

WARREN TOWNSHIP SCHOOLS

Board of Education Meeting * August 29, 2022 * 7:00 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://tinyurl.com/WarrenTBOE08292022>.

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 March 28, 2022. This notice was on that date posted on the bulletin board in the Township Office, sent to the Courier News, the Echoes Sentinel 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

___ Mark Bisci	___ Mehul Desai	___ Ryan Valentino
___ David Brezee	___ Lisa DiMaggio	___ Todd Weinstein
___ Daniel Croson	___ Laura Keller	___ Patricia Zohn

IV. 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:

pending or anticipated litigation or contract negotiation and/or matters of attorney-client privilege

Action will 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.

***NOTE: It is anticipated that the regular business portion of the meeting will begin at approximately 7:30 P.M.**

V. Minutes

- RESOLVED, that the Board of Education approves the public and private session minutes of the July 18, 2022 Board Meeting.

VI. Correspondence and Information

HIB Information

Total # of Investigations:

0

Total # of Determined Bullying Incidents:

0

· Suspension Report

In School:

Out of School:

0

0

- VII. President's Remarks – Mr. David Brezee
- VIII. Superintendent's Remarks – Dr. Matthew Mingle
- IX. Presentations
- Summer Buildings & Grounds Update - Mr. Michael Pate
 - ~~Introduction of New Staff - Dr. Matthew Mingle~~
- X. Discussion
- XI. Committee Reports
- Curriculum, Communications, and Technology Committee - July 20 and August 17, 2022
 - Laura Keller - Chair, Mark Bisci, Daniel Croson, Lisa DiMaggio
 - Finance, Operations, and Security Committee - August 15, 2022
 - Patricia Zohn - Chair, Mark Bisci, David Brezee, Ryan Valentino
 - Personnel and Negotiations Committee - No meeting
 - Todd Weinstein - Chair, Mehul Desai, Laura Keller
- XII. 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).

XIII. 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 18, 2022.

A.2. 2022-2023 Calendar

RESOLVED, that the Board of Education approves the revised 2022-2023 calendar.

- A.3. Fieldwork Site
RESOLVED, that the Board of Education approves the following supervised clinical fieldwork at Warren Township BOE for the 2022-2023 School Year:

School	Clinical Field
Montclair State University	School Counseling
The College of New Jersey	General and Special Education
Kean University	General and Special Education

- A.4. Curriculum Guides - 2022-2023
RESOLVED, that the Board of Education approves the following new and revised curriculum guides:

1. [Health & PE K-5](#)
2. [Health & PE 6-8](#)
3. [Science K-5](#)
4. [Science 6-8](#)
5. [Social Studies K-5](#)
6. [Social Studies 6-8](#)
7. [Innovation & Design K-5](#)
8. [Innovation & Design 6-8](#)
9. [Library/ Computer Technology K-5](#)
10. [Information Literacy](#)
11. [Grade 5 BizTown Social Studies Unit](#)
12. [K-2 ELA Curriculum Revision](#)

- A.5. Board Goals
RESOLVED, that the Board of Education adopts the following goals for the 2022-2023 school year:
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.

- A.6. District Goals
RESOLVED, that the Board of Education adopts the following goals for the 2022-2023 school year:
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 23-24 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.

A.7. Tuition Contracts

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

Student	School	Dates	Monthly Cost
#701019	Woodland	August 31, 2022 through June 30, 2023	\$433.00
#701020	Woodland	August 31, 2022 through June 30, 2023	\$433.00
#701027	MS	August 31, 2022 through June 30, 2023	\$433.00

A.8. Out-of-District Placement

RESOLVED, that the Board of Education approves the following out-of-district placement for 2022-2023 school year:

School	Student ID #	Start Date	Cost
Montgomery Academy	TBD	September 6, 2022	\$85,932

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 2022 in the amount of \$2,576,162.56.

