can the board justify administrative new hires? Item AA professional conferences trip number 8, why such a large entourage of administrative staff to go to Atlantic city? And who are the non-administrative staff and what are their positions? Item U, another public complaint. For a proposal and this is in reference to the bid committee. Duwan Bogert is not a business office staff member. Duwan Bogert is assigned to the office of Superintendent. Duwan Bogart has no certification regarding business office operations. So why is Duwan Bogert being assigned by Superintendent Irving to participate in a process outside of his defined position as District Communication Leader Specialist. Public complaint about the Operation Youth Growth Sustainability Program as follows. Superintendent Irving acknowledged acceptance of this public complaint of April 30th. Ten business days would be a date certain for May 13, 2026 which is today to answer this complaint. At the end of the business day today, there has been no response from the Superintendent. So public complaint properly filed has not been complied with according to the board policy for public complaints.

VIII. COMMENTS FROM THE PUBLIC – Cont'd

7. **Kia Gill**

Good Evening members of the board, administrators, teachers, staff and families. I want to stress the gratitude to the staff who pour into our children every day. Although teacher appreciation week was last week, thank you for your continued dedication patience and care. I also want to congratulate all the recipients of the Educator of the Year awards. It was wonderful to see educators recognized for the impact they make on students and families. I also want to express excitement about the opening of the gifted and talented program. It is clear that a great deal of thought planning and hard work has gone into making this opportunity a reality for students in East Orange. I would like to express concerns regarding the use of I Ready in our schools. I understand the value of using adaptive assessment data to help support instruction and identify student needs. However, as a parent, I have watched my children complete I Ready lessons and the experience often feels frustrating and disengaging rather than truly instructional. I encourage the district to continue being transparent about what student information is being collected, how it is being protected and whether there may be more engaging instructional platforms that will still provide valuable student data while creating a better learning experience for students. Lastly, I want to express concerns regarding the privatization of custodial staff. As both a parent and an educator, I know the role custodians play in schools is special. They go far beyond maintaining buildings. They build relationships with students, support staff however that is needed. I do not feel comfortable with the possibility of a revolving door of unfamiliar custodial staff in our schools.

8. 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 Ms. Jennifer Richardson-Neverson, the members of the Board of Education voted to retire to Executive Session at 7:57 p.m.

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

V. RECOMMENCE PUBLIC MEETING

On a motion of Mr. Thomas R. Paisley, duly seconded by Ms. Jennifer Richardson-Neverson, the members of the Board of Education voted to resume the Public Session at 9:32 p.m.

ROLL CALL: Ms. Jennifer Richardson-Neverson– Yes
Ms. Jamillah N. Lawson – Yes
Ms. Nadine Wright-Arbubakrr - Absent
Mr. Wayne R. Stackhouse, Jr. - Absent
Mr. Thomas R. Paisley - Yes
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. Thomas R. Paisley, duly seconded by Ms. Jennifer Richardson-Neverson, the members of the Board voted to approve "**a-ff**" under Educational Support Services.

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

a. Early Childhood Department 26-27 SY Prep for Curriculum & Outreach- (Ms. Aquil)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools approves the proposal for the Early Childhood Department to compensate six (6) Preschool Instructional Coaches, four (4) PIRT Specialists, the CPIS, the Social Worker, and two (2) Nurses at the contractual rate, for up to 35 hours each, between July 6, 2026, and August 28, 2026, at a Total cost to the District of $18,556.30.

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: 20-218-200-176-024-012; 20-218-200-173-024-000; 20-218-200-176-024-012; 20-218-200-104-024-015; 20-218-200-104-024-000**

b. Career Day- (Dr. Adam)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools approve the observance and celebration of Career Day at Mildred Barry Garvin Elementary, scheduled for May 22, 2026, to support college and career readiness by exposing students to diverse professions and educational pathways through interactive presentations by invited guests. At no cost to the district.

c. Family STEM Night - (Dr. Adam)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the observance and celebration of Garvin Family STEM Night at Mildred Barry Garvin Elementary, scheduled for May 21, 2026, to support increased student engagement and achievement in science, technology, engineering, and mathematics through hands-on, collaborative learning experiences with their families; to strengthen partnerships between home and school; to enhance teacher understanding of student learning and family engagement and to promote a sustained interest in STEM education for all participants at no cost to the District.

d. Garvin Elementary School - School Wide Carnival - (Dr. Adam)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves approximately 263 students, 40 staff members and 37 parents from Mildred B. Garvin elementary School to participate in the School-Wide Carnival at M.B. Garvin School/Oval Park on June 12, 2026 from 7:00 am to 3:00 pm at no cost to the District.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

e. Bowser's Staff Eagles Soar Summer PD- (Mr. Heaphy)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves professional development for selected Bowser staff three (3) days per week. The professional development will run Tuesday through Thursday from 9:00 a.m. to 12:00 p.m. in conjunction with the Summer Program, beginning the week of July 6, 2026 through July 27, 2026. The cost includes planning and preparation and professional development (10 hours x 4 presenters x 4 weeks) and participation (9 hours x 5 teachers x 4 weeks) at the contractual rate of $37.87 per hour, at a cost to the district not to exceed $13,000.

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: 20-234-200-100-304-002; 20-234-200-100-304-002**

f. Grade 8 Social - (Dr. Joseph George)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves Sheila Y. Oliver Academy to host their annual 8th Grade Class Social on June 5,2026 from 6:00pm until 10:00pm at Costa DelSol,2MS Vauxhall Rd, Union NJ at no cost to the district.

g. Cicely Tyson Elementary Field Day- (Ms. Knight-Toles)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby approves the annual Field Day event at Cicely L. Tyson Elementary School for students and staff. The event will be held on school grounds on June 10, 2026, from 8:30 a.m. to 2:55 p.m., at no cost to the district.

h. Tyson Bring Your Parent to School Day- (Ms. Knight-Toles)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools approves the implementation of 'Bring Your Parent to School Day at Cicely L. Tyson Community Elementary School of the Performing and Fine Arts on May 20, 2026 at no cost to the district.

i. Cicely Tyson Elementary Saturday Detention- (Ms. Knight-Toles)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools hereby approves the implementation of Saturday Detention at Cicely L. Tyson Community Elementary School of the Performing and Fine Arts on May 16, 2026, May 30, 2026, and June 20, 2026. This program will provide students with a structured and supervised environment to address behavioral expectations and support positive student outcomes, at no cost to the district.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

j. STEAM & Literacy Community Engagement Night- (Dr. Lovett)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools approves the STEAM and literacy Community Engagement Night for the sixth grade students, parents and community members of Sojourner Truth Middle School on May 14, 2026 at 5:00 pm in the gymnasium using ASP 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: 200-234-200-600-216-220; 200-234-200-600-216-220**

k. Mr. Lawrence Hamm, Keynote Speaker at STEM Academy Senior Graduation - (Dr. Stallings)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the attendance of Mr. Lawrence Hamm, keynote speaker for Senior Graduation at STEM Academy Wednesday, June 24, 2026 and Ms. Danielle Williams, Guest speaker for Middle and High School Graduation at STEM Academy Tuesday, June 23,2026 and Wednesday, June 24, 2026 with a cost to the District totaling $2,000.00.

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: 15-000-223-500-102-227**

l. Hart Complex Block Party - (Dr. Lovett/Dr. Ramsey/Mrs. Scantlebury)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves all 6th, 7th, and 8th grade students and all of the staff members from Sojourner Truth Middle School, Costley Middle School, and Healy Middle School to host a Synergy Day Block Party on Friday, June 12, 2026, rain date June 16, 2026 at no cost to the district.

m. AGA KDG Sneaker Ball- (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 an end of school year Sneaker Ball for the 2026 Kindergarten class on Wednesday, May 20, 2026, from 12:30 pm - 2:30 pm at no cost to the district.

n. BrookBridge Consulting - (Ms. Whitaker)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the facilitation of three (two hour) restorative practice workshops for students and staff led by BrookBridge Consulting during the months of May and June at a cost to the district not to exceed $10,000.00.

