

WARREN TOWNSHIP SCHOOLS

Board of Education Meeting * April 28, 2025 * 6:30 PM

Warren Middle School and Virtual

The Warren Township Board of Education meeting will be held in person and virtual, with Board members and Administration. The public is welcome to attend in person or virtually at <https://us02web.zoom.us/j/87224704447?pwd=PNCxR9u2gm9lrDuCKyaP2VGuFSrCMV.1>

I. Call to Order and Statement of Presiding Officer Patricia Zohn, President

Re: Chapter 231 P.L. 1975: "The adequate notice of this regular meeting as required by the Open Public Meetings Act was provided by the posting, mailing/delivery, and filing of this notice on January 9, 2025. This notice was on that date posted on the bulletin board in the Township Office, sent to the Courier News, and TAP into Warren, and filed with the Township Clerk of the Township of Warren, all in accordance with the requirements of the Open Public Meetings Act."

II. Pledge of Allegiance

III. Roll Call

___ Nicole Dalton

___ Richard Molfetta

___ Ryan Valentino

___ Bridget Granholm

___ Scott Otto

___ Todd Weinstein

___ Laura Keller

___ Stephen Toor

___ Patricia Zohn

IV. Minutes

- RESOLVED, that the Board of Education approves the public session minutes of the March 17, 2025 Board Meeting.

V. Correspondence and Information

· HIB Information

Total # of Investigations:

7

Total # of Determined Bullying Incidents:

0

· Suspension Report

In School:

4

Out of School:

1

· Fire Drills

ALT
March 27

Central
March 10

Mt. Horeb
March 28

Woodland
March 6

Middle
March 28

· Security Drills

ALT
March 20
Evacuation

Central
March 11
Evacuation

Mt. Horeb
March 28
Evacuation

Woodland
March 13
Evacuation

Middle
March 12
Evacuation

VI. President's Remarks – Mrs. Patricia Zohn

VII. Superintendent's Remarks – Dr. Matthew Mingle

VIII. Presentations

- Special Recognition - Mr. Kumar Bhavanasi
- 2025-2030 Strategic Plan

IX. Discussion

X. Reports of Board Members Appointed to External Assignments 2025

- New Jersey School Board Association Delegate Assembly
 - Patricia Zohn, and Richard Molfetta, alternate
- Somerset County Educational Services Commission
 - Nicole Dalton and Stephen Toor, alternate
- Watchung Hills Municipal Alliance Committee
 - Bridget Granholm and Ryan Valentino, alternate
- Warren Township Opioid Advisory Committee
 - Bridget Granholm
- Watchung Hills Shared Services/Regionalization Study Advisory Committee
 - Patricia Zohn and Todd Weinstein

XI. Committee Reports

- Curriculum and Technology Committee - March 17, 2025
 - Stephen Toor - Chair, Bridget Granholm, Rich Molfetta, Laura Keller - Alternate
- Finance, Operations, and Security Committee - April 21, 2025
 - Patricia Zohn - Chair, Scott Otto - Vice Chair, Ryan Valentino, Rich Molfetta - Alternate
- Personnel, Negotiations, and Communication Committee - No Meeting
 - Laura Keller - Chair, Nicole Dalton, Todd Weinstein, Patricia Zohn - Alternate
- Ad Hoc Strategic Planning Committee - No Meeting
 - Laura Keller - Chair, Stephen Toor, Patricia Zohn

XII. Budget Hearing

During the budget hearing, the public is invited to comment on the district's 2025/2026 budget. All public input during the budget hearing is governed by the rules set forth in Board Policy #0167.

XIII. Public Commentary (agenda items only)

Note on public input at BOE meetings: Board Policy #0167, adopted on June 18, 2018, provides for public participation in Board of Education meetings. Such participation is governed by the following rules:

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, address, and group affiliation, if applicable;
2. Each statement made by a participant shall be limited to three minutes' duration. If

necessary, the public comment portion of the meeting may be extended fifteen minutes with Board approval;

3. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard;
4. All statements, questions, or inquiries shall be directed to the presiding officer and any questions or inquiries directed by a participant to another Board member shall be redirected to the presiding officer who shall determine if such statement, question, or inquiry shall be addressed by the presiding officer on behalf of the Board;

The portion of the meeting during which participation of the public is invited shall be limited to fifteen minutes (limit may be adjusted at the discretion of the presiding officer as circumstances dictate).

The Board of Education welcomes and encourages input from the public. Being mindful of privacy rights regarding students and board employees and to avoid any potential liability on the part of the speaker, the board discourages references to specific individuals. While directing your comments or questions to the board president, please understand that the public comment portions of the meeting are not structured as question and answer sessions but rather are offered as opportunities for you to share your thoughts with the board. The board president may need to refer an issue to the superintendent if the particular issue has not been handled through the appropriate chain of command with the school district. However, responses may be provided at the end of this session. There are times when comments and questions will require additional fact gathering before a response is provided.

XIV. Items for Board Consideration/Action

The Superintendent recommends that it be:

A. Education

A.1. HIB Report

RESOLVED, that the Board of Education accepts the HIB Report submitted by the Superintendent for the period ending on March 17, 2025.

A.2. 2024-2025 Revised Calendar

RESOLVED, that the Board of Education approves the 2024-2025 revised calendar.

A.3. 2025-2026 Revised Calendar

RESOLVED, that the Board of Education approves the 2025-2026 revised calendar.

