

# WARREN TOWNSHIP SCHOOLS

Board of Education Meeting \*August 21, 2023 \* 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/82530537195?pwd=SzMwVk1KRzU0ZUF3cklocnhhaVpKZz09>

I. Call to Order and Statement of Presiding Officer David Brezee, 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, 2023. This notice was on those dates 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

___ David Brezee	___ Laura Keller	___ Ryan Valentino
___ Mehul Desai	___ Scott Otto	___ Todd Weinstein
___ Natalie Feuchtbaum	___ Stephen Toor	___ Patricia Zohn

IV. Minutes

- RESOLVED, that the Board of Education approves the public and private session minutes of the July 17, 2023 Board Meeting.

V. Correspondence and Information

· HIB Information

Total # of Investigations:

Total # of Determined Bullying Incidents:

0

0

· Suspension Report

In School:

Out of School:

0

0

- VI. President's Remarks – Mr. David Brezee
- VII. Superintendent's Remarks – Dr. Matthew Mingle
- VIII. Presentation
- IX. Discussion
- X. Committee Reports
  - Curriculum and Technology Committee - No Meeting
    - Ryan Valentino - Chair, Mehul Desai, Natalie Feuchtbaum, Todd Weinstein
  - Finance, Operations, and Security Committee - August 14, 2023
    - Patricia Zohn - Chair, David Brezee, Scott Otto, Ryan Valentino
  - Personnel, Negotiations, and Communication Committee - August 15, 2023
    - Laura Keller - Chair, David Brezee, Todd Weinstein
- XI. 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.

XII. 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 July 17, 2023.

- A.2. Out-of-District Placement  
RESOLVED, that the Board of Education approves the following out-of-district tuition for 2023-2024 school year:

School	Student ID #	ESY Cost	SY Cost
Celebrate the Children	8830524421	N/A	\$108,595

(\*This motion supersedes previous motion from July 17, 2023.)

- A.3. Tuition Contract  
RESOLVED, that the Board of Education approves a tuition contract with the Long Hill Township School District, for Student # 3503375341 to attend Warren Township School District's 2023-2024 LLD program at Warren Middle School with tuition rate as follows:

School Year	Amount
Extended School Year (6/26/2023 through 7/28/2023)	\$3,913
Regular School Year (8/31/2023 through 6/30/2024)	\$44,020

- A.4. Fieldwork Site  
RESOLVED, that the Board of Education approves the following supervised clinical fieldwork at Warren Township BOE for the 2023-2024 School Year:

School	Clinical Field
Rowan University	Practicum of Nursing

- A.5. Curriculum Guides - 2023-2024  
RESOLVED, that the Board of Education approves the following new and revised curriculum guides:

1. [Grade 6 ELA Curriculum Revision](#)
2. [Grade 7 ELA Curriculum Revision](#)
3. [Grade 8 ELA Curriculum Revision](#)

- A.6. Emergency Remote Instruction Plan  
RESOLVED, that the Board of Education approves 2023-2024 Emergency Virtual Instruction Plan.

- A.7. Communications Process Flow Chart  
RESOLVED, that the Board of Education adopts the Communications Process Flow Chart.

- A.8. Board Goals  
RESOLVED, that the Board of Education adopts the following goals for the 2023-2024 school year:
1. Adopt a new five-year capital plan.
  2. Negotiate a successor collective bargaining agreement with the Warren Township Education Association.
  3. Draft communications/messaging strategies for key community topics.
  4. Support the implementation of year four strategic plan priorities.

A.9. District Goals

RESOLVED, that the Board of Education adopts the following goals for the 2023-2024 school year:

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. Operations

a. Capital Plan

- i. Implement referendum projects.
- ii. Update the long-range capital plan.

b. Safety

- i. Develop a safety and security five-year action plan based on the results of the Somerset County Prosecutor's Office's evaluation.

B. Finance/Operations/Transportation

B.1. Payment of Bills

RESOLVED, that the Board of Education approves the payment of bills for the month of August 2023 in the amount of \$2,109,673.70.