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: 20-236-100-300-101-255**

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

o. Summer Employment-Education Support Service & Parent Relations Staff - (Dr. Davis/Dr. Williams)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the hiring of Ms. Leigh Garwin for Summer Employment to work on the preparation and submission of Social & Emotional Learning and other data, analysis, and planning materials for the upcoming 2026-2027 school year in preparation for DESSA implementation and supports for no more than 25 days (5 hours a day) at a cost not to exceed $3750.00.

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: 11-000-211-500-046-227**

p. 2026 The Framework For Teaching - (Dr. Davis)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2025 Danielson Framework for Teaching as the tool to observe and evaluate all classroom teachers during the 2026-2027 school year. The tool will use a four-point rubric which includes: Highly Effective, Effective, Partially Effective and Ineffective. Additionally, the following Danielson evaluation rubrics will be used for identified teachers in specialty areas: CST School Social Worker, Instructional Specialists (coaches), School LDT-C, Library Media Specialists, School Nurse, School Counselors/Social Workers, School Psychologists, Related Services Providers (Speech Therapists), and Behavior Specialists (Disciplinarians).

q. New Jersey Principal Evaluation For Professional Learning - (Dr. Davis)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the New Jersey Principal Evaluation for Professional Learning Observation Instrument as the tool to observe and evaluate all School Administrators, Supervisors, Directors and Department Heads during the 2026-2O27 school year. The practice tool will use a four-point rubric which includes: Highly Effective, Effective, Partially Effective and Ineffective at no cost to the District. The attendance of the administrator will also be rated within the Summative score of the District Administrator. Any additional costs for training or use will be submitted separately.

r. Superintendent Parent of the Year Brunch- (Dr. Irving/Ms. Corallo)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the Communications & Family Engagement Department to host a Parent of the Year brunch on Saturday, June 6, 2026 in the Board of Education office (Conference Room A) and with the approval to hire vendors for refreshments, awards, and other event services not to exceed a total of $12,000 for the entire event.

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: 20-232-200-500-019-000; 20-232-200-600-019-000**

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

s. 2026 Multilingual (ML) Extended School Year (ESY) Summer Program at Cicely Tyson Community Elementary School- (Dr. DeStefano/Mr. Leonardo)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, will approve the MLL ESY Summer Program at Cicely Tyson Community Elementary School for ML students in rising 1st - 5th grade. The summer program will take place Mondays-Fridays from 8:00am-3:00 pm from July 6, 2026 to July 31, 2026 serving a minimum of 75 students with 1 Site manager at $40 per hour, 8 teachers at $37.87 per hour, 4 Teacher Assistants at $20 per hour, and 1 secretary at $26.20 per hour at a cost to the district not to exceed $65,000.

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: 20-242-200-200-025-002**

t. First Draft Academy- Write on Sports & Write on Arts Program Session- (Dr. DeStefano/Mr. Leonardo/Ms. Hughes)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves First Draft Academy to conduct an evening informational session for the Write on Sports and Write on Arts Summer program, for rising 7th, 8th, and 9th grade students and parents on May 13, 2026 at no cost to the district.

u. 2026 Sunshine Scholars K-2 Summer Program at Louverture & Sheila Oliver - (Dr. DeStefano/Mr. Pedrazzi)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, will approve The Sunshine Scholars Summer Program at Louverture and Sheila Oliver Academy for students in Kindergarten - 2nd grade. The program will be Monday - Friday from 8:30am - 3:00pm from July 1,2026 to July 31,2026, serving a maximum of 90 students. Staff will include, 1 site manager at $40.00/per hour for a maximum of 7 hours a day, 1 teacher at $37.87 /per hour for a maximum of 7 hours a day, 6 teachers at $37.87 per hour for a maximum of 4 hours a day, and 6 teacher assistants at $20.00/Per hour for a maximum of 4 hours a day. Materials and supplies for the program will be in the amount of $19,000. The cost to the district for this program is not to exceed $65,000.

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: Title I**

v. Acceptance of The Advanced Placement Course Expansion 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 grant award in the amount of $75,000 to support the expansion of Advanced Placement (AP) courses throughout the district.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

w. New Hope- Approval of Consultant- Business CTE Pathways- (Dr. DeStefano/Dr. Tyler)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the engagement of New Hope as a consultant to provide instructional support, curriculum development, and professional guidance for the Business Pathway-Accounting, Business Mgt, and Entrepreneurship (CTE) Pathway courses at a cost to the district not to exceed $5000.

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: 20-271-200-500-026-227**

x. Drizzle Weather - STEM Weather & Climate Education Program - (Dr. DeStefano/Dr. Tyler)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the engagement of Drizzle Weather, a STEM education program, to provide professional development and student-centered weather and climate instruction for K-8 educators and students. Drizzle Weather assembly for 26 21st Century PATH summer program at a cost to the school district not to exceed $2000.

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: 20-280-100-300-026-225**

y. Acceptance for AmeriCorps Planning Grant - (Dr. DeStefano/Dr. Tyler)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, will accept $75,000 for the AmeriCorps Planning Grant to develop a five-year afterschool tutoring program focused on literacy and mathematics for students in grades 3 through 8 for 5 years.

z. 2026-2027 High School Course Catalog- (Dr. DeStefano/Ms. Salomon)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2026-2027 High School Course Catalog at no cost to the district.

aa. Adoption of Cengage MATH & YOU (K-5) - (Dr. DeStefano)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the adoption of the Cengage Mathematics MATH & YOU Program for Grades K–5 and PD for teachers at a cost not to exceed $165,000.

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: 2026-2027 Curriculum & Instruction Fund 11**

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

bb. Retro Approval of Temporary Assignment for Assistance Management – Yvette Williams- (Dr. DeStefano)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the hiring of Ms. Yvette Williams for assistance with organizing books, materials, and furniture for no more than 4 days at a cost not to exceed $800.00.

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: 11-000-221-104-025-002**

cc. Campus High Summer Program - (Dr. DeStefano/Ms. Whitaker)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves East Orange Campus High School has proposed a Summer Program designed to support student engagement, wellness, and academic enrichment. Campus summer program will run from July 1, 2026 - August 12, 2026 from 9:00am -1:00pm. The total cost for staffing the program will not exceed **$14,508.**

- One (1) Physical Education Teacher ($37.87)
- One (1) Counselor ($37.87)
- One (1) Dropout Prevention Coordinator ($37.87)

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: 11-000-221-104-025-002**

dd. Pre-Kindergarten 4 Transition Evening (Ratification) - (Ms. Aquil)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools, the Early Childhood Department to host a Pre-Kindergarten to Kindergarten Information Session for parents on May 12, 2026 from 5:15-7:00 p.m. to be held at Langston Hughes Elementary School. The cost of the event will cover the expenses of 6 teaching staff, a security guard, maintenance, food and family, incentives not to exceed the cost of $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 Code:**
Sodexo Food - 20.218.200.800.024.017 - Pur Ed Svc- Parent; 20.218.200.110.024.000 - ECPA Other Salaries - (Security & Maintenance); 20.218.100.101.024.002 - 6 Staff Members to be paid at the EOEA hourly rate - Elisa Castillo, Faheem Lateef, Maria Jones, Guerdy Baguidy, 2 Kdg Teachers TBD

ee. 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 3 incidents for the months of April 2026 for the NJDOE monthly reporting of HIB.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

ff. 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	Dr. Burton approx. 45 students, 2 Staff members and 3 Chaperones Banneker Grades: 3-8	East Hanover, NJ	Students will attend Funplex. (Educational) (Reward)	05/20/2026	At No Cost To The District
2	Mr. English approx. 90 Students, 9 Staff Members Tyson M/H Grade: 8	Allentown, PA	Students will visit Dorney Park. (Educational) (Reward)	06/12/2026	At No Cost To The District
3	Mr. Hamilton approx. 45 Students, 5 Staff Members Houston Grade: 6	Jersey City, NJ	Students will visit Liberty Science Center. (Educational) (Reward)	06/09/2026	At No Cost To The District
4	Dr. Joseph-George 410 Students, 45 Staff members Oliver Grade: 7th/8th	East Orange, NJ	Students will enjoy field day at Columbia Park. (Educational) (Incentive)	05/29/2026 Rain Date 06/01/2026	At No Cost To The District
5	Mr. Reed 27 Students, 3 Staff members, Fresh Start Grade: M/H	Allentown, PA	Students will visit Dorney Park. (Educational) (Reward)	05/26/2026	$1100.00 -Transportation $1228.50- Admissions $2,328.50 - Total 11-423-200-512-029-102

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

ff. Field Trip – (cont.)