A.4. Home Instruction

RESOLVED, the Board of Education approves bedside instruction as follows:

| Student ID | Rate | Start Date | Amount |
|------------|--|----------------|-----------------------|
| 9403691149 | \$50 per hour, up to 10 hours per week | March 28, 2025 | Not to exceed \$1,500 |

A.5. Tuition Contract

RESOLVED, that the Board of Education approves the following tuition contract with the parents of:

| Student | School | Dates | Monthly Revenue |
|-------------|----------------|---------------------------------------|-----------------|
| ID # 701598 | Central School | August 28, 2025 through June 30, 2026 | \$459.50 |

B. Finance/Operations/Transportation

B.1. Payment of Bills

RESOLVED, that the Board of Education approves the payment of bills for the month of April 2025 in the amount of \$6,441,927.81.

B.2. Board Secretary's and Treasurer's Report

WHEREAS, the Board of Education has received the report of the secretary for the month of March 2025.

WHEREAS, this report shows the following balances on March 31, 2025

| FUND | CASH BALANCE | APPROPRIATION BALANCE | FUND BALANCE |
|-----------------------------------|-----------------|-----------------------|----------------|
| (10) General Current Expense Fund | \$3,862,824.29 | | \$1,906,544.35 |
| (10) General Current Expense | | \$0.00 | |
| (11) Current Expense | | \$689,529.66 | |
| (12) Capital Outlay | | \$23,383.12 | |
| (13) Special Schools | | \$6,561.48 | |
| (20) Special Revenue Fund | \$79,053.81 | \$101,224.40 | \$0.00 |
| (30) Capital Projects Fund | \$5,584.66 | \$166,182.80 | \$315,288.46 |
| (40) Debt Service Fund | \$0.00 | \$0.00 | \$0.00 |
| TOTAL GOVERNMENTAL FUNDS | \$3,947,462.76 | \$986,881.46 | \$2,221,832.81 |
| Wealth Mgmt - Capital Reserve | \$5,900,000.00 | | |
| Wealth Mgmt - Operating | \$5,000,000.00 | | |
| Wealth Mgmt - Capital Projects | \$2,727,000.00 | | |
| TOTAL WEALTH MANAGEMENT | \$13,627,000.00 | | |
| (62) Food Service Account | \$238,858.40 | (\$376,376.33) | \$81,162.03 |

WHEREAS, in compliance with law and code the secretary has certified that, as of the date of the reports, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it

RESOLVED, the Board of Education accepts the above reference reports and certifications and be it

FURTHER RESOLVED, in compliance with law and code, the Board of Education certifies that, after review of the secretary's monthly financial report (appropriation section), to the best of its knowledge, no major account or fund has been over expended in violation of law and code and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.

B.3. Budget Transfers for Month of March 2025

RESOLVED, the Board of Education ratifies the following transfers between budget line items that have been approved by the Superintendent of Schools and that are now being reported to the Board pursuant to Policy 6422.

B.4. Travel Approval

Whereas, in accordance with State of New Jersey School District Accountability Act (A-5) and the Warren Township Schools' Policy 6471-School District Travel, travel by school district employees and Board of Education members must be approved in advance.

Now Therefore Be It RESOLVED, the Warren Township Schools Board of Education approves the following expenses for faculty, staff, administrators,

and board members for seminars, conferences and workshops. The expense includes travel costs, if applicable:

| Name | School | Workshop/ Conference | Location | Month/Yr | Cost |
|-------------------|----------|--|---------------|-----------|-------|
| Matthew Mingle | District | New Jersey Association of School Administrators / New Jersey Association of Public Services Administrators | Atlantic City | May 2025 | \$572 |
| William Kimmick | District | New Jersey Association of School Administrators Spring Leadership Conference | Atlantic City | May 2025 | \$551 |
| Melissa Smolenski | District | All In Summer-Inclusion Leadership Conference | Union | June 2025 | \$175 |
| Denise Armand | District | New Jersey Association Of School Business Officials-Accounts Payable | Whippany | May 2025 | \$166 |

All of the above travel has been approved by the Superintendent. The School Business Administrator shall track and record these costs to ensure that the maximum amount is not exceeded.

- B.5. Adoption of the 2025/2026 Budget
RESOLVED, the Board of Education approves the 2025-2026 Warren Township School District Budget and as approved by the Executive County Superintendent of Schools for Somerset County.

The budget includes sufficient funds to provide curriculum and instruction which will enable all students to achieve the New Jersey Student Learning Standards and is in compliance with N.J.S.A. 18A and N.J.A.C Title 6 and 6A.

| Proposed 2025-2026 Budget | | | | |
|----------------------------------|--------------|--|--------------------------|--------------|
| Appropriations: | | | Revenue: | |
| Fund 10 | | | | |
| Transfer to Charter Schools (10) | \$0 | | State Aid: General Fund | \$3,482,913 |
| Operating Budget (11) | \$52,695,213 | | Tax Levy: General Fund | \$49,022,358 |
| Capital Outlay (12) | \$264,238 | | Other Revenues | \$985,000 |
| Summer School (13) | \$438,483 | | Fund Balance | \$586,000 |
| Capital Project Xfer (40) | \$1,664,917 | | Capital Reserve Transfer | \$986,580 |
| FUND 10 TOTAL | \$55,062,851 | | FUND 10 TOTAL | \$55,062,851 |

| | | | | |
|--------------------------------|--------------|--|------------------|--------------|
| | | | | |
| Fund 20 | | | | |
| Special Revenue Appropriations | \$448,649 | | Grants - Local | \$21,000 |
| | | | Grants - Federal | \$427,649 |
| FUND 20 TOTAL | \$448,649 | | | \$448,649 |
| | | | | |
| GRAND TOTAL | \$55,511,500 | | GRAND TOTAL | \$55,511,500 |