B.2. Transportation for Out-of-District Students

RESOLVED, that the Board of Education approves transportation contracts for the transportation of students for the 2022-2023 School Year as follows:

Host	Joiner	Destination	Route	Revenue
Warren	Watchung Hills Regional High School	Ridge High School	RHS1	\$38,694.36
Warren	Watchung Hills Regional High School	Watchung Hills Regional High School	WH1	\$18,965.62
Warren	Watchung Hills Regional High School	Various Trips	-	\$9,077.67
Warren	Watchung Hills Regional High School	Montgomery Academy	MA	\$20,986.20

- B.3. Transportation for Out-of-District Student - 2022-2023 School Year
RESOLVED, that the Board of Education approves the transportation contract with Somerset County Educational Services Commission for 2022-2023 School Year transportation for out-of-district student as follows:

School	Student ID #	Cost
The Community School	1363196692	\$319.25 per diem

- B.4. Transportation for Out-of-District Student - 2022-2023 School Year
RESOLVED, that the Board of Education approves the transportation contract with Morris-Union Jointure Commission for 2022-2023 School Year transportation for out-of-district students as follows:

School	Student ID #	Cost
DLC - New Providence	1688687297	\$133.19 per diem

- B.5. Obsolete Equipment
RESOLVED, that the Board of Education declares as obsolete the following items:

Items	Description
Tables & Chairs	Assorted tables & chairs located at AL Tomaso School
Piano	Piano located at AL Tomaso School

BE IT FURTHER RESOLVED, that the Board of Education approves the sale or disposal of the listed equipment in accordance with N.J.S.A. 18A:18A:45 – Sale of Property.

C. Personnel/Student Services

- C.1. Employment for the 2022-2023 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
Madison Mueller	Preschool Teacher 02-35-19/bnq	MH	MA	5	\$70,282	August 29, 2022 through June 30, 2023	Yes	New Position
Lauren Floroff	Social Emotional Learning Specialist	District	MA	11-1 3	\$77,839	August 29, 2022 through June 30, 2023	Yes	New Position

Mariana Arango Guzman	Leave Replacement Teacher	ALT	BA	1	\$60,298	August 29, 2022 through December 23, 2022	No	To replace employee #3218
Rebecca Plurad	Preschool Paraprofessional 32.5 hours 08-35-08/bne	MH	N/A	3	\$28,941	August 29, 2022 through June 30, 2023	No	New Position
Alicia Freidinger	Preschool Paraprofessional 30 hrs 08-35-08/bnt	MH	N/A	4	\$27,200	August 29, 2022 through June 30, 2023	No	New Position
Melanie Morales	Leave Replacement Teacher	WS	BA	3	\$62,018	August 29, 2022 through on or about November 30, 2022	No	To replace employee #2276
Nancy Henderson	1:1 Preschool Paraprofessional 32.5 hrs 08-35-08/bmt	MH	N/A	10	\$31,140	August 29, 2022 through June 30, 2023	No	New Position
Kathryn Magnier	Leave Replacement Teacher	ALT	BA+15	1	\$63,313	On or about October 24, 2022 through on or about March 10, 2023	No	To replace employee #3476
Felice D. Goldman	Part-Time Multi-Duty Paraprofessional 8 hrs 08-35-15/bmj	MH	N/A	1	\$6,189	On or about August 29, 2022 through June 30, 2023	No	To replace employee #3474
Marianne Tyler	1:1 Paraprofessional 08-50-08/bfa	WS	N/A	5	\$30,013	On or about August 29, 2022 through June 30, 2023	No	To replace employee #3496
Agnieszka Potyrala	Bus Driver, 7hrs 12-00-24/aqx	District	N/A	N/A	\$26,754	On or about August 29, 2022 through June 30, 2023	No	To replace employee #2258
Emily Puhak	Leave Replacement Special Education Teacher	WMS	MA	7	\$72,845	On or about August 29, 2022 (or upon release from current contract) through June 30, 2023	No	To replace employee #2501
Patricia Ferraz-Santos	Preschool Paraprofessional 30 hrs 08-35-08/blb	MH	N/A	3	\$28,515 (with stipend)	On or about September 6, 2022 through June 30, 2023	No	New Position
Virinder Aiello	Paraprofessional 32.5 hrs 08-33-08/bif	WMS	N/A	7-11	\$31,140	On or about August 29, 2022 through June 30, 2023	No	To replace employee #3541
Lisa Cohen	Paraprofessional 32.5 hrs 08-33-08/blk	WMS	N/A	7-11	\$31,140	On or about August 29, 2022 through June 30, 2023	No	To replace employee #3071