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. Shultz approx 52 students, 6 Staff Members, 6 Chaperones Wahlstrom Grades: K	Madison, NJ	Students will visit the Museum of Early Trades & Crafts (Educational)	05/29/2026	At No Cost To The District Amended to add chaperone names.
7	Ms. Washington approx 90 students, 17 Staff Members, 10 Chaperones Gibson Grades: PK	Florham Park, NJ	Students to visit Imagine That. (Educational)	01/20/2026	$1200.00 -Transportation $1878.84- Admissions $3,078.84 - Total 24-15-190-100-800-337-037-0000 (Admission) 24-15-000-270-512-337-037-5523 (Transportation) Amended to correct account codes.
8	Ms. Whitaker approx 30 students 3 Staff Members, Campus Grades:HS	Wayne, NJ	Student-athletes will learn more about how college life experiences on the William Paterson University campus. (Educational)	05/08/2026	$550.00 - Transportation Total - $550.00 15-000-270-512-101-117 Ratification
9	Dr. DeStefano/Mr. Leonardo approx 70 Students, 8 Staff Members Campus, STEM, Tyson M/H Grades: HS	Wayne, NJ	Students and Staff to attend William Paterson University. (Educational)	05/02/2026	$2,550.00-Transportation Total- $2,550.00 (changed from $1,700) Amended to add two additional busses Original Board Approval 12/16/2025

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

ff. Field Trip – (cont.)

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	Dr. DeStefano/Mr. Leonardo/Ms. Hughes approx 40 students 4 Staff Members Tyson M/H, STEM, Costley, Healy, Truth, Houston, Banneker, Oliver, Fresh Start Grades: 7,8,9	Montclair, NJ	Students will attend the First Draft Academy's Write on Sports and Write on Arts 3 week Summer Program. (Educational)	07/06/2026-07/31/2026	$5700.00 -Transportation $7500 - Registration $13,200 - Total 11-000-270-517-027-580
12	Dr. DeStefano/Ms. Paulette approx. 10 Students, 6 Staff Members STEM, Tyson M/H Grade:HS	Egg Harbor Township, NJ	Students will attend The FAA William J. Hughes Technical Center (Educational)	4/30/2026	$850.00- Transportation Total - $850.00 11-000-270-517-025-580 Amended to change the date of trip from March 17, 2026 to April 30, 2026 Original Board Approval 12/16/2025
13	Dr. DeStefano/ Dr. Tyler approx. 250 Students, 25 Staff Members PATH Summer	Philadelphia,PA	Students will visit The Franklin Institute. . (Educational)	07/22/2026	$5100.00 -Transportation $4320.00 - Admission Total - $9420.00 20-280-100-800-026-017
14	Mr. English Approx. 20 students 2 Staff members	New York, NY	Montclair Dance Day at the Broadway Dance Center	6/11/2026	No Cost to the District
15	Mr. English Approx. 25 students 3 Staff members	Edison, NJ	The Essex County Teen Arts Festival	6/2/2026	No Cost to the District

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

1. EDUCATIONAL SUPPORT & STUDENT SERVICES

ff. Field Trip – (cont.)

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.
16	Mr. English Approx. 35 students 2 Staff members	Newark, NJ	NJ Bar Assoc. Annual Memorial Service	5/20/2026	No Cost to the District
17	Ms. T. Whitaker Approx. 300 Seniors 30 Staff members	Jackson, NJ	Great Adventure Six Flags Grad Night	6/5/2026	No Cost to the District
18	Ms. T. Whitaker Approx. 200 Seniors 200 Staff members	Hershey, PA	Senior Trip – Hershey Park	6/16/2026	No Cost to the District
19	Ms. T. Whitaker Approx. 250 Seniors 20 Staff members	Garfield, NJ	Senior Prom – The Venetian	6/10/2026	No Cost to the District
20	Ms. Scantlebury 8th Grade Class Approx. 100 students 10 Staff members	Union, NJ	Attend 8th Grade Social	6/5/2026	No Cost to the District

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

On the motion of Mr. Thomas R. Paisley, duly seconded by Ms. Jennifer Richardson-Neverson, the members of the Board voted to approve "**a-aa**" under Labor Relations & Employment Services.

ROLL CALL: Ms. Jennifer Richardson-Neverson– Yes
Ms. Jamillah N. Lawson – Yes
Ms. Nadine Wright-Arbubakrr – Absent
Mr. Wayne R. Stackhouse, Jr. – Absent
Mr. Thomas R. Paisley – Yes
Ms. Medinah E. Muhammad – Yes
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. Mr. Terry Franco – Custodian (Head) – Healy Middle School
   Effective July 1, 2026 (23 years, 3 months of service)
   (11-000-262-100-000-000)

2. Dr. Vincent Stallings – Principal – STEM Academy
   Effective July 1, 2026 (29 years, 7 months of service)
   (15-000-240-103-102-000)

3. Ms. Helen Watson – Security Monitor – Houston Academy
   Effective July 1, 2026 (32 years, 2 months of service)
   (15-000-266-100-307-000)

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. Mr. Tyrell Benton – Teacher of Elementary – Bowser Elementary School
   Effective September 1, 2026 (no reason) (1 year of service)
   (15-120-100-101-304-000)

2. Mr. Matthew Chresfield – Custodian (Night) – Ecole Toussaint Louverture
   Effective April 21, 2026 (no reason) (2 years, 4 months of service)
   (11-000-262-100-000-000)

3. Mr. Faheem Johnson – Custodian (Hourly) – Division of Maintenance Services
   Effective April 15, 2026 (to continue education) (3 months of service)
   (11-000-262-100-000-000)

4. Ms. Bonnie Kole – Teacher of Grades 6-8 (LAL) – Healy Middle School
   Effective June 30, 2026 (no reason) (9 months of service)
   (15-130-100-101-217-000)

5. Mr. Paul Savoia – Supervisor of Special Ed Compliance – Department of Special Education
   Effective June 30, 2026 (no reason) (1 year, 2 months of service)
   (11-000-219-104-000-000)

6. Mr. Timothy Wong – Custodian (Hourly) – Division of Maintenance Services
   Effective November 11, 2025 (no reason) (1 year, 7 months of service)
   (11-000-262-100-000-000)

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. Ms. Jessica Ferguson – Teacher Assistant for Pre-Kindergarten – Warwick Institute
   Appointment was approved at the March 17, 2026 Board Meeting
   (20-218-100-106-024-000) (employment disqualification)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

c. Rescission of Appointments (cont.)

2. Mr. Vincent Giovanneli – Health/Physical Education Teacher – Cochran Academy
   Appointment was approved at the April 21, 2026 Board Meeting
   (15-130-100-101-338-000) (declined job offer)

3. Ms. Brionne Hill – School Nurse – Cochran Academy
   Appointment was approved at the February 17, 2026 Board Meeting
   (11-000-213-100-338-000) (declined job offer)

4. Ms. Kambria Loren Mallory – School Counselor – Cochran Academy
   Appointment was approved at the April 21, 2026 Board Meeting
   (15-130-100-101-338-000) (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. Tahirih Caban – Secretary (Head) – East Orange STEM Academy High School
   Family Act LOA Effective March 23, 2026 to April 14, 2026
   (15-000-240-105-102-000)

2. Ms. Idrissa Castlewood – Teacher of Kindergarten – Gibson Academy
   Family Act LOA Effective September 2, 2025 to September 30, 2025
   (15-110-100-101-337-000)

3. Ms. Maisha Fisher – Teacher of Elementary – Langston Hughes School
   Family Act LOA (Intermittent) Effective January 21, 2026 to June 30, 2026 (NTE 25 days)
   (15-120-100-101-306-000)

4. Ms. Kelly Gross – Teacher of Kindergarten – Warwick Institute
   Family Act LOA Effective February 26, 2026 to March 20, 2026
   (15-110-100-101-309-000)