FURTHER RESOLVED that the Warren Township Board of Education includes in the proposed budget an enrollment adjustment as calculated in the budget software and pursuant to N.J.S.A. 18A:7F-38 subsection (b)2 and N.J.A.C. 6A:23A-11.2 subsection (b), above 2% in the amount \$28,150. The district intends to utilize this adjustment to enable all students to achieve the New Jersey Student Learning Standards, and be it

FURTHER RESOLVED that the Warren Township Board of Education includes in the proposed budget a Health Care Costs adjustment as calculated in the budget software and pursuant to N.J.S.A. 18A:7F-38 subsection (d) in the amount of \$944,213. The additional funds will be used to pay for the additional increases in health care premiums, and be it

FURTHER RESOLVED that the Warren Township Board of Education includes in the proposed budget the adjustment for banked cap in accordance with N.J.A.C. 6A:23A-10.1(b). The district has fully exhausted all eligible statutory spending authority and must increase the base budget in the amount of \$874,526 for the purpose of enabling all students to achieve the New Jersey Student Learning Standards, and be it

FURTHER RESOLVED, that the tentative budget includes a capital reserve withdrawal in the amount of \$986,500 for three projects as follows:

| Project Name | Project Capital Reserve Withdrawal (59.257% of project cost) |
|----------------------------------|---|
| Woodland Parking Lot Replacement | \$473,946 |
| Woodland Sidewalk Work | \$303,093 |
| Woodland Restroom Addition | \$209,541 |
| Total Capital Reserve Withdrawal | \$986,580 |

FURTHER RESOLVED, per NJAC 6A:23B-1.2(b), the budget provides for a maximum expenditure amount that may be allotted for travel and expense reimbursement. The 2025-2026 tentative budget includes a maximum travel appropriation of \$150,000. The School Business Administrator shall track and record these costs to insure that the maximum amount is not exceeded, and be it

FURTHER RESOLVED, a Board of Education may, and this Board does, establish, for regular district business travel only, an annual school year threshold of \$1,500 per staff member where prior Board approval shall not be

required for regular business travel, and be it

FURTHER RESOLVED, the Board of Education hereby authorizes the Superintendent and Business Administrator to implement the 2025-2026 budget as hereby approved.

- B.6. Transportation - Out-of-District Student-SCESC - School Year
RESOLVED, that the Board of Education approves the transportation contract with Somerset County ESC for 2024-2025 School Year for Out-of-District student as follows:

| School | Student ID # | Transportation Cost (66 days) |
|--------------|--------------|----------------------------------|
| Deron School | 6633536241 | \$193.07 per diem |

- B.7. Acceptance of Grant Award - Somerset County Cultural and Heritage Commission
RESOLVED, that the Board of Education accepts the grant award from the Somerset County Cultural & Heritage Commission in the amount of \$2,188.

The funds will be utilized for the transportation of our 4th grade students to historical sites in Warren Township and for payment for the creation of an implementation guide for the tours.

- B.8. Master Special Education Tuition Agreement with ESCNJ
RESOLVED, that the Board of Education approves the Master Special Education Tuition Agreement with Educational Services Commission of New Jersey for the period between July 1, 2025 and June 30, 2030.

- B.9. March 2025 Referendum Note Sale
WHEREAS, The Board of Education of the Township of Warren in the County of Somerset, New Jersey (the "Board") approved the submission of a proposal (the "Proposal") to the voters of the School District by a resolution adopted on January 6, 2025 which authorized the Board to undertake school facilities improvements (the "Project") and to expend on the Project an amount not to exceed \$8,540,101, which cost would be funded with school obligations in an amount not to exceed \$8,540,101; and

WHEREAS, on March 11, 2025, at a special School District election, the Proposal was approved by the affirmative vote of a majority of the legal voters present and voting; and

WHEREAS, the Board, in order to issue the Notes at competitive market rates, seeks to, among other things, apply for a rating on the Notes and to authorize the preparation and distribution of a Preliminary Official Statement (as hereinafter defined) and an Official Statement (as hereinafter defined); and

WHEREAS, as of the date hereof, the Board has determined that it is necessary and desirable to authorize temporary notes in the amount of not to exceed \$8,540,101 to finance the Project (the "Notes").

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE TOWNSHIP OF WARREN IN THE COUNTY OF SOMERSET, NEW JERSEY THAT:

1. The Notes are hereby authorized and shall be issued in a principal amount not exceeding \$8,540,101, pursuant to and within the limitations proscribed by Title 18A of the Revised Statutes of New Jersey to finance a portion of the Project.
2. The distribution of a Preliminary Official Statement (the "Preliminary Official Statement") to be used in connection with the marketing and sale of the Notes is hereby approved. The Business Administrator/Board Secretary is hereby authorized and directed, on behalf of the Township, to execute and deliver a certificate that "deems final" the Preliminary Official Statement in accordance with the Rule (as herein defined).

After the sale of the Notes, the Preliminary Official Statement shall be modified to reflect the effect of the sale of the Notes and any other revisions not inconsistent with the substance thereof; and said Preliminary Official Statement, deemed "final" by the Business Administrator/Board Secretary, as so modified, shall constitute the final Official Statement (the "Official Statement"). The Business Administrator/Board Secretary is hereby authorized and directed on behalf of the Township to execute and deliver said Official Statement.