B.2. 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 School Boards Association Workshop	Atlantic City	Oct. 23-26, 2023	\$1,200
William Kimmick	District	New Jersey School Boards Association Workshop	Atlantic City	Oct. 23-26, 2023	\$1,245
Christopher Heagele	District	New Jersey School Boards Association Workshop	Atlantic City	Oct. 23-26, 2023	\$1,190
Molly Lange	District	New Jersey School Boards Association Workshop	Atlantic City	Oct. 23-26, 2023	\$1,196
<b>Christine Smith</b>	<b>ALT</b>	<b>New Jersey School Boards Association Workshop</b>	<b>Atlantic City</b>	<b>Oct. 23-26, 2023</b>	<b>\$1,200</b>
Michael Pate	District	New Jersey School Boards Association Workshop	Atlantic City	Oct. 23-26, 2023	\$1,178
<b>Maria Mensinger</b>	<b>MS</b>	<b>Annual Middle Level Education Conference</b>	<b>National Harbor, MD</b>	<b>Nov. 2-3, 2023</b>	<b>\$1,800</b>
<b>Cynthia Cassidy</b>	<b>MS</b>	<b>Annual Middle Level Education Conference</b>	<b>National Harbor, MD</b>	<b>Nov. 1-3, 2023</b>	<b>\$1,256</b>

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.3. Extraordinary Aid 2022-2023 - Acceptance  
RESOLVED, that the Board of Education hereby accepts Extraordinary Aid funding from the 2022-2023 school year in the amount of \$839,709.
- B.4. Extraordinary Aid 2022-2023 - Allocation  
RESOLVED, that the Board of Education approves an increase to the 2023-2024 budget to recognize 2022-2023 Extraordinary Aid in the amount of \$839,709 and allocates the \$689,709 which is above the budgeted \$150,000 as follows:
- Revenue Account: 10-3131 Extraordinary Aid (10-303 Budgeted Fund Balance)
  - Expense Account: 11-110-100-101: Kindergarten Salary - \$60,000
  - Expense Account: 11-120-100-101: Grades 1-5 Salary - \$120,000
  - Expense Account: 11-190-100-800: Field Trips - Middle School - \$6,000
  - Expense Account: 11-213-100-101: RC Teacher Salary - \$40,000
  - Expense Account: 11-000-100-566 - Tuition: Private School - \$100,000
  - Expense Account: 11-000-217-106 - Extraordinary Paras Salaries - \$44,000
  - Expense Account: 11-000-230-339 - Purchased Professional Services - \$5,000
  - Expense Account: 11-000-291-220 - Social Security - \$75,000

- Expense Account: 11-209-100-101 - Salaries - SEED Teachers - \$78,815
- Expense Account: 11-214-100-101 - Salaries - Autism Teachers - \$84,550
- Expense Account: 13-422-100-101 - Summer Fun Teachers - \$60,450
- Expense Account: 13-422-100-106 - Summer Fun Paraprofessionals - \$15,894

B.5. Sale/Disposal of Obsolete Items

RESOLVED, that the Board of Education declares as obsolete the following items:

Item	Description	Identification Number
Piano	Heritage Series by Young & Change	Serial # T00064384
Piano	Everett Piano	Asset Tag #005038

B.6. Award of Food Commercial Vendor

WHEREAS, the Board received the following responses to its Request for Proposal to seek a commercial vended meal contract for the National School Lunch Program (district wide) 2023-2024 school year:

Vendor Proposals Received	
Catering Solutions	Nu-Way Concessionaires
Karson Food Service	Solos Food
15 Walnut LLC DBA Mistery Food Service	

WHEREAS, the Food Service Working Group evaluated the proposals and drafted an evaluation report which recommends 15 Walnut LLC DBA Mistery as the successful respondent.

WHEREAS, 15 Walnut LLC DBA Mistery bid a lunch price of \$3.40 for each elementary school meal provided and a lunch price of \$3.45 for each middle school meal provided.

WHEREAS, the Total Estimated Cost of Contract is \$307,125.00 as calculated per New Jersey Department of Agriculture requirements.

Now, therefore be it RESOLVED that the Board hereby accepts the recommendation of the Food Service Working Group and awards the contract, pending review, to 15 Walnut LLC DBA Mistery for the 2023-2024 school year.