5. Ms. Shantey Hernandez – Secretary (Assistant) – East Orange STEM Academy High School
   Family Act LOA (Intermittent) Effective March 17, 2026 to June 30, 2026 (NTE 10 days)
   Family Act LOA (Intermittent) Effective September 1, 2026 to January 3, 2027 (NTE 10 days)
   (15-000-218-105-102-000)

6. Ms. Brieana Jones-Bey – Teacher of Grades 6 (LAL) – Oliver Academy
   Family Act LOA Effective January 12, 2026 to March 4, 2026
   Family Act and Bonding LOA Effective March 5, 2026 to April 30, 2026
   Child Rearing LOA (without pay) Effective May 1, 2026 to May 25, 2026
   (15-120-100-101-305-000)

7. Ms. Margaret Morano – Teacher of Elementary – Houston Academy
   Family Act LOA (Intermittent) Effective March 13, 2026 to June 30, 2026 (NTE 10 days)
   (15-120-100-101-307-000)

8. Mr. Devon Reed – Supervisor – Fresh Start Academy High School
   Family Act LOA (Intermittent) Effective February 16, 2026 to June 30, 2026 (NTE 20 days)
   (11-423-200-103-029-000)

9. Ms. Briana Salaam – Teacher Assistant for Special Ed (AUT) – Warwick Institute
   Family Act LOA Effective April 16, 2026 to May 28, 2026
   (15-214-100-106-309-000)

10. Dr. Lanair Sweeting-Barrett – School Counselor – Gibson Academy
    Family Act LOA Effective April 13, 2026 to June 30, 2026
    (15-000-211-100-337-000 – 50%) (15-000-211-100-339-000 – 50%)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

d. Leaves of Absences (cont.)

11. Ms. Awilda Torres-Aponte – Data Entry Clerk – East Orange STEM Academy High School
Family Act LOA (Intermittent) Effective February 24, 2026 to March 25, 2026 (NTE 10 days)
(15-000-218-105-102-000)

12. Mr. James Watkins, Jr – Teacher of Health/Physical Education – East Orange Campus High School
Administrative LOA Effective April 22, 2026 to a date TBD
(15-140-100-101-101-000)

13. Ms. Shevon Weekes-Murray – Teacher Assistant for Special Ed (1:1) – Jackson Academy
Administrative LOA Effective May 6, 2026 to a date TBD
(11-000-217-100-000-000)

14. Ms. Taylor Wright – Assistant Principal – East Orange STEM Academy High School
Family Act LOA Effective January 27, 2026 to February 2, 2026
Family Act LOA Effective April 13, 2026 to June 3, 2026
Family Act and Bonding LOA (without pay) Effective June 4, 2026 to June 30, 2026
(15-000-240-103-102-000)

e. Transfers

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

f. 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.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. Tahira Barber – Teacher of Elementary – Warwick Institute
(Original Hire Date: April 17, 2001)
From: Level 6/MA+32 Step 16 $113,909 p/a + $1,250 Longevity
To: Level 6/MA+32 Step 16 $113,909 p/a + $1,500 Longevity
Effective April 17, 2026 to June 30, 2026
(25 years longevity stipend)
(15-120-100-101-309-000)

2. Ms. Lisa Beaumont – Teacher of Kindergarten – Gibson Academy
(Original Hire Date: April 12, 2006)
From: Level 6/MA+32 Step 16 $113,909 p/a + $750 Longevity
To: Level 6/MA+32 Step 16 $113,909 p/a + $1,250 Longevity
Effective April 13, 2026 to June 30, 2026
(20 years longevity stipend)
(15-110-100-101-337-000)

3. Ms. Marie Elmera – Teacher of Special Education (PSD) – Parks Academy
(Original Hire Date: April 16, 2001)
From: Level 6/MA+32 Step 16 $113,909 p/a + $1,250 Longevity
To: Level 6/MA+32 Step 16 $113,909 p/a + $1,500 Longevity
Effective April 16, 2026 to June 30, 2026
(25 years longevity stipend)
(15-216-100-101-311-000)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

g. Salary Adjustments (cont.)

4. Ms. Lititia Lumzy-Chavis – CTE Teacher (Cosmetology) – Campus High
   (Original Hire Date: February 22, 2022)
   From: Level 5/MA Step 13 $87,850 p/a
   To: Level 5½/MA+15 Step 13 $90,350 p/a
   Effective September 1, 2026 to June 30, 2027
   (higher training level)
   (15-140-100-101-101-000)

5. Ms. Fostyne Mitchell – CST Social Worker – Costley Middle School
   (Original Hire Date: April 2, 2001)
   From: Level 6/MA+32 Step 16 $113,909 p/a + $1,250 Longevity
   To: Level 6/MA+32 Step 16 $113,909 p/a + $1,500 Longevity
   Effective April 1, 2026 to June 30, 2026
   (25 years longevity stipend)
   (11-000-219-104-000-000)

6. Ms. Paulette Thompson – Teacher of Special Education (MCI) – Tyson 6-12
   (Original Hire Date: June 13, 2006)
   From: Level 5/MA Step 16 $106,064 p/a + $750 Longevity
   To: Level 5/MA Step 16 $106,064 p/a + $1,250 Longevity
   Effective June 15, 2026 to June 30, 2026
   (20 years longevity stipend)
   (15-201-100-101-203-000)

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 summer 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. Extra Compensation – Dual Enrollment – Essex County College (Jaguar University) – 2026-2027 School Year

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the following summer staff appointments and extra compensation, in the form of an hourly contractual rate of $37.87, payable to Ivana Aric, Math Teacher and Nigera Barden, English Teacher, effective July 6, 2026 to August 7, 2026.

k. Summer Extra Compensation Allocations – 2026-2027 School Year

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2026-2027 School Year summer extra compensation allocations listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.k."

l. Extra-curricular and Co-curricular Activities – 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 extra-curricular and co-curricular activities for the various locations listed in DIVISION OF LABOR RELATIONS & EMPLOYMENT SERVICES Schedule 2.l for the 2026-2027 School Year."

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

m. 2026-2027 School Year Reappointment List

RESOLUTION #1

BE IT RESOLVED: "That the teachers, guidance personnel, psychological personnel, school nurses, administrators, and others named in the attached Reappointment List dated May 13, 2026, are hereby reappointed at salaries stated therein. The term of the contract shall be for the school year beginning August 25, 2026 or September 1, 2026 and ending June 30, 2027 for ten (10) month employees and beginning July 1, 2026 and ending June 30, 2027 for twelve (12) month employees, or other periods of time indicated.

It is certified that all professional personnel in the attached list are properly certified, and that all personnel have been appointed by the East Orange Board of Education."

n. 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."

SIA School Support Specialist (K-6 Status Schools/ESSA Funded)
SIA School Support Specialist (9-12 Status Schools/ESSA Funded)
Website & Social Media Specialist

o. 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 Principal
Director of Early Childhood Education
Director of Educational Support Services & Parent Relations
Director of Labor Relations and Employment Services
Director of Special Education
Director of Teaching, Learning & Innovative Projects
Instructional Supervisor
Principal
Supervisor of Counseling
Supervisor of Early Childhood Education
Supervisor of Educational Support Services & Parent Relations
Supervisor of Staff Development
Supervisor of Testing and Compliance

p. 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) Art Teacher – Gifted and Talented Program (S038)
(3) Elementary Teacher – Gifted and Talented Program (S038)
(1) Health/Physical Education Teacher – Gifted and Talented Program (S038)
(3) Instructional Coach (A023)
(1) Intervention Teacher (S009)
(1) Language Arts/Literacy Teacher (Grades 6-8) – Gifted and Talented Program (S038)
(1) LR&ES Specialist (A021)
(1) Maintenance Mechanic (A018)
(1) Math Teacher (Grades 6-8) – Gifted and Talented Program (S038)
(1) Music Teacher (Vocal) – Gifted and Talented Program (S038)
(1) School Counselor – Gifted and Talented Program (S038)
(1) School Nurse – Gifted and Talented Program (S038)
(1) Secretary (Group 3) – Gifted and Talented Program (S038)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

p. Creation of Positions (cont.)