3. The Business Administrator/Board Secretary is hereby authorized and directed, upon consultation with Bond Counsel, the Auditor, and the Municipal Advisor to the Board, to, if applicable, submit information and financial data to a rating agency to obtain a rating on the Notes.
4. All Notes issued hereunder shall be in the principal amount, shall bear interest at such rate or rates and be in such form and shall mature at such times as may be determined by the Business Administrator/Board Secretary, provided that no Note shall mature later than one (1) year from its date. The Business Administrator/Board Secretary shall determine all matters in connection with the Notes, and the signature of the Board President or Board Vice President upon the Notes shall be conclusive evidence as to all such determinations. All Notes issued hereunder may be renewed from time to time in accordance with the provisions of N.J.S.A. 18A:24-3. The Business Administrator/Board Secretary is hereby authorized to sell part or all of the Notes from time to time at public or private sale and to deliver them to the purchaser thereof upon receipt of payment of the purchase price and accrued interest thereon from their dated dates to the date of delivery thereof. The Business Administrator/Board Secretary is directed to report in writing to the Board at the meeting next succeeding the date when any sale or delivery of the Notes is made. Such report must include a description of the principal amount, interest rate, purchase price, maturity date and name of the purchaser of the Notes so sold.
5. The Board hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on the Notes, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds above the yield on the Notes.
6. The Board reasonably expects to reimburse itself from the proceeds of the Notes for certain costs of the Project paid prior to the execution and delivery of the Notes from sources other than the Notes which have been or are reasonably expected to be reserved, allocated on a long-term basis or have otherwise been set aside by the Board, pursuant to its budget or financial policies with respect to any expenditures to be reimbursed. This

Section 4 is intended to be and hereby is a declaration of the Board's official intent to reimburse any expenditures toward certain costs of the Project to be incurred and paid prior to the execution and delivery of the Notes in accordance with Treasury Regulation Section 1.150-2, and no further action (or inaction) will be an abusive arbitrage device in accordance with Treasury Regulation Section 1.148-10 to avoid, in whole or in part, arbitrage yield restrictions or arbitrage rebate requirements under section 148 of the Code. The proceeds of the Notes used to reimburse the Board for any expenditures toward certain costs of the Project will not be used directly or indirectly (i) to "refund" an issue of governmental obligations within the meaning of Treasury Regulation Section 1.150-1(d), (ii) to create or increase the balance in "replacement proceeds", within the meaning of Treasury Regulation Section 1.148-1 of the Notes, or any other agreement, with respect to any obligation of the Board or to replace funds, or (iii) to reimburse the Board for any expenditure or payment that was originally paid with the proceeds of any obligation of the Board. The Notes used to reimburse the Board for any expenditure toward certain costs of the Project, as described above, will be issued in an amount not to exceed \$8,540,101. The costs to be reimbursed with the proceeds of the Notes will be "capital expenditures" in accordance with the meaning of Section 150 of the Code and Treasury Regulation Section 1.150-1. This Section 4 shall take effect immediately, but will be of no effect with regard to expenditures for costs paid outside the permitted reimbursement period set forth in Treasury Regulation Section 1.150-2(d)(2).

7. The Business Administrator/Board Secretary is authorized to enter into the appropriate undertaking to provide secondary market disclosure on behalf of the Board pursuant to Rule 15c2-12 of the Securities and Exchange Commission (the "Rule") for the benefit of holders and beneficial owners of the Notes, and to amend such undertaking from time to time in connection with any change in law, or interpretation thereof, provided such undertaking is and continues to be, in the opinion of a nationally recognized bond counsel, consistent with the requirements of the Rule. In the event that the Board fails to comply with its undertaking, the Board shall not be liable for any monetary damages, and the remedy shall be limited to specific performance of the undertaking. The Business Administrator/Board Secretary is hereby further authorized and directed to perform all acts and things, to do all that is necessary and proper and to execute and deliver all agreements and certificates required to comply with the provisions of the Rule.

8. This resolution shall take effect immediately.

- B.10 Bond Counsel Agreement
RESOLVED, that the Board of Education approves the Agreement with Wilentz, Goldman, & Spitzer, P.A., for bond counsel services in connection with the issuance of Temporary Notes, Series 2025.
- B.11. Financial Advisor Agreement
RESOLVED, that the Board of Education accepts the Engagement Letter from Phoenix Advisors for municipal advisory services in connection with the issuance of Temporary Notes, Series 2025.
- B.12. Sale/Disposal of Obsolete Items
RESOLVED, that the Board of Education declares as obsolete the following item:

| Item | Description | Identification Number |
|-------------|---------------------|-----------------------|
| Snow Pusher | Protech Snow Pusher | 011159 |

- B.13. Acceptance of Local Recreational Improvement Grant: Mount Horeb School Playground
RESOLVED, that the Board of Education accepts the grant award from the Department of Community Affairs in the amount of \$21,621.

The funds will be utilized to improve the Mount Horeb School playground by removing and disposing of old mulch, installing new playground borders and weed barriers, and installing certified playground mulch.

- B.14. Acceptance of Donation
RESOLVED, that the Board of Education accepts, with sincere gratitude, a donation in the amount of \$65,000 from Mr. Kumar Bhavanasi for use as follows: \$25,000 for the unrestricted use by the Angelo L. Tomaso School principal, \$25,000 for the unrestricted use by the Warren Middle School principal, and \$15,000 for the creation of a student recognition program at the Warren Middle School during the 25/26 school year with a focus on kindness and positivity.