(\*This motion supersedes the motion from June 12, 2023.)

B.7. Transportation for Out-of-District Student - SCESC - ESY

RESOLVED, that the Board of Education approves the transportation contract with Somerset County ESC for 2023 ESY transportation for Out-of-District students as follows:

School	Student ID #	Total Cost
Celebrate the Children	8830524421	\$2,079.55

- B.8. Donation - Musical Instrument  
RESOLVED, that the Board of Education accepts with gratitude, an anonymous donation of a Giuseppe Meucci violin for Warren Middle School.
- B.9. Donation - Watchung Hills Regional High School Preschool Supplies  
RESOLVED, that the Board of Education accepts with gratitude the donation of various preschool supplies from the Watchung Hills Regional High School District.
- B.10. Expanded (Phase II) Wetlands Analysis Proposal  
RESOLVED, that the Board of Education approves a proposal from Parette Somjen Architects to conduct an expanded Phase II Wetlands Analysis at Warren Middle School, not to exceed \$36,150.
- B.11. Milk Price for 2023-2024 School Year  
RESOLVED, that the Board of Education hereby sets the price for milk at \$0.50/carton for the 2023-2024 school year.
- B.12. Alternate Toilet Room Facilities  
RESOLVED, that the Board of Education approves a resolution to provide an alternate method of compliance with N.J.A.C. 6A:26-6.3, by providing toilet rooms adjacent to but not inside the classroom in lieu of individual toilet rooms in each classroom for two kindergarten classrooms in Central School.

C. Personnel/Student Services

- C.1. Employment for the 2023-2024 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	Effective Date	Tenure	Discussion
Rosa Scali	12 month Secretary 03-50-07/aes	WS	N/A	2	\$58,460	On or about September 26, 2023 through June 30, 2024	Yes	To replace employee #0699
Madelyn Chester	Grade 2 Teacher	MH	BA	1	\$61,273	August 28, 2023 through June 30, 2024	Yes	To replace employee #3442
Parsad Gandhi	School Psychologist 02-33-06/bbo	WMS	MA	7	\$73,852	August 28, 2023 through June 30, 2024	Yes	To replace employee #3640
Aimee Runfolo	1:1 Paraprofessional 32.5 hrs 08-30-08/bnv	CS	N/A	1	\$28,795	August 28, 2023 through June 30, 2024	No	To replace employee #3727

Karly Trimble	Leave Replacement Paraprofessional 30 hrs per week	MH	N/A	2	\$28,860 with stipend (prorated)	August 28, 2023 through December 22, 2023	No	To replace employee #3720
Niki Marie Mott	Leave Replacement Teacher	CS	MA	1	\$67,400 (prorated)	August 28, 2023 through on or about February 29, 2024	No	To replace employee #3321
Andrea Fazio	.25 Part-Time Multi-Duty Paraprofessional 7.5 hrs per week	WMS	N/A	7	\$6,761.25	August 28, 2023 through June 30, 2024	No	New Position
Celeste Massa	.25 Part-Time Multi-Duty Paraprofessional 7.5 hrs per week	WMS	N/A	7	\$6,761.25	August 28, 2023 through June 30, 2024	No	New Position
Kelcey Sheeley	Grade 2 Teacher 02-50-22/bmb	WS	BA	3	\$62,993 (prorated)	On or about October 9, 2023 (or upon release from contract) through June 30, 2024	Yes	To replace employee #1483
Courtney Scott	Grade 5 Teacher 02-40-19/bmq	ALT	BA	2	\$62,133	August 28, 2023 through June 30, 2024	Yes	To replace employee #3475
Amy Petrik	1:1 Paraprofessional, 32.5 hours 08-50-08/boq	WS	N/A	3	\$29,845	August 28, 2023 through June 30, 2024	No	To replace employee #3766
Jennifer Guarino	Classroom Paraprofessional 30 hours 08-50-08/bjq	WS	N/A	1	\$26,580	August 28, 2023 through June 30, 2024	No	To replace employee #3704
Gurvinder Dabb	Multi-Duty Paraprofessional 30 hours 08-50-08/bjr	WS	N/A	4	\$25,485	August 28, 2023 through June 30, 2024	No	To replace employee #1151
Tyler Firestine	1:1 Paraprofessional, 32.5 hrs 08-30-08/bkq	CS	N/A	4	\$32,187 (with stipend)	September 7, 2023 through June 30, 2024	No	To replace employee #3406
Jennifer Ouimet	Leave Replacement Teacher	WS/ALT	MA	6	\$72,537	August 28, 2023 through on or about December 12, 2023	No	To replace employee #3450
Loriann Carbone	1:1 Paraprofessional 32.5 hrs 08-30-08/bpb	CS	N/A	8-12	\$32,662	On or about September 19, 2023 or upon release from contract) through June 30, 2024	No	New Position
Mary Johnstone	Leave Replacement Teacher	MH	BA	1	\$61,273	On or about September 26, 2023 through April 8, 2024	No	To replace employee #2691