(1) SIA School Support Specialist (K-6 Status Schools/ESSA Funded)
(1) SIA School Support Specialist (9-12 Status Schools/ESSA Funded)
(1) Social Studies Teacher (Grades 6-8) – Gifted and Talented Program (S038)
(1) Technology Teacher – Gifted and Talented Program (S038)
(1) Website & Social Media Specialist (A019)

q. Approval of Resolution – Affiliation Agreement – Rutgers Newark University

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

r. Approval of Resolution – Affiliation Agreement – Walden University

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

s. 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. Lisa Miyakawa – Teacher of the Handicapped (LD) – Costley Middle School
   Change in Administrative LOA Effective Dates
   From: February 4, 2026 to a date TBD
   To: February 4, 2026 to April 30, 2026

2. Ms. Cynthia Thomas – Houston Academy
   Correction in Position Title
   From: Teacher Assistant (Kindergarten)
   To: Teacher Assistant (Pre-Kindergarten)

3. Ms. Jinna Youn – Teacher of Music (Voc) – Oliver Academy
   Change in Exit Type
   From: Retirement effective June 01, 2026
   To: Resignation effective June 01, 2026

t. 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. Schivane Bonhomme – Title I Family Engagement Specialist – Office of the Superintendent
   Salary $68,850 p/a Effective July 1, 2026 to June 30, 2027
   (11-000-230-100-000-000)

2. Mr. Steven Brown – Teacher of Grades 6-8 (Math) – Cochran Academy
   Salary $107,214 p/a Level 5/MA Step 16 Effective September 1, 2026 to June 30, 2027
   (15-130-100-101-338-000)

3. Mr. John Cook – Title I Family Engagement Specialist – Office of the Superintendent
   Salary $71,400 p/a Effective July 1, 2026 to June 30, 2027
   (11-000-230-100-000-000)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

t. Appointments (cont.)

4. Ms. Teresa Corallo – Director of Family Engagmt & Title I Comms – Office of the Superintendent
   Salary $127,500 p/a Effective July 1, 2026 to June 30, 2027
   (11-000-230-100-000-000)

5. Dr. Robert Deveaux – Title I Attend & Student Engagement Specialist – Educational Support Services
   Salary $113,909 p/a Effective September 1, 2026 to June 30, 2027
   (00-000-000-000-000-000)

6. Mr. Wendell Drummond – Security Guard – Department of Security
   Salary $52,794 p/a Step 15 Effective July 1, 2026 to June 30, 2027
   (11-000-266-100-000-000)

7. Ms. Emily Negron – SIA School Support Specialist (9-12) – East Orange Campus High School
   Salary $110,305 p/a Level 6/MAp32 Step 15 Effective September 1, 2026 to June 30, 2027
   (20-231-200-100-034-000)

8. Ms. Tracie Sims – Title I Attendance & Student Engagement Specialist – Educational Support Services Salary $81,900 p/a Effective September 1, 2026 to June 30, 2027
   (00-000-000-000-000-000)

9. Ms. Megan Tyre – SIA School Support Specialist (K-6) – Division of Curriculum Services
   Salary $108,796 p/a Level 5½/MAp15 Step 16 Effective September 1, 2026 to June 30, 2027
   (20-231-200-100-034-000)

10. Ms. Ingrid Williams-Perry – Title I Family Engagement Specialist – Office of the Superintendent
    Salary $73,670 p/a Effective July 1, 2026 to June 30, 2027
    (11-000-230-100-000-000)

u. Reinstatement

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves the reinstatement of Lisa Miyakawa, Special Education Teacher, effective May 1, 2026."

v. Reinstatement of Position

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

(1) Security Guard (023-FF-0000-SECG-05)

w. Approval of Rules Governing Employment for Non-Affiliated Staff – July 1, 2026 to June 30, 2027

BE IT RESOLVED: "that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools,
approves the rules governing employment for non-affiliated staff for the period effective July 1, 2026 to June 30, 2027."

x. Separation

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

1. Mr. Dontrell Moore – Hourly Security Monitor – Department of Security
   Effective May 6, 2026 (job assignment inactivity)
   (11-000-266-100-000-000)

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

y. Rescission of Transfer

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

z. Resolution of the East Orange Board of Education to approve the Superintendent's recommendation for a Reduction in Force (RIF)

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.

A. 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	Administrative Confidential Secretary to the Director of LR&ES	1
2	PC/Network Technician	0

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

z. Resolution of the East Orange Board of Education to approve the Superintendent's recommendation for a Reduction in Force (RIF) – (cont.)

B. 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	Hourly Security Monitor	8	3	5
2	Maintenance Mechanic (Hourly)	3	1	2
3	Security Monitor	40	1	39
4	Teacher Aide (Kindergarten)	2	1	1
5	Teacher Assistant (Kindergarten)	29	2	27
6	Teacher Assistant (Pre-Kindergarten)	46	1	45

C. NON-CERTIFICATED STAFF REASSIGNED TO FORMER OR NEW POSITION DUE TO SENIORITY, BUMPING RIGHTS, AND/OR OTHER REASONS

NOW, THEREFORE, BE IT RESOLVED, that, 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 of non-certificated staff who, as a result of the RIF, and due to seniority, bumping rights, and/or other reasons, will be reassigned to their former or new position in 2026-2027, with salary and location to be determined and communicated.

RIF Impact - Non-Certificated Staff - Reassignment Due to RIF, effective June 30, 2026							
(Staff who are reassigned to a different job title effective September 1, 2026, due to RIF, bumping, seniority, and/or other reasons)							
	Full Name	**Current Job Title / Position in 2025 - 2026**	**Current Union (If Applicable)**	**Effective July 1, 2026, Reassignment to Former or New Position As:**	**Union Affiliation of Former or New Position (If Applicable)**	**2026 - 2027 Salary (Effective 07-16-2025)**	**2026-2027 Work Location**
1	DeCruz, Shawndelle	Teacher Assistant (Kindergarten)	EOMA	Teacher Assistant (1:1)	EOMA	TBD	Gibson Academy

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

z. Resolution of the East Orange Board of Education to approve the Superintendent's recommendation for a Reduction in Force (RIF) – (cont.)

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 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 Certificated Positions		
(Abolishment/Elimination of Job Title/Position)		
	Name of Job Title / Position	**Current # of Staff Employed in Position in 2025-2026**
1	Dropout Prevention Officer	2
2	SIA School Support Specialist	5

E. 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 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 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	Art Teacher	20	1	19
2	Counselor Trainer	3	1	2
3	Elementary Teacher	129	6	123
4	ESL Teacher	16	1	15
5	French Teacher	6	1	5
6	Health/Physical Education	53	1	52
7	Kindergarten Teacher	29	3	26
8	Language Arts/Literacy Teacher (Grds 6-8)	28	2	26

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

z. Resolution of the East Orange Board of Education to approve the Superintendent's recommendation for a Reduction in Force (RIF) – (cont.)

9	Math Teacher (Grds 6-8)	28	1	27
10	Music Teacher (Instrumental)	13	1	12
11	Music Teacher (Vocal)	16	2	14
12	Preschool Teacher	45	1	44
13	Science Teacher (Grds 6-8)	18	1	17
14	Social Studies/History Teacher	18	1	17

F. CERTIFICATED STAFF REASSIGNED TO FORMER OR NEW POSITION DUE TO SENIORITY, BUMPING RIGHTS, AND/OR OTHER REASONS

NOW, THEREFORE, BE IT RESOLVED, that, 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 of certificated staff who, as a result of the RIF, and due to seniority, bumping rights, and/or other reasons, will be reassigned to their former or new position in 2026-2027, with salary and location to be determined and communicated.