C. Personnel/Student Services

- C.1. Employment for the 2024-2025 School Year
RESOLVED, upon recommendation from the Superintendent that the Board of Education approve the following Personnel items including the emergent employment of the following employees (indicated by *) conditional upon the final approval by the New Jersey Department of Education The Board further authorizes the submission of an application for emergency hiring pursuant to N.J.S.A. 18A:6-7.1, et. Seq., N.J.S.A. 18A:6.14.12, et. Seq., if applicable Staff members shall be paid in accordance with provisions in their collective bargaining agreement and/or in accordance with a schedule provided to all employees prior to the beginning of the contract or school year.

| Name | Position/PCR | Location | Degree | Step | Salary | Stipend | Total Salary | Effective Date | Tenure | Discussion |
|-----------------|---|----------|--------|------|----------|---------|--------------|--------------------------------------|--------|--------------------------|
| Ligia Jimenez | Head Custodian | ALT | N/A | N/A | \$54,000 | \$1,500 | \$55,500 | April 1, 2025 through June 30, 2025 | No | Replacing Employee #2570 |
| Kimberly Zimmer | Leave Replacement - Special Education Teacher | CS | MA | 4 | \$71,550 | \$0 | \$71,550 | May 1, 2025 through June 30, 2025 | No | Replacing Employee #2047 |
| Yihen Bolisay | 1:1 Paraprofessional (32.5 hours per week) | CS | N/A | 5 | \$31,492 | \$2,000 | \$33,492 | April 21, 2025 through June 30, 2025 | No | New Position |
| Justine Piro | 1:1 Paraprofessional (32.5 hours per week) | MTH | N/A | 1 | \$29,364 | \$2,000 | \$31,364 | May 12, 2025 through June 30, 2025 | No | New Position |

C.2. Employment for the 2025-2026 School Year

RESOLVED, upon recommendation from the Superintendent that the Board of Education approve the following Personnel items including the emergent employment of the following employees (indicated by *) conditional upon the final approval by the New Jersey Department of Education The Board further authorizes the submission of an application for emergency hiring pursuant to N.J.S.A. 18A:6-7.1, et. Seq., N.J.S.A. 18A:6.14.12, et. Seq., if applicable Staff members shall be paid in accordance with provisions in their collective bargaining agreement and/or in accordance with a schedule provided to all employees prior to the beginning of the contract or school year.

| Name | Position / PCR | Location | Degree | Step | Salary | Stipend | Total Salary | Effective Date | Tenure | Discussion |
|------------------------|-----------------------------------|----------|--------|------|----------|---------|--------------|---------------------------------------|--------|--------------------------|
| Larissa DeScala | School Nurse | ALT | BA | 3 | \$65,662 | \$0 | \$65,662 | August 26, 2025 through June 30, 2026 | Yes | Replacing Employee #1970 |
| Jaclyn Johnson | Secretary (10 Month) | WMS | N/A | 4 | \$54,990 | \$0 | \$54,990 | August 26, 2025 through June 30, 2026 | Yes | Replacing Employee #2100 |
| Nadeen Hrevnack-Dickey | Grade 3 Teacher | ALT | BA | 3 | \$65,662 | \$0 | \$65,662 | August 26, 2025 through June 30, 2026 | Yes | Replacing Employee #3610 |
| Nancy Dasti | 1:1 Paraprofessional (32.5 hours) | ALT | N/A | 9 | \$34,407 | \$2,000 | \$36,407 | August 26, 2025 through June 30, 2026 | No | New Position |
| Kathryn Magnier | Grade 1 Teacher | WS | BA+15 | 1 | \$67,139 | \$0 | \$67,139 | August 26, 2025 through June 30, 2026 | Yes | Replacing Employee #3704 |
| Shannon O'Reilly | Guidance Secretary (10-Month) | WMS | N/A | 4 | \$54,990 | \$0 | \$54,990 | August 26, 2025 through June 30, 2026 | Yes | Replacing Employee #3776 |

C.3. Substitute Teachers/Nurse

RESOLVED, that the Board of Education approves the following to be appointed as substitute teachers/nurse for the 2024-2025 school year.

| Name |
|-------------------------|
| Gian Franco Cacioppo |
| Hunter Seubert |
| Nicole Sharkey |
| Larissa DeScala (nurse) |
| Gabrielle Alirangues |

C.4 Long Term Substitute

RESOLVED, that the Board of Education approves the following Long Term Substitute:

| Name | Dates | Employee # |
|----------------------|--------------------------------------|------------|
| Garrett Cecere | April 4, 2025 through June 30, 2025 | #3704 |
| Sadie Nochimson | April 4, 2025 through June 30, 2025 | #3735 |
| Hunter Seubert | May 12, 2025 through June 30, 2025 | #3452 |
| Gabrielle Alirangues | April 28, 2025 through June 30, 2025 | #2515 |

(This motion supersedes the previous motion approved on February 24, 2025)

C.5. Substitute Custodian

RESOLVED, that the Board of Education approves the following to be appointed as a substitute custodian for the 2024-2025 school year.