Monika Rosinski	Leave Replacement Paraprofessional, 30 hrs	CS	N/A	1	\$26,580	On or about August 28, 2023 through on or about November 11, 2023	No	To replace employee #3384
Mary Spitz	1:1 Paraprofessional, 32.5 hrs 08-40-08/bja	ALT	N/A	15-16	\$35,670 (with stipend)	On or about August 28, 2023 through June 30, 2024	No	To replace employee #3619
Mary Myers	Grade 1 Teacher 02-30-22/bmn	CS	BA	1	\$61,273	On or about August 28, 2023 through June 30, 2024	Yes	To replace employee #3442
<b>Megan Mongno</b>	<b>Special Education Teacher 02-35-22/ard</b>	<b>MH</b>	<b>MA+45</b>	<b>17-18</b>	<b>\$96,766</b>	<b>On or about August 28, 2023 through June 30, 2024</b>	<b>Yes</b>	<b>To replace employee #3059</b>
Heather Coon	Part-Time Multi-Duty Paraprofessional 20 hrs per week	CS	N/A	4	\$16,989	On or about August 28, 2023 through June 30, 2024	No	To replace employee #3589

C.2. Renewal - Substitute Teachers/Nurses  
RESOLVED, that the Board of Education approves the attached list of substitute teachers/nurses for the 2023-2024 school year.

C.3. Leave Request  
RESOLVED, that the Board of Education approves the following leave requests:

Employee ID	Paid/Unpaid
#0508	FMLA - August 28, 2023 through on or about November 3, 2023 (paid)
#0541	FMLA - August 28, 2023 through November 17, 2023 (paid) Extended Leave - November 20, 2023 through December 1, 2023 (paid)
#3218	FMLA - January 2, 2024 through January 31, 2024 (paid) FMLA - February 1, 2024 through February 23, 2024 (unpaid) NJFLA - February 26, 2024 through May 24, 2024 (unpaid) Extended Leave - May 27, 2024 through June 30, 2025 (unpaid)
#0682	FMLA - August 28, 2023 through September 29, 2023 (paid)
#2053	Extended Leave - August 28, 2023 through February 29, 2024 (paid) (This motion supersedes the previous motion approved on July 17, 2023)
#0470	FMLA - September 25, 2023 through December 15, 2023 (paid) Extended Leave - December 18, 2023 through December 22, 2023 (paid)
#0541	FMLA - August 28, 2023 through November 17, 2023 (paid) Extended Leave - November 20, 2023 through December 1, 2023 (paid)

C.4. Retirement/Resignation  
RESOLVED, that the Board of Education approves the retirement/resignations of the following staff:

Name	Position	Location	Retirement/ Resignation	Dates of Service
Abigail Litterio	Grade 3 Teacher 02-40-22/agu	ALT	Resignation	August 29, 2022 through September 19, 2023 (sooner if a replacement is found)
Sarah Hughes	Grade 5 Teacher 02-40-19/bmq	ALT	Resignation	September 3, 2019 through September 19, 2023 (sooner if a replacement is found)
Kimberly Bostory	Technology Coach 02-40-22/bdx 02-50-22/bdy	ALT WS	Resignation	August 30, 2021 through September 22, 2023 (sooner if a replacement is found)
Nicole Panos	Grade 4 Teacher 02-50-22/bas	WS	Resignation	September 1, 2004 through September 18, 2023 (sooner if a replacement is found)
Seria Peguero	1:1 Paraprofessional (SEED) 08-40-08/bja	ALT	Resignation	August 31, 2021 through September 8, 2023 (sooner if a replacement is found)
Daniel Ticchio	Science Teacher 02-33-22/apg	WMS	Retirement	September 1, 2006 through April 30, 2024