RIF Impact - Certificated Staff - Reassignment Due to RIF, effective June 30, 2026							
(Staff who are reassigned to a different job title effective September 1, 2026, due to RIF, bumping, seniority, and/or other reasons)							
	Full Name	**Current Job Title / Position in 2025 – 2026**	**Current Union (If Applicable)**	**Effective September 1, 2026, Reassignment to Former or New Position As:**	**Union Affiliation of Former or New Position (If Applicable)**	**2026 - 2027 Salary (Effective 09-01-2026)**	**2026-2027 Work Location**
1	Barber, Eugenie	SIA School Support Specialist	EOEA	TBD	EOEA	TBD	TBD
2	Deanna, Jamie	SIA School Support Specialist	EOEA	TBD	EOEA	TBD	TBD
3	Deveaux, Robert	Dropout Prevention Officer	EOEA	TBD	EOEA	TBD	TBD
4	Desrosiers, Ruthny	Elementary Teacher	EOEA	TBD	EOEA	TBD	TBD
5	DuBois, Rollin	French Teacher	EOEA	French Teacher	EOEA	TBD	Banneker Academy
6	Hankerson, Robbin	Technology Teacher	EOEA	Science Teacher (Grds 6-8)	EOEA	TBD	STEM Academy
7	Lee, Lucia	Kindergarten Teacher	EOEA	Elementary Teacher	EOEA	TBD	Bowser School
8	Leon, Annellisse	Elementary Teacher	EOEA	Elementary Teacher	EOEA	TBD	Jackson Academy
9	McCargo, Tiana	SIA School Support Specialist	EOEA	Elementary Teacher	EOEA	TBD	Bowser School
10	Negron, Emily	SIA School Support Specialist	EOEA	TBD	EOEA	TBD	TBD

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

z. Resolution of the East Orange Board of Education to approve the Superintendent's recommendation for a Reduction in Force (RIF) – (cont.)

11	Sciacchitano, Susan	Art Teacher	EOEA	Art Teacher	EOEA	TBD	Langston Hughes School
12	Sims, Tracie	Dropout Prevention Officer	EOEA	TBD	EOEA	TBD	TBD
13	Tejada, Estefany	Elementary Teacher	EOEA	TBD	EOEA	TBD	TBD
14	Thompson, Syreeta	Music Teacher (Instrumental)	EOEA	Music Teacher (Vocal)	EOEA	TBD	Garvin School
15	Tyre, Megan	SIA School Support Specialist	EOEA	TBD	EOEA	TBD	TBD
16	Willis-Porter, Shakeira	Kindergarten Teacher	EOEA	Kindergarten Teacher	EOEA	TBD	Wahlstrom Academy

G. 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, 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-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	Thompson, Sharronda	Administrative Confidential Secretary to the Director of LR&ES

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

aa. 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.	Robert Thomas *East Orange Campus High School*	Virtual	Cooperative Education Coordinator Spring 2026 Courses and New Jersey Safe Schools Program (NJSSP) Work-Based Learning (WBL) Trainings	5/1/2026 – 6/26/2026 5/13/2026 – 6/8/2026 9/23/2026 – 11/8/2026	$ 400.00 Registration **$ 400.00 Total Cost** 20-271-200-500-026-227
2.	Dr. Christopher Irving *Office of the Superintendent*	Atlantic City, NJ	NJASA/NJAPSA Spring Leadership Conference	5/13/2026 – 5/15/2026	$ 136.00 Transportation $ 300.00 Lodging $ 200.00 Meals $ 100.00 Other **$ 736.00 Total Cost** 11-000-230-590-019-231
3.	Angela Brantley Robert Thomas Lashantia Williams *Division of Curriculum Services*	Piscataway, NJ	Rutgers Financial Literacy Teacher Workshop	5/20/2026	**NO COST TO THE DISTRICT**
4.	Rochelle Gabriel *Division of Business Services*	Atlantic City, NJ	NJASBO 64th Annual Conference	6/2/2026 – 6/5/2026	$ 500.00 Lodging $ 500.00 Registration $ 238.00 Meals $ 141.00 Mileage **$ 1,379.00 Total Cost** 11-000-251-580-020-580
5.	Caroline Salters *East Orange Campus High School*	Newark, NJ	2026 K-12 Conference on Artificial Intelligence, Machine Learning, Space Weather and Cyberinfrastructure	6/4/2026	**NO COST TO THE DISTRICT**
6.	Jasmine Hanks *Dionne Warwick Institute*	Montgomery, AL	NEA Black Caucus Leadership Conference	6/18/2026 – 6/21/2026	**NO COST TO THE DISTRICT**
7.	Paulette Salamon *Division of Curriculum Services*	Orlando, FL	2026 Annual Fall Education Congress	9/20/2026 – 9/23/2026	$ 587.00 Transportation $ 100.00 Other **$ 687.00 Total Cost** Account Code: TBD

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

aa. Professional Conferences – (cont.)

	Name(s)	Destination	Reason	Date(s)	Cost
8.	**Board Members (7)** Andrea D. McPhatter Medinah E. Muhammad Jamillah N. Lawson Thomas R. Paisley Jennifer Richardson-Neverson Wayne R. Stackhouse, Jr. Nadine Wright-Arbubakrr **Administrators & Staff (17)** Dr. Christopher Irving Tia Thomas Dr. Crystal Davis Edwin Brown Dr. Kelly Williams-Blizzard Carolyn Lofton-Simpson Bridget Green John English Dr. Tabina Adam Elisha Washington Nadia Khan Dr. Yvy Joseph George Vaughn Miller Wilson A. Carter Sharifa Holman Duwan Bogert Robert Randolph *Division of Business Services* *Office of the Board of Education*	Atlantic City, NJ	NJSBA Annual Workshop & Exhibition	10/19/2026 – 10/22/2026	$ 4,850.60 Lodging $ 2,400.00 Registration $ 2,142.00 Meals $ 918.81 Mileage $ 560.00 Other (Parking) **$ 10,871.41 Total Cost** 11-000-230-585-032-580

Grand Total: 8

Amended: Board Approved April 21, 2026

From:	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
To:	Duwan Bogert *Office of the Superintendent*	St. Louis, MO	RTM 2026 April National Superintendent Forum	4/18/2026 – 4/21/2026	$ 776.03 Transportation $ 127.50 Meals $ 218.03 Other **$ 1,121.56 Total Cost** 11-000-230-580-019-580

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

2. LABOR RELATIONS & EMPLOYMENT SERVICES

aa. Professional Conferences – (cont.)

Amended: Board Approved March 17, 2026

From:	Shiva Bral Madelyn Cooper AnnaMaria Economidis Kathy Magro Claire Matarazzo Kelly Speed-Hobbs Isabella Speer *Division of Curriculum Services*	Orlando, FL	Get Your Teach On Fest Conference	7/5/2026 – 7/9/2026	$ 4,613.00 Registration $ 2,261.00 Transportation $ 5,528.46 Lodging $ 1,960.00 Meals $ 700.00 Other $ **15,062.46 Total Cost** 20-271-200-300-026-554
To:	Shiva Bral Madelyn Cooper AnnaMaria Economidis Kathy Magro Claire Matarazzo Kelly Speed-Hobbs Isabella Speer *Division of Curriculum Services*	Orlando, FL	Get Your Teach On Fest Conference	7/5/2026 – 7/9/2026	$ 6,006.00 Registration $ 3,262.00 Transportation $ 8,066.43 Lodging $ 1,960.00 Meals $ 700.00 Other $ **19,994.43 Total Cost** 20-271-200-300-026-554

Amended: Board Approved February 17, 2026

From:	Dr. Dawn Stokes-Tyler Jacqueline Nisensen Janet Pedrazzi Kori Washington *Division of Curriculum Services*	Orlando, FL	Get Your Teach On Fest National Conference	7/5/2026 – 7/8/2026	$ 2,636.00 Registration $ 1,661.84 Transportation $ 3,159.12 Lodging $ 1,120.00 Meals $ 300.00 Other $ **8,876.96 Total Cost** 20-271-200-300-026-554
To:	Dr. Dawn Stokes-Tyler Jacqueline Nisensen Janet Pedrazzi Kori Washington *Division of Curriculum Services*	Orlando, FL	Get Your Teach On Fest National Conference	7/5/2026 – 7/8/2026	$ 3,423.00 Registration $ 1,784.00 Transportation $ 5,332.59 Lodging $ 1,120.00 Meals $ 400.00 Other $ **12,059.59 Total Cost** 20-271-200-300-026-554

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

On the motion of Mr. Thomas R. Paisley, duly seconded by Ms. Jennifer Richardson-Neverson, the members of the Board voted to approve "**a-y**" under Business Services.