| Name |
|---------------|
| Ligia Jimenez |

C.6. Leave Request

RESOLVED, that the Board of Education approves the following leave requests:

| Employee ID | Paid/Unpaid |
|--------------|---|
| #3929 | Medical Leave - April 21, 2025 through May 5, 2025 (Paid) |
| #1291 | Intermittent FMLA - March 13, 2025 once a week through May 16, 2025 (Paid) |
| #2053 | FMLA - April 2, 2025 through April 10, 2025 (Paid) |
| #2047 | Rescinded FMLA - April 9, 2025 through May 2, 2025 (Paid) (This motion supersedes the previous motion approved on March 17, 2025) |
| #3246 | FMLA - February 10, 2025 through April 18, 2025 (Paid) NJFLA - April 21, 2025 through June 30, 2025 (Unpaid) NJFLA - August 26, 2025 through September 12, 2025 (Unpaid) (This motion supersedes the previous motion approved on October 28, 2024) |
| #3704 | FMLA - April 3, 2025 through May 27, 2025 (AM) (Paid) NJFLA- May 27, 2025 (PM), 2025 through June 30, 2025 (Unpaid) (This motion supersedes the previous motion approved on January 27, 2025) |
| #3735 | Position Leave - April 4, 2025 through June 30, 2025 (Paid) (This motion supersedes the previous motion approved on February 24, 2025) |
| #3384 | FMLA - December 4, 2024 through February 4, 2025 (Paid) FMLA - February 5, 2025 through February 28, 2025 (Unpaid) Extended Leave - March 3, 2025 through May 2, 2025 (Unpaid with benefits) (This motion supersedes the previous motion from February 24, 2025) |
| #3832 | FMLA - March 4, 2025 through March 25, 2025 (Paid) FMLA - March 26, 2025 through April 11, 2025 (Unpaid) NJFLA - April 21, 2025 through June 30, 2025 (Unpaid) (This motion supersedes the previous motion from March 17, 2025) |
| #3401 | FMLA - March 3, 2025 through April 23, 2025 (Paid) (This motion supersedes the previous motion approved on February 24, 2025) |

C.7. Approval to Create Positions

RESOLVED, that the Board of Education hereby approves the creation of the following position for the 2025-2026 school year:

| Location | Position | Full-Time Equivalent |
|----------|--|----------------------|
| CS/WS | School Psychologist | 1.0 |
| WS | LDTTC | 1.0 |
| WMS | Guidance Secretary (10 Month) | 1.0 |
| MTH | Preschool Teacher | 1.0 |
| MTH | Preschool Teacher | 1.0 |
| CS | Grade 1 Teacher | 1.0 |
| CS | Grade 5 Teacher | 1.0 |
| MTH | Grade 5 Teacher | 1.0 |
| ALT | Special Education Teacher | 1.0 |
| ALT | Special Education Teacher | 1.0 |
| ALT | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| ALT | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| ALT | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| ALT | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| ALT | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| MTH | Paraprofessional (30 hours) | 1.0 |
| MTH | Paraprofessional (30 hours) | 1.0 |
| MTH | Paraprofessional (30 hours) | 1.0 |
| ALT | Multilingual Learner Teacher | 0.2 |
| CS | Multilingual Learner Teacher | 1.0 |
| MTH | Multilingual Learner Teacher | 0.7 |
| WS | Multilingual Learner Teacher | 1.0 |
| WMS | Multilingual Learner Teacher | 0.5 |
| BOE | Confidential Executive Assistant to the Superintendent | 1.0 |
| MTH | School Psychologist | 1.0 |

| | | |
|-----|---------------------|-----|
| ALT | School Psychologist | 1.0 |
| ALT | Social Worker | 0.5 |
| CS | Social Worker | 0.5 |
| WS | Social Worker | 0.1 |
| MTH | School Psychologist | 1.0 |
| MTH | Social Worker | 1.0 |

- C.8. Approval to Abolish Positions
RESOLVED, that the Board of Education hereby approves to abolish the following position for the 2025-2026 school year:

| Location | Position | Full-Time Equivalent |
|----------|--|----------------------|
| WS | LDTC | 0.8 |
| WMS | Guidance Secretary (12 Month) | 1.0 |
| CS | Preschool Teacher | 1.0 |
| CS | Preschool Teacher | 1.0 |
| CS | Preschool Teacher | 1.0 |
| ALT | Grade 2 Teacher | 1.0 |
| ALT | Grade 4 Teacher | 1.0 |
| CS | Grade K Teacher | 1.0 |
| CS | Grade 2 Teacher | 1.0 |
| MTH | Grade 2 Teacher | 1.0 |
| MTH | Grade 4 Teacher | 1.0 |
| CS | Classroom Paraprofessional (30 hours) | 1.0 |
| CS | Classroom Paraprofessional (30 hours) | 1.0 |
| CS | Classroom Paraprofessional (30 hours) | 1.0 |
| CS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| CS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| CS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| CS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| CS | 1:1 Paraprofessional | 1.0 |

| | | |
|-----|---|-----|
| | (32.5 hours) | |
| CS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| CS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| CS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| CS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| CS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| CS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| CS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| CS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| CS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| CS | Special Education Teacher | 1.0 |
| WS | Classroom Paraprofessional (30 hours) | 1.0 |
| WS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| WMS | 1:1 Paraprofessional (32.5 hours) | 1.0 |
| ALT | English Language Learner Teacher | 1.0 |
| CS | English Language Learner Teacher | 1.0 |
| MTH | English Language Learner Teacher | 0.5 |
| WS | English Language Learner Teacher | 0.7 |
| WMS | English Language Learner Teacher | 0.8 |
| BOE | Confidential Secretary to the Superintendent | 1.0 |
| MTH | School Psychologist | 0.8 |
| WS | School Psychologist | 0.2 |
| ALT | School Psychologist | 0.5 |
| CS | School Psychologist | 0.5 |
| WS | Social Worker | 0.5 |

| | | |
|-----|---------------------|-----|
| MTH | Social Worker | 0.3 |
| ALT | Social Worker | 0.2 |
| CS | Social Worker | 0.1 |
| CS | School Psychologist | 0.5 |
| MTH | School Psychologist | 0.5 |
| CS | Social Worker | 0.5 |
| MTH | Social Worker | 0.5 |