- C.5. Advancement on the Salary Guide  
RESOLVED, that the Board of Education approves the following staff for amended placements on the 2022-2023 salary guide:

Names	From	To	Effective
Michele Zgombic	MA+45	Doctorate	09/01/2023
Michele Wolkun	MA+30	MA+45	09/01/2023
Alyssa Pech	MA+15	MA+30	09/01/2023
Justina Thomson	MA+15	MA+30	09/01/2023
Scott Vaglio	MA+15	MA+30	09/01/2023
Jill Andrews	MA	MA+15	09/01/2023
Samantha Dock	BA+15	MA	09/01/2023
Reid Maglione	BA+15	MA	09/01/2023
Danielle Exter	BA	BA+15	09/01/2023
Sean Ulichny	BA	BA+15	09/01/2023
Liana Zadrozny	BA	BA+15	09/01/2023

Names	From	To	Effective
Michele Zgombic	MA+45	Doctorate	09/01/2023
Michele Wolkun	MA+30	MA+45	09/01/2023
Alyssa Pech	MA+15	MA+30	09/01/2023
Justina Thomson	MA+15	MA+30	09/01/2023
Scott Vaglio	MA+15	MA+30	09/01/2023
Jill Andrews	MA	MA+15	09/01/2023
Samantha Dock	BA+15	MA	09/01/2023
Reid Maglione	BA+15	MA	09/01/2023
Danielle Exter	BA	BA+15	09/01/2023
Sean Ulichny	BA	BA+15	09/01/2023
Aubrey Pellerin	BA	BA+15	09/01/2023
Eliana Glassman	BA	BA+15	09/01/2023

- C.6. Merit Pay - School Business Administrator  
RESOLVED, that the Board of Education approves the completion of the following 2022-2023 merit goals and subsequent merit goal completion payment for School Business Administrator Mr. Christopher Heagele as follows:

Criteria	Status	Merit Bonus Amount
Complete the School Safety Specialist Certification Program offered by the State of New Jersey Department of Education.	X Achieved _ Partially Achieved _ Not Achieved	2.5 % - \$4,176.25
Develop a five-year financial & capital plan.	X Achieved _ Partially Achieved _ Not Achieved	2.5 % - \$4,176.25

- C.7. New Staff Induction Mentors  
RESOLVED, that the Board of Education approves the following employees for their participation as mentors in the New Staff Induction Program orientation for 6 hours on August 24, 2023, at the WTEA contractual rate of \$50 per hour per employee, for a total cost not to exceed **\$3,000.00**.

Names		
Liana Zadronzy	Cheryl Plager	<b>Brian Kilroy</b>
Beatrice Schwarzkopf	Jessica Mironski	<b>Jennifer SanAntonio</b>
Alison Hales	Linda Yu	
Kathleen Haydu	Helen Scully	

- C.8. Employment Rescission  
RESOLVED, that the Board of Education rescinds the appointment of Eduardo Bones as Summer/Substitute Custodian for Warren Township Schools effective May 16, 2023.
- C.9. Superintendent Evaluation  
RESOLVED, that the Board of Education approves the evaluation for the Superintendent for the period July 1, 2022 through June 30, 2023.
- C.10. Warren Middle School Staff Additional Hours Summer 2023  
RESOLVED, that the Board of Education approves the following Middle School counseling staff to work extra three days total, at the employee's per diem rate, as noted below:

Name	Position	Amount
Jenna Rotella	Guidance Counselor	Not to exceed \$1,011.00 (By August 25, 2023)
Helen Scully	Guidance Counselor	Not to exceed \$1,569.95 (By August 25, 2023)
Lauren Systo	Guidance Counselor	Not to exceed \$1,335.38 (By August 25, 2023)