ROLL CALL: Ms. Jennifer Richardson-Neverson– Yes
Ms. Jamillah N. Lawson – Yes
Ms. Nadine Wright-Arbubakrr – Absent
Mr. Wayne R. Stackhouse, Jr. - Absent
Mr. Thomas R. Paisley - Yes
Ms. Medinah E. Muhammad – Yes
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 $135,785.68. (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 Wednesday, May 13, 2026 board meeting in the amount of $6,451,744.16. (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 May, 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**
February 28, 2026	$18,648,305.08
March 31, 2026	$16,580,435.60

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 February 28, 2026 and March 31, 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
February 28, 2026	$18,648,305.08
March 31, 2026	$16,580,435.60

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. Acceptance of Donation – L.A. Perfection Hair, LLC (Ms. Whitaker)

BE IT RESOLVED: The East Orange Board of Education, upon the recommendation of the Superintendent of Schools approve the acceptance of cosmetology equipment and supplies, market valued at approximately $60,000, from L.A. Perfection Hair, LLC to support the Cosmetology Program at East Orange Campus High School for the 2025-2026 school year at no cost to the district. (Attachment 3-i)

j. Learn Well, EI US, LLC (Ms. Hill, Dr. Irving)

BE IT RESOLVED: the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approve the attached 2026-27 Contract for Bedside Instruction Services from Learn Well, EI, LLC. The hourly rate for the bedside instruction service will be $70.60. The cost to the district will be a projected amount of $35,000.00 for the 2026-27 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.

k. 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 attached list of Out of District Special Education Students and contracts for the 2025-26 school year:

Placements at a total cost of: $23,881.27
Number of Placements: 1

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

k. Special Education Out of District Placements (cont'd) (Ms. Hill, Dr. Irving)

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-k)

l. 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 attached list of Out of District Special Education Students and contracts for the 2026-27 school year:

Placements at a total cost of: $1,438,569.00
Number of Placements: 16

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-l)

m. 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 attached list of Out of District Special Education Students and contracts for the 2026-27 school year:

Placements at a total cost of: $111,869.10
Number of Placements: 1

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 3m)

n. 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 attached list of Out of District Special Education Students and contracts for the 2026-27 school year:

Placements at a total cost of: $323,946.60
Number of Placements: 3

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

n. Special Education Out of District Placements (cont'd) (Ms. Hill, Dr. Irving)

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-n)

o. 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 attached list of Out of District Special Education Students and contracts for the 2025-26 school year:

Placements at a total cost of: $14,313.00
Number of Placements: 1

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-o)

p. 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 attached list of Out of District Special Education Students and contracts for the 2026-27 school year:

Placements at a total cost of: $367,138.20
Number of Placements: 4

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-p)

q. 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 attached list of Out of District Special Education Students and contracts for the 2026-27 school year:

Placements at a total cost of: $436,720.00
Number of Placements: 4

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

q. Special Education Out of District Placements (cont'd) (Ms. Hill, Dr. Irving)

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-q)

r. 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 attached list of Out of District Special Education Students and contracts for the 2026-27 school year:

Placements at a total cost of: $79,520.26

Number of Placements: 1

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-r)

s. **Preschool Modified Budgets and Contracts for the East Orange Early Childhood Collaborative Provider Agencies 2025-2026 School Year** (Ms. Aquil)

BE IT RESOLVED: "the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, approves" the **Revised Preschool Education Program Budgets and Contracts** relating to the three (3) providers listed below for the 2025-2026 school year, in an amount not to exceed **$4,659,787: Community Day Nursery ($2,077,049), EOYMCA ($1,160,355) and Harambee Family Academy ($1,422,383).**

Name of Providers	# of Classes	# of Students	Current Budget	Modified Budgets	Total Budget Increase	Less Payment Reduction For Lower Enrollment	Net Increase to Providers' Payment
Community Day Nursery	7	90	$1,772,835	$2,077,049	$304,214	$304,214	$0
EOYMCA	4	60	$1,024,980	$1,160,355	$135,375	$135,375	$0
Harambee Family Academy	4	60	$1,249,973	$1,422,383	$172,410	$172,410	$0
Total	**15**	**210**	**$4,047,788**	**$4,659,787**	**$611,999**	**$611,999**	**$0**

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

s. Preschool Modified Budgets and Contracts for the East Orange Early Childhood Collaborative Provider Agencies 2025-2026 School Year (cont'd) (Ms. Aquil)

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.

t. Recommendation for Rejection of Proposals Received for RFP # 10-27 and 11-27

WHEREAS, pursuant to the Public-School Contract Law and New Jersey Statutes, Title 18A: 18A-37, the request for competitive proposals for RFP 10-27 and 11-27 for Business Services for the 2026-2027 School and

WHEREAS, the proposal was received and opened on April 7, 2026; and

WHEREAS, the following vendors responded:

RFP #10-27- Real Estate Attorney:

1. Souder Law Group
2. Decotiis, FitzPatrick, Cole & Giblin, LLP

RFP #11-27- Litigation Counsel Services:

1. Adams, Lattiboudere, Croot, Herman (ALC&H)
2. Decotiis, FitzPatrick, Cole & Giblin, LLP
3. Comegno Law Group
4. Florio, Kenny, Raval Attorney at Law

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

u. Recommendation for Award of Proposal –RFP #12-27, 13-27 and 15-27

WHEREAS, pursuant to the Public-School Contract Law and New Jersey Statutes, Title 18A: 18A-37, the request for competitive proposals for RFP #12-27, 13-27 and 15-27 for Business Services for the 2026-2027 School and

WHEREAS, all proposals received and opened on April 7, 2026; and

WHEREAS, a committee was formed to evaluate all proposals. As follows:

1) Tia Thomas, School Business Administrator
2) Rochelle Gabriel, Purchasing Agent
3) Duwan Bogert, District Community Liaison Specialist

WHEREAS, the following vendors responded:

RFP 12-27 (Executive Coaching & Professional Leadership Consulting Services):

- Mclan Enterprise LLC
- Ray and Associates, Inc.
- Generation Ready
- The Center for Effective School Operations, LLC
- HYA
- BTS Spark
- LinkIt!
- Bandelli & Associates
- Whitfield Institute for Systems & Excellence (WISE)
- Freedom Ink, LLC & JMD Consulting
- BlackPrint Education Consulting Services
- The Leading Edge Group, LLC
- Inspired Instruction

RFP 13-27 (School Business Office Consultant):

- Mclan Enterprise LLC
- Lerch, Vinci & Bliss, LLP

RFP 15-27 (Financial Software System Integration - ERP):

- Genesis Educational Services, Inc.

WHEREAS, a recommendation for award of contracts to:

Contract –RFP#	**Awarded Vendors**	**Awarded Amount**
RFP 12-27 (Executive Coaching & Professional Leadership Consulting Services)	HYA	$5000/cohort per month for both in-person and virtual engagement and support. Not to exceed $200k for the SY.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

u. Recommendation for Award of Proposal –RFP #12-27, 13-27 and 15-27 (cont'd)

RFP 13-27 (School Business Office Consultant)	Mclan Enterprise LLC	$800/day – not to exceed $130k for the SY.
RFP 15-27 (Financial Software System Integration - ERP)	Genesis Educational Services, Inc.	$90,000 - annual cost for base system $184,500 - Cloud Services (first year cost) $274,500 - total cost first year. Not to exceed $274,500 for the SY.