- C.9. Retirement/Resignation
RESOLVED, that the Board of Education approves the retirement/resignations of the following staff:

| Name | Position | Location | Retirement/ Resignation | Dates of Service |
|-------------------------------|--------------------------------------|------------|----------------------------|---|
| *Spencer Adriaanse | Head Custodian | ALT | Resignation | October 2, 2015 through March 28, 2025 |
| Loriann Carbone | 1:1 Paraprofessional (32.5 hours) | CS | Resignation | September 18, 2023 through June 30, 2025 |
| Aimee Runfolo | 1:1 Paraprofessional (32.5 hours) | CS | Resignation | August 28, 2023 through May 16, 2025 |
| Mary Ellen Raiti | ASAP Math Teacher | WO | Resignation | January 2, 2025 through June 6, 2025 |
| Reid Maglione | Grade 3 Teacher | ALT | Resignation | August 30, 2021 through June 30, 2025 |
| Gillian D'Ambrosio | Guidance Secretary | WMS | Resignation | May 1, 2023 through June 30, 2025 |
| Karen Monti Herzog | Special Education Teacher | WMS | Resignation | September 14, 2004 through June 30, 2025 |

*(This motion supersedes the previous motion approved on February 24, 2025)

- C.10. Warren Academy Courses - Instructor Stipend 2024-2025
RESOLVED, that the Board of Education approves the following staff for reimbursement as an Instructor. Each instructor will be reimbursed at the WTEA contractual rate \$50.00 per hour.

| Staff Member | Course | Date | Prep Hours | Instructor Hours | Cost Total Not to Exceed |
|-----------------|----------------------|-------------|---------------|---------------------|-----------------------------------|
| Lyndsay Carroll | Math Running Records | May 8, 2025 | 1 | 1 | \$100 |

| | | | | | |
|-----------------|--|-------------|---|---|-------|
| Celeste Ostry | Mapping Connections: A Culturally Responsive Classroom Make - and - Take Workshop | May 5, 2025 | 3 | 1 | \$200 |
| Cynthia Cassidy | Gamifying Instruction with GimKit | May 5, 2025 | 3 | 1 | \$200 |
| Cynthia Cassidy | Engaging Students with Booklet | May 6, 2025 | 3 | 1 | \$200 |

- C.11. Employee Suspension
RESOLVED, that the Board of Education suspends, with pay, the 2024-2025 School Year employment contract for Employee #2047, effective March 31, 2025.
- C.12. Termination
RESOLVED, that the Board of Education terminates the 2024-2025 employment contract for Employee #3918 effective at the conclusion of the day on Friday, March 21, 2025.
(This motion supersedes the previous motion from January 27, 2025)
- C.13. Summer Fun 2025 Staff Pay Rates
RESOLVED, that the Board of Education approves the 2025 Summer Fun hourly rates as follows:

| Position | Hourly Amount |
|--|---------------|
| Fully Certified Teacher, Guidance Counselor, Nurse, Substitute Nurse | \$50.00 |
| Teacher (Sub Cert Only, 30+ Credits) | \$40.00 |
| Speech Teacher and Occupational Therapist | \$76.92 |
| Substitute Teacher | \$20.60 |
| Classroom Paraprofessional | \$24.61 |
| Multi-duty Paraprofessional | \$20.60 |
| Other Adult (18+) Assistants | \$19.37 |
| High School Assistants (Under 18) | \$14.53 |

- C.14. Summer 2025 Custodial/Maintenance Staff Pay Rates
RESOLVED, that the Board of Education approves the Summer Custodian 2025 staff hourly rates as follows:

| Position | Hourly Amount |
|------------------|---------------|
| Summer Custodian | \$20.63 |

- C.15. Appointment of Transportation Employees as Summer Custodians
RESOLVED, that the Board of Education approves all employees in the Transportation Department as Summer Custodians at a rate of \$20.63/hour.

- C.16. 2025-2026 Summer Custodians
RESOLVED, that the Board of Education approves custodians at their 2025-2026 hourly rate, as needed during the Summer 2025 for custodial department needs.
- C.17. Summer Technology Assistants 2025
RESOLVED, that the Board of Education approves the list of Summer Technology Assistants at a rate of \$22.60/hour.
- C.18. Additional Hours
RESOLVED, that the Board of Education approves teaching staff to accompany students to the 7th grade field trip to Fairview Lake, Newton, NJ, at a cost not to exceed \$2,000 per the terms and conditions of the WTEA agreement.
- C.19. Affirmative Action Committee - Comprehensive Equity Plan
RESOLVED, that the Board of Education approves the Affirmative Action Officer and the Affirmative Action Committee to develop a Comprehensive Equity Plan, implement the plan over a three year period of time, and submit an annual Statement of Assurance.
- C.20. Handle With Care Building Teams
RESOLVED, that the Board of Education approves the following staff as Handle With Care Building Team (formerly known as the CPI team) members. Each staff member will receive an annual amount of \$500 stipend per the WTEA Collective Bargaining Agreement. The stipend will be rewarded upon verified completion of the crisis prevention intervention training, for a total cost not to exceed \$900.00.

| Names | | |
|---------------|-----------------|----------------|
| Cidalia Abreu | Jamie Anastasio | Denise Chapman |
| Donna Kohl | Teresa Kuprat | James Zilinski |