- C.11. Transfer/Change in Assignment  
RESOLVED, that the Board of Education approves the transfer/change in assignment of the following district staff:

Name	Effective Date	From	To	Notes
Deanna DeRoner	August 28, 2023 through June 30, 2024	Grade 3 Teacher WS	Grade 3 Teacher ALT	To replace employee #3475
Marybeth Henry	August 28, 2023 through November 22, 2023	Classroom Paraprofessional CS Step 15-16 \$33,065 (with stipend)	Leave Replacement Special Education Teacher CS BA, Step 3 \$62,993 (prorated)	To replace employee #3600
Karly Trimble	January 2, 2024 through June 30, 2024	Leave Replacement Paraprofessional, MH, 30 hrs \$ \$28,860	Grade 3 Teacher MH, \$61,273 02-35-22/adz	To replace employee #1475
Tina Nguyen	August 28, 2023 through June 30, 2024	Classroom Paraprofessional, 30 hrs, step 7, \$31,410 with stipend 08-50-08/bjq	Grade 4 Teacher BA, Step 5 \$64,848 02-50-22/bas	To replace employee #1752

Angela Arpino	August 28, 2023 through June 30, 2024	Grade 2 Teacher, WS BA, step 5 \$64,848	Grade 3 Teacher, WS BA, step 5 \$64,848	Enrollment
Christine Rzasa	August 28, 2023 through June 30, 2024	Reading Specialist MH/WS	Reading Specialist MH	Enrollment
Antoinette Confessore	August 28, 2023 through June 30, 2024	Classroom Paraprofessional 30 hrs, WS \$30,150	Classroom Paraprofessional 30 hrs, WS \$31,950 (with stipend)	Stipend for certification
Robert Dallas	September 1, 2023 through June 30, 2024	Night Custodian Mt. Horeb \$48,360	Head Night Custodian \$48,860 (with stipend)	To replace employee #2570
Lyndsay Carroll	August 28, 2023 (or as soon as a replacement is found) through June 30, 2024	ASAP Teacher, CS 02-30-22/bbu	0.5 Instructional Specialist, MH 0.5 Instructional Specialist, ALT	To replace employee #3598
Michelle Zgombic	August 28, 2023 through June 30, 2024	.5 Teacher/Tech Coach - CS .5 Teacher/Tech Coach - MH	.5 Teacher/Tech Coach - ALT .5 Teacher/Tech Coach - MH	Staff Realignment
Kristen Stoyanov	August 28, 2023 through June 30, 2024	.5 Instructional Specialist - ALT .5 Instructional Specialist - WS	1.0 Instructional Specialist - WS	Staff Realignment
Francesca Frosoni	August 28, 2023 through June 30, 2024	0.5 Instructional Specialist - CS 0.5 Instructional Specialist - MH	1.0 Instructional Specialist - CS	Staff Realignment
Christopher Tavaglione	August 28, 2023 through February 29, 2024	Leave Replacement Special Education Teacher - WMS	Leave Replacement Special Education Teacher - WMS	Change of Date
Antonio Alberto	September 1, 2023 through June 30, 2024	0.5 Custodian, 10 month, WMS \$20,600 09-33-10/aiz	0.5 Custodian, 12 month, District \$26,780 04-03-10/afr	To replace employee #2139
Lucia Raphael	August 28, 2023 through June 30, 2024	1:1 Paraprofessional 32.5 hrs, CS \$33,258.	Classroom Paraprofessional 30 hrs, CS \$30,700	To replace employee #3207
Natalie Caterisano	August 28, 2023 through June 30, 2024	Classroom Paraprofessional 30 hrs, CS \$32,500 (with stipend)	1:1 Paraprofessional 32.5 hrs, CS \$35,058 (with stipend)	To replace employee #2940
Kimberly Collison	August 28, 2023 through June 30, 2024	Grade 1 Teacher 02-30-22/bnm - CS	Grade 3 Teacher 02-30-22/bpc - CS	New Position
Alethia Gallien	On or about August 28, 2023 through June 30, 2024	Multi-Duty Paraprofessional 20 hrs, CS \$16,657	1:1 Paraprofessional 32.5 hrs, CS 08-30-08/bpd \$29,845	New Position

Joyce Pekarsky	September 26, 2023 through November 22, 2023	1:1 Paraprofessional CS	Long-Term Substitute CS	To replace employee #3693
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- C.12. Approval of 2023 Advanced Math Summer Bridge Program  
RESOLVED, that the Board of Education approves the appointment of the following staff member, to be paid at the contractual rate of \$50 per hour. Total cost not to exceed \$2,500.00. Fully funded through the ESSER federal grant.