WHEREAS, funds will be made available from 11-000-261-420-020-710, 11-000-251-592-020-231, 11-190-100-500-017-225 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, award contracts for Business Services during the 2026-2027 school year. (RFP #12-27, 13-27 and 15-27).

v. Recommendation for Rejection of Proposal Received for RFP 14-27 for Physician of Record

WHEREAS, pursuant to the Public-School Contract Law and New Jersey Statutes, Title 18A: 18A-37, the request for competitive proposals for RFP #14-27 for Business Services for the 2026-2027 School and

WHEREAS, the proposal was received and opened on April 7, 2026; and

WHEREAS, the following vendor responded:

- Hugh Bases, MD, Developmental & Behavioral Pediatrics, Midland Park, NJ

WHEREAS, upon review by the evaluation committee, it was determined that the bid submitted by Hugh Bases, MD, Developmental & Behavioral Pediatrics failed to include mandatory documentation required by the RFP specifications, specifically the Cost Sheet and Financial Statement; and

WHEREAS, the failure to submit these required documents constitutes a material non-conformity with the essential requirements of the invitation for RFP, rendering the RFP non-responsive; and

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, hereby rejects the proposal submitted by Hugh Bases, MD, Developmental & Behavioral Pediatrics for Physician of Record for the 2026–2027 school year due to its failure to conform to the RFP specifications; and

BE IT FURTHER RESOLVED, the Purchasing Agent is authorized to re-advertise for Requests for Proposals for Physician of Record for the 2026-2025 SY.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

w. A Resolution Authorizing the East Orange Board of Education to enter into a Cooperative Pricing Agreement

WHEREAS, N.J.S.A. 40A:11-11 (5) authorizes contracting units to establish a Cooperative Pricing System and to enter into Cooperative Pricing Agreements for its administration; and

WHEREAS, the Monmouth-Ocean Educational Services Commission (MOESC), hereinafter referred to as the "Lead Agency " has offered voluntary participation in a Cooperative Pricing System for the purchase of goods and services;

WHEREAS, on May 13, 2026 the governing body of the East Orange Board of Education, County of Essex State of New Jersey, pursuant to N.J.A.C 5:34-7.6 (a), duly considered participation in a Cooperative Pricing System for the provision and performance of goods and services;

NOW, THEREFORE BE IT RESOLVED, as follows:

TITLE
This RESOLUTION shall be known and may be cited as the Cooperative Pricing Resolution of the Monmouth-Ocean Educational Services Commission (MOESC),

AUTHORITY
Pursuant to the provisions of N.J.S.A. 40A:11-11(5) and N.J.A.C 5:34-7.6 (a), the School Business Administrator is hereby authorized to enter into a Cooperative Pricing Agreement with Monmouth-Ocean Educational Services Commission (MOESC), the Lead Agency.

CONTRACTING UNIT
The Lead Agency shall comply with the Public School Contracts Law (N.J.S.A. 18A:18A-1 et seq.) and all other provisions of the revised statutes of the State of New Jersey.

EFFECTIVE DATE
This resolution shall take effect immediately upon passage.

CERTIFICATION

x. Resolution of the East Orange Board of Education to establish the Student Body Leadership Ad Hoc Committee

WHEREAS, the East Orange Board of Education believes that student voice is essential to the success of our students and the health of our learning community; and

WHEREAS, the Board recognizes that students are the heartbeat of our schools, and their perspectives, concerns and aspirations deserve to be heard, respected, and reflected in district decision-making; and

WHEREAS, the Board acknowledges the importance of creating safe, inclusive spaces for students to express their experiences, contribute to positive school culture, and actively participate in shaping their educational environment; and

WHEREAS, the Board has determined that an Ad Hoc Committee dedicated to student issues will help ensure that student needs and insights are addressed with care, timeliness, and transparency;

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

x. Resolution of the East Orange Board of Education to establish the Student Body Leadership Ad Hoc Committee (cont'd)

NOW, THEREFORE, BE IT RESOLVED, that the East Orange Board of Education hereby establishes a Student Ad Hoc Committee effective immediately.

This committee will:

- Convene on an as-needed basis to review, discuss, and respond to student concerns, ideas, and opportunities for school improvement;
- Include no more than three (3) members of the Board of Education, designated members of administration, and student representatives appointed from each school site;
- Serve in an advisory capacity to foster student engagement and guide future policy and programming initiatives;
- Submit summaries or recommendations to the full Board as appropriate for consideration.

BE IT FURTHER RESOLVED, that the Board President and Superintendent shall coordinate with school leaders to identify student representatives and provide logistical support for the committee's formation and function.

y. East Orange School District Resolution Awarding Food Service Contract 2026-2027 To Chartwells K-12

WHEREAS, the Board has concluded that the proposal submitted by Chartwells K-12 is the most advantageous to the School District, price and other factors considered;

NOW, THEREFORE, BE IT RESOLVED that the East Orange Board of Education approve and award a contract for School Food Service Management for the 2026-2027 school year, with an option for four (4) one (1) year extensions thereafter at the Board's discretion, to Chartwells K-12 located at 2400 Yorkmont Road, Charlotte, NC 28217. It is the recommendation of the Business Administrator that the East Orange Board of Education award the contract to Chartwells K-12 (hereinafter referred to as the "FSMC"), subject to the following contractual provisions:

The FSMC shall receive, in addition to the costs of operation, a fee of $0.2900 per reimbursable meal and meal equivalent to compensate the Food Service Management Company for administrative and management costs. This fee shall be billed monthly as the cost of operation. The district guarantees the payment of such costs and fees to the FSMC. The 2026-2027 Total Cost of the Contract is projected to be $8,396,745.48, as found on the Response and Projected Operating Statement (Form 23)

The number of National School Lunch Program, and if applicable, Breakfast Program, At-Risk Afterschool Meals Program and After School Snacks Programs, meals served to children shall be determined by actual count. A "Meal Equivalent" provided by the FSMC is determined by dividing the total of cash receipts, other than from sales of National School Lunch Program, and if applicable, Breakfast Program, At-Risk Afterschool Meals Program and After School Snacks Programs, meals, or Cash Equivalents, by the Equivalency Factor. The Equivalency Factor used to determine the number of Meal Equivalents served by the FSMC shall be the amount of $5.065.

The per meal management fee of $0.2900 will be multiplied by total meals.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

3. BUSINESS SERVICES

y. East Orange School District Resolution Awarding Food Service Contract 2026-2027 To Chartwells K-12 (cont'd)

The FSMC guarantees that the return/loss to the District from the Food Service Program for the school year will be a deficit of ($173,092). If the annual operating statement shows a loss of greater than ($173,092), Chartwells K-12 will pay the difference between the actual and the guaranteed amount. Financial terms of the Contract are based upon the assumptions as stated in Section II A, Paragraph 8, and Section BBB (Guarantee Conditions and Assumptions) in the Contract. If there is a change in conditions, including, without limitation, changes to the preceding assumptions, the parties agree to enter negotiations concerning the impact of such changes, and the financial terms of the Contract, including any guarantee, shall be adjusted accordingly.

XII. CONSIDERATION OF RESOLUTIONS

A. SUPERINTENDENT OF SCHOOLS

4. MAINTENANCE SERVICES

On the motion of Mr. Thomas R. Paisley, duly seconded by Ms. Jennifer Richardson-Neverson, the members of the Board voted to approve "**a**" under Maintenance.

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

a. Recommendation for the Use of Facility

WHEREAS, N.J.S.A. 18A:20-20; 34 permits the use of school property for various purposes; and

WHEREAS, District Policy/Regulation #7510 states that all requests for the Use of Facility need board approval; and

WHEREAS, the following organizations have submitted their requests and have been supported by administration and the maintenance committee

No.	Organization	Schedule Title	School/Location	Event Date
1.	New Jersey Haitian Student Association	New Jersey Haitian Student Association Soccer League	Robeson Stadium	May 24,31, 2026 June 7,14,21,28, 2026 July 5,12,26, 2026 August 9,16,23,30, 2026
2.	NJ Crushers	NJ Crushers	Robeson Stadium	June 7, 2026
3.	Concepts Dance Academy	Concepts Dance Academy Recital	Cicely Tyson Middle/High	June 21, 2026

NOW THEREFORE BE IT RESOLVED, that the East Orange Board of Education, upon the recommendation of the Superintendent of Schools, grant permission for the Use of Facilities to the organizations listed above as long as each organization submit all documents required in accordance to the District's Policy and Regulation#7510.

XI. ADJOURNMENT

Ms. McPhatter read the following notice:

The East Orange Board of Education will hold its next Board Meeting on Saturday, May16, 2026, at 9:00 a.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 Mr. Thomas R. Paisley, duly seconded by, Ms. Jennifer Richardson-Lawson, 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 - Absent
Mr. Wayne R. Stackhouse, Jr. - Absent
Mr. Thomas R. Paisley - Yes
Ms. Medinah E. Muhammad – Yes
Ms. Andrea McPhatter - Yes

The meeting adjourned at or about 9:35 p.m.

_____

Tia Thomas, School Business Administrator/Board Secretary

BOARD APPROVED_____