- C.21. **Approval to Create Positions**
RESOLVED, that the Board of Education hereby approves the creation of the following position for the 2024-2025 school year:

| Location | Position | Full-Time Equivalent |
|----------|--------------------------------------|----------------------|
| ALT | 1:1 Paraprofessional (32.5 Hours) | 1.0 |

- C.22. **Approval to Abolish Positions**
RESOLVED, that the Board of Education hereby approves to abolish the following position for the 2024-2025 school year:

| Location | Position | Full-Time Equivalent |
|----------|--------------------------------------|----------------------|
| WS | 1:1 Paraprofessional (32.5 Hours) | 1.0 |

C.23. Transfer/Change in Assignment

RESOLVED, that the Board of Education approves the transfer/change in assignment of the following district staff:

| Name | Position | Effective Date | From | To | Salary | Notes |
|------------------|---|--|------|-----|----------|-------|
| Jennifer Guarino | 1:1 Paraprofessional (32.5 hours) | April 28, 2025 through June 30, 2025 | WS | ALT | \$29,884 | N/A |

XV. Unfinished Business

XVI. New Business

XVII. Public Commentary (any topic)

Note on public input at BOE meetings: Board Policy #0167, adopted on June 18, 2018, provides for public participation in Board of Education meetings. Such participation is governed by the following rules:

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, address, and group affiliation, if applicable;
2. Each statement made by a participant shall be limited to three minutes' duration. If necessary, the public comment portion of the meeting may be extended fifteen minutes with Board approval;
3. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard;
4. All statements, questions, or inquiries shall be directed to the presiding officer and any questions or inquiries directed by a participant to another Board member shall be redirected to the presiding officer who shall determine if such statement, question, or inquiry shall be addressed by the presiding officer on behalf of the Board;

The portion of the meeting during which participation of the public is invited shall be limited to fifteen minutes (limit may be adjusted at the discretion of the presiding officer as circumstances dictate).

The Board of Education welcomes and encourages input from the public. Being mindful of privacy rights regarding students and board employees and to avoid any potential liability on the part of the speaker, the board discourages references to specific individuals. While directing your comments or questions to the board president, please understand that the public comment portions of the meeting are not structured as question and answer sessions but rather are offered as opportunities for you to share your thoughts with the board. The board president may need to refer an issue to the superintendent if the particular issue has not been handled through the appropriate chain of command with the school district. However, responses may be provided at the end of this session. There are times when comments and questions will require additional fact gathering before a response is provided.

XVIII. Executive Session

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

RESOLVED, the Board of Education adjourns to closed session to discuss:

- ☐ specific prospective or current employees unless all who could be adversely affected request an open session

Action will not be taken upon return to public session;

the length of the meeting is anticipated to be approximately 30 minutes; and be it

FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists.

District Mission Statement

"The mission of the Warren Township School District is to provide, through a safe, nurturing yet challenging environment, all students with an outstanding education that engages students and fosters academic excellence, healthy social and emotional development, and a lifelong passion for learning."

2020-2025 Strategic Plan Goals

1. Competencies Goal 1 - Strengthen each student's academic competencies by fostering a supportive instructional culture.
2. Competencies Goal 2 - Strengthen each student's social-emotional competencies to maximize growth and capabilities.
3. Voice & Engagement Goal 1 - Streamline existing two-way communications between district stakeholders to maximize consistency, efficiency, and effectiveness.
4. Voice & Engagement Goal 2 - Investigate and adopt a partnership-driven change management process.
5. Equity & Consistency Goal 1 - Provide each student with a rich array of academic, enrichment, and diverse social experiences.
6. Equity & Consistency Goal 2 - Create a culture that values diversity.
7. Health, Wellness & Safety Goal 1 - Promote the health and social-emotional wellness of students by equipping each staff member with skills to identify related factors and enhance support systems.
8. Health, Wellness & Safety Goal 2 - Maintain and improve all district facilities in conjunction with the district safety and security plan.

2024-2025 District Goals

1. Student Achievement
 - a. Improve student outcomes in:
 - i. English Language Arts (ELA) by focusing on a consistent set of best practices and standards alignment in all ELA classrooms;
 - ii. Math by focusing on a consistent set of best practices and standards alignment in all math classrooms; and
 - iii. Social-Emotional Learning competencies (SEL) by clarifying expectations for staff roles in implementing SEL to promote academic and social growth of students.
2. Belonging
 - a. Increase the cultural proficiency of educators by:
 - i. Engaging staff in conversations that help them recognize and improve their own cultural proficiency; and
 - ii. Engaging staff in lessons on culturally responsive teaching.
 - b. Increase student sense of belonging by:
 - i. Creating spaces where all are empowered to develop their authentic selves;
 - ii. Getting to know students' evolving stories, strengths, ambitions, and needs;
 - iii. Providing programs that foster student wellness and resilience;
 - iv. Ensuring dignity and kindness for all, in every situation; and
 - v. Building bridges across race, culture and identity to create a community where all are valued.
 - c. Improve Middle School culture by:
 - i. Engaging students in activities that foster student wellness and resilience;
 - ii. Building a culture of dignity and kindness for all; and
 - iii. Building bridges across race, culture and identity to create a community where all are valued.
3. Strategic Plan
 - a. Adopt a strategic plan for the years 2025-2030.

2024-2025 Board Goals

1. Comply with Board norms and represent the Board at school and community events.
2. Draft communications/messaging strategies for key community topics (eg., enrollment growth, strategic planning, referendum).
3. Support the implementation of year five strategic plan priorities and adopt a new five-year strategic plan.