Brian Cooper	1:1 Paraprofessional 32.5 hrs 08-30-08/bnv	CS	N/A	2	\$28,426	On or about August 29, 2022 through June 30, 2023	No	New Position
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- C.2. Substitute Teachers/Nurses
RESOLVED, that the Board of Education approves the attached list of substitute teachers/nurses for the 2022-2023 school year.
- C.3. Advancement on the Salary Guide
RESOLVED, that the Board of Education approves the following staff for amended placements on the 2022-2023 salary guide:

Name	From	To	Effective
Marissa Geary	MA+45	Doctorate	09/01/2022
Myranda Shimko	MA+30	MA+45	09/01/2022
Brielle Crowe	MA+30	MA+45	09/01/2022
Cristina Trump	MA+15	MA+45	09/01/2022
Ann Marie Christou	MA+15	MA+30	09/01/2022
Lindsay Kenny	MA+15	MA+30	09/01/2022
Deborah Yankowicz	MA+15	MA+30	09/01/2022
Karen Balich	MA	MA+15	09/01/2022
Christina Mancino	MA	MA+15	09/01/2022
Elizabeth Maag	BA+15	MA	09/01/2022

- C.4. Leave Request
RESOLVED, that the Board of Education approves the following leave requests:

Employee ID	Paid/Unpaid
#2058	FMLA - August 29, 2022 through on or about October 7, 2022 (paid)
#1151	FMLA - August 29, 2022 through September 29, 2022 (paid) FMLA - September 30, 2022 through on or about October 26, 2022 (unpaid)
#3240	FMLA September 20, 2022 through September 21, 2022 (paid) FMLA - September 22, 2022 through September 27, 2022 (unpaid)
#2684	FMLA - May 2, 2022 through June 30, 2022 (paid) NJFLA - August 29, 2022 through November 18, 2022 (unpaid) Extended Leave - November 21, 2022 through June 30, 2023 (unpaid) (This motion supersedes the previous motion approved on January 24, 2022)

- C.5. Retirement/Resignation
RESOLVED, that the Board of Education approves the retirement/resignations of the following staff:

Name	Position	Location	Retirement/ Resignation	Dates of Service
Peter Kassalow	Special Education Teacher 02-33-19/ahc	WMS	Resignation	January 1, 2022 through August 18, 2022
Iberca Jimenez	Bus Driver 12-00-24/aqx	District	Resignation	May 18, 2015 through August 29, 2022
Shanise Green	Paraprofessional 08-33-08/bif	WMS	Resignation	September 15, 2020 through August 26, 2022

C.6. 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
Oscar Alfaro	August 29, 2022 through June 30, 2023	Multi-Duty Paraprofessional, 32.5 hrs \$27,235	Multi-Duty Paraprofessional, 30 hrs \$25,140
Richard Bardy	August 29, 2022 through June 30, 2023	Paraprofessional, WMS, Step 6, \$32,372 08-33-08/bik	Special Education Teacher BA+15, Step 2 \$64,216
Elizabeth Bisson	August 29, 2022 through June 30, 2023	1:1 Paraprofessional, 32.5 hrs \$34,163	Classroom Paraprofessional, 30 hrs \$31,535
Melissa Errickson	August 29, 2022 through June 30, 2023	1:1 Paraprofessional, 32.5 hrs \$31,140	Classroom Paraprofessional \$28,745
Khara Patti	August 29, 2022 through June 30, 2023	1:1 Paraprofessional, 30 hrs, with stipend. \$36,426	1:1 Paraprofessional, 32.5 hrs with stipend. \$39,310
Katherine Cimei	August 29, 2022 through June 30, 2023	School Psychologist, Step 3, MA+30 \$74,222	School Psychologist, Step 3, MA+45 \$77,523
Ann Marie Christou	August 29, 2022 through June 30, 2023	Special Education Teacher, MA+15, Step 29 \$97,725	Grade 6 Science MA+30, Step 29 \$101,974
Kara Penney	August 29, 2022 through August 30, 2022, September 9, 2022 through December 23, 2022	Leave Replacement Speech Therapist, MA Step 5 \$70,282 (prorated)	Leave Replacement Speech Therapist, MA Step 5 \$70,282 (prorated)
David O'Connor	August 29, 2022 through June 30, 2023	Long-Term Substitute \$155 a day	1:1 Paraprofessional, CS, 32.5 hrs Step 5 \$30,013 08-30-08/bnu
Tina Nguyen	August 29, 2022 through June 30, 2023	Classroom Paraprofessional 30 hrs 08-50-08/bjq \$28,220	Classroom Paraprofessional 30 hrs 08-50-08/bjq \$30,020