Name
Justina Thomson

(\*This motion supersedes the previous motion approved on June 12, 2023)

- C.13. 2023-2024 Extended Day Instructors  
RESOLVED, that the Board of Education approves all certificated teachers and paraprofessionals, to be appointed as extended day instructors for the 2023-2024 school year. Instructors to be paid at the contractual rate of \$50 per hour. Total cost dependent upon needs of identified students in the district's Extended Day Instructional Program. The total cost not to exceed \$213,062.00 and to be fully funded by ESEA and ESSER grants.

- C.14. Warren Academy Courses - Instructor Stipend 2023-2024  
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	Total Cost Not to Exceed
Kristen Stoyanov	Classroom Management	9/8/23	1	1	\$100
Michelle Zgombic	Unleash the Hidden Powers of Google Classroom	9/12/23	4	2	\$300
Francesca Frosoni & Kristen Stoyanov	ELA Curriculum/Start Here Documents	9/13/23	4	2	\$300 each
Michelle Zgombic	Survive and Thrive! Managing your Digital Workspace (Gmail, GDrive)	9/12/23	2	2	\$200
Michelle Zgombic	Keeping Your Students in Line While Online: Classroom Management During Digital Instruction	9/19/23	4	2	\$300
Francesca Frosoni & Kristen Stoyanov	BAS Overview	9/20/23	2	2	\$200 each
Michelle Zgombic	Tech Tips and Assistive Tech for Special Ed and Paras	9/21/23	2	2	\$200
Michelle Zgombic	Google Updates	9/26/23	3	1	\$200

Francesca Frosoni & Kristen Stoyanov	iReady Structure: Technology & Tool Box	9/27/23	4	2	\$300 each
Cynthia Cassidy	Google Updates	9/27/23	3	1	\$200
Michelle Zgombic	Teaching Strategies to Support Diverse Learners in a Digital Setting	9/28/23	4	2	\$300
Francesca Frosoni & Kristen Stoyanov	Shared Reading	10/4/23	4	2	\$300 each
Cynthia Cassidy	Building Relationships in the Classroom	10/4/23	1	1	\$100
Francesca Frosoni & Kristen Stoyanov	Next Generation Guided Reading	10/11/23	2	2	\$200 each
Cynthia Cassidy	Navigating the Alternate Observation	10/23/23	1	1	\$100

C.15. Approval to Create Positions

RESOLVED, that the Board of Education hereby approves the creation of the following positions for 2023-2024 school year:

Location	Position	Full-Time Equivalent
CS	1:1 Paraprofessional 08-30-08/bpb	32.5 hrs
CS	1:1 Paraprofessional	32.5 hrs
District	BCBA (effective 1/2/2024)	.50
WS	Instructional Specialist	1.0
CS	Instructional Specialist	1.0
CS	Grade 3 Teacher	1.0
District	District Custodian	.5

C.16. Approval to Abolish Positions

RESOLVED, that the Board of Education hereby approves to abolish the following positions for 2023-2024 school year:

Location	Position	Full-Time Equivalent
WS	Instructional Specialist	.5
WS	Technology/Teacher Coach	.5
CS	Technology/Teacher Coach	.5
CS	Instructional Specialist	.5

WMS	District Custodian	.38
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C.17. Summer Work - Special Services Department  
RESOLVED, that the Board of Education approves district staff to conduct summer evaluations, therapy hours (in-district), scheduling and IEP meetings, per the list dated August 7, 2023, at an additional cost not to exceed \$2,013.00.

C. 18. New Staff Induction - Instructional Coaches/ Technology Coaches  
RESOLVED, that the Board of Education approves the following employees for their participation in the New Staff Induction Program orientation for a total of 6 hours on August 23 & 24, 2023, at the WTEA contractual rate of \$50 per hour per employee, for a total cost not to exceed \$1,800.00.

Names	
Cynthia Cassidy	Michelle Zgombic
Kimberly Bostory	Francesca Frosoni
Kristen Stoyanov	Lyndsay Carroll

C. 19. Extended Day Coordinators  
RESOLVED, that the Board of Education approves the appointment of the following staff member(s) as Extended Day Coordinator, to be paid a stipend commensurate with building program funding sources. The total cost not to exceed \$22,000 and to be fully funded by Federal Grants.

Name	School	Stipend
MaryBeth Greco	Angelo L. Tomaso	\$4,000
Marianne Larson	Central	\$5,000
Linda Yu	Middle	\$4,000
Cristina Trump	Mt. Horeb	\$4,000
Kristen Stoyanov	Woodland	\$5,000

C.20. Long Term Substitutes  
RESOLVED, that the Board of Education approves the following Long Term Substitutes:

Name	Effective Date	Replacing Employee #
Grace Jackson	August 28, 2023 through on or about November 3, 2023 (pending certification)	#0508
<b>Aaron Geusic</b>	<b>On or about August 28, 2023 through on or about October 27, 2023</b>	<b>#0541</b>

C.21. Job Description  
RESOLVED, that the Board of Education adopts the following new job



description:

Position
Board Certified Behavior Analyst (BCBA)

C.22. Special Project Assistants  
RESOLVED, that the Board of Education approves all district secretaries and other administrative staff to serve as special project assistants at a rate of \$35/hour, not to exceed 80 hours in aggregate for all work performed.

C.23. Summer 2023 Curriculum Projects  
RESOLVED, that the Board of Education approves the following staff for the Summer 2023 curriculum projects, as per the WTEA negotiated agreement, at a rate of \$50 per hour, at a cost not to exceed \$400.00:

Name
MaryBeth Greco

C.24. Substitute Teachers  
RESOLVED, that the Board of Education approves the following to be appointed as substitute teachers for the 2023-2024 school year.

Name
Michelle Feliciano
Grace Jackson
Mary Johnstone
Aaron Geusic

D. Policy

D.1. Policies and Regulations - First Reading  
RESOLVED, that the Board of Education suspend Bylaw 0131 and adopt new Policy 1642.01 and new Regulation 1642.01 and revised Policy 2419 and new Regulation 2419 with one reading based on recently approved sick leave legislation that is effective immediately and recent New Jersey Department of Education guidance provided to school districts that is effective September 1, 2023.

Number	Name	New/Revision	Source of Changes
P1642.01	Sick Leave	New	SEA
P2419	School Threat Assessment Teams	Revised	SEA
R1642.01	Sick Leave	New	SEA
R2419	School Threat Assessment Teams	New	SEA

XIII. Unfinished Business

XIV. New Business

XV. 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.

XVI. Adjourn

#### 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.

#### 2022-2023 District Goals

1. Student Achievement
  - a. Prioritize social emotional learning as a foundational component of academic growth and success.
2. Belonging
  - a. Increase staff capacity to understand and engage with equity issues in order to support staff and students.
  - b. Create a culture that values belonging and community.
  - c. Incorporate student voice in the concept of belonging.
3. Elementary School Rezoning
  - a. Plan for the implementation of new enrollment zones in the 2023-2024 school year.
    - i. Phase 1 - Model Development
    - ii. Phase 2 - Zone Development
    - iii. Phase 3 - Implementation Planning
    - iv. Phase 4 - Implementation
4. Safety
  - a. Evaluate the district's safety and security procedures and identify opportunities for enhancement.
5. Capital Planning
  - a. Implement referendum projects.
  - b. Implement short-term lunch programs and plan for long-term lunch program implementation.
  - c. Update the long-range capital plan.

#### 2022-2023 Board Goals

1. Adopt a new five-year capital plan.
2. Negotiate a successor collective bargaining agreement with the Warren Township Administrators Association.
3. Expand training opportunities for new board members.
4. Support the implementation of year three strategic plan priorities.