MaryBeth Henry	August 29, 2022 through on or about December 16, 2022	Classroom Paraprofessional CS 08-30-08/bfq \$31,625	Leave Replacement Teacher CS \$62,018
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C.7. WTEA Stipend Positions 2022-2023

RESOLVED, that the Board of Education approves the following WTEA stipend positions per the contracted rate for the 2022-2023 school year:

Club/Activity	Name
Boys/Girls Track	*Kristin Boni

*(This motion supersedes previous motion from July 18, 2022.)

Team Leaders
Grade 8
Scott Vaglio

Middle School Lunch Supervisors		
Grade 6	Grade 7	Grade 8
Brenda Sasso Helen Scully Timothy Fabiano Sean Mealey	David Arnold Lisa Seccamani Donna Bardy John Seremula	Nicholas Bayachek Sean Mealey Danielle Buzby Sean Convery

C.8. Warren Middle School Musical

RESOLVED, that the Board of Education approves the following personnel in support of the Warren Middle School production:

Name	Position	Cost
Kelly Backus	Director	\$2,714
Beverly MacGorman	Production Manager	\$2,714
Jennifer Ronkiewicz	Set Designer	\$1,470
Joel VanTine	Stage & Sound Director	\$1,470

C.9. Approval to Abolish Positions

RESOLVED, that the Board of Education hereby approves to abolish the following positions for 2022-2023 school year:

Location	Position	Full-Time Equivalent
WMS	Physical Education 02-33-22/biu	.4

C.10. Approval to Create Positions

RESOLVED, that the Board of Education hereby approves to abolish the following positions for 2022-2023 school year:

Location	Position	Full-Time Equivalent
CS	1:1 Paraprofessional 08-30-08/bnu	32.5 hrs per week
MH	Preschool Paraprofessional 08-35-08/bnt	30 hrs per week
CS	1:1 Paraprofessional 08-30-08/bnv	32.5 hrs per week

- C.11. Special Education Service Provider List
RESOLVED, that the Board of Education approves the following Service Provider addition (*) and rate changes for the 2022-2023 school year:

Name	Rate
Rutgers University Behavioral Health Care *	Medical Bedside Instruction at a rate of \$70 per hour.
Summit Speech School	From \$165.00 to \$195.00/hr - Teacher of the Deaf
Learning Tree Multicultural/Multilingual	Bilingual Evaluations for all languages (except Spanish) from \$800 to \$850, Spanish Evaluations from \$750 to \$800, all Evaluations with written report

- C.12. 2022-2023 Additional Summer Custodian
RESOLVED, that the Board of Education approves the attached list of one additional summer custodian.
- C.13. New Staff Induction Program 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 22, 2022, at the WTEA contractual rate of \$50 per hour per employee, for a total cost not to exceed \$2,400.

Names	
Jan Brennan	Allison Reu
Elena Marinello	Linda Yu
Lindsay Kenny	Joan Toth
Sanjita Livingston	Michelle Velasco

- C.14. Additional Hours Summer 2022
RESOLVED, that the Board of Education approves the following staff member to work extra days, at the employee's per diem rate, as noted below:

Name	Position	Amount
Lauren Floroff	Social Emotional Learning Specialist	\$389.20 per day, not to exceed one day

- C.15. Long Term Substitutes
RESOLVED, that the Board of Education approves the following individuals as Long Term Substitutes:

Name	Effective Date	Replacing Employee #
Kathryn Magnier	On or about August 29, 2022 through on or about October 7, 2022	#2058
Terrence Macconnell	On or about September 9, 2022 through on or about November 18, 2022	#3525
Ravichandirika Thiagarajah	On or about August 30, 2022 through on or about October 26, 2022	#1151
MaryAnn Minervini	August 29, 2022 through on or about November 18, 2022	#3406

- C.16. Business Administrator Merit Goals
RESOLVED, that the Board of Education approves the following 2022-2023 merit goals for Christopher Heagele, Business Administrator, at the following payout rate:
- Qualitative Goal: 2.5%
 - Develop a five-year financial and capital plan.
 - Qualitative Goal: 2.5%
 - Complete the School Safety Specialist Certification Program offered by the State of New Jersey Department of Education.
- C.17. Additional Summer Work - Special Services Department
RESOLVED, that the Board of Education approves district staff to conduct additional summer evaluations, therapy hours (in-district), scheduling and IEP meetings, per the list dated August 22, 2022, at an additional cost not to exceed \$17,808.
- C.18. Substitute Custodians
RESOLVED, that the Board of Education approves the attached list of custodians, conditional upon the final approval by the New Jersey Department of Education. The Board further authorizes the submission of an application for emergency hiring.
- C.19. **Sidebar Agreement - WTEA - Special Recognition**
RESOLVED, that the Board of Education approves the sidebar agreement between the Warren Township Board of Education and the Warren Township Education Association regarding special recognition for service between March 13, 2020 and August 29, 2022.
- C.20. **Sidebar Agreement - WTAA - Special Recognition**
RESOLVED, that the Board of Education approves the sidebar agreement between the Warren Township Board of Education and the Warren Township Administrators Association regarding special recognition for service between March 13, 2020 and August 29, 2022.

C.21. Non-Aligned Employees - Special Recognition

Whereas, the Warren Township Board of Education (“Board”) employs certain individuals who are not members of a collective bargaining agreement; and

Whereas, the Board wishes to recognize the dedicated and loyal service of employees who worked through the duration of the COVID-19 public health emergency; and

Whereas, the Board wishes to provide a one-time special recognition payment to all eligible employees employed continuously from March 13, 2020, through August 29, 2022; and

Now therefore be it resolved that:

- 1. This resolution applies to employees not covered by a Collective Bargaining Agreement with the exception of those employees whose contracts require approval of the Somerset County Superintendent; and**
- 2. Each eligible employee will receive a one-time payment of \$500; and**
- 3. This payment is a non-precedent setting.**

D. Policy

D.1. Policies – First Reading

RESOLVED, that the Board of Education approves the first reading of the following policies:

Number	Name	New/Revision	Source of Changes
P2415.04	Title I - District-Wide Parent and Family Engagement	R	SEA
P2415.50	Warren Middle School - Title I - School Parent and Family Engagement	N	SEA
P2415.51	Angelo L. Tomaso School - Title I - School Parent and Family Engagement	N	SEA
P2415.52	Central School - Title I - School Parent and Family Engagement	N	SEA
P2415.53	Mt. Horeb School - Title I - School Parent and Family Engagement	N	SEA
P2415.54	Woodland School - Title I - School Parent and Family Engagement	N	SEA
P0163	Quorum	R	SEA
P1511	Board of Education Website Accessibility	R	SEA
P2415	Every Student Succeeds Act	R	SEA
P3270	Professional Responsibilities	R	SEA
P5513	Care of School Property	R	SEA

P5517	School District Issued Student Identification Cards	R	SEA
P5722	Student Journalism	N	SEA

D.2. Policies/Regulations – Abolish
RESOLVED, that the Board of Education approves to abolish the following policy and regulation:

Number	Name	Abolish	Source of Changes
P2432	School Sponsored Publications	Y	SEA
R2432	School Sponsored Publications	Y	SEA

XIV. Unfinished Business

XV. New Business

- **NJSBA Sample Resolution Opposing SEHBP Rate Hikes**

XVI. Public Commentary (any topic)

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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;
5. When the Board of Education is conducting its meetings either virtually or in a hybrid environment, members of the public may also submit comments no later than 9:00 AM the day of the board meeting via email to BA@warrentboe.org or hardcopy mail to the district office.

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).

XVII. 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 20 minutes; and be it

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

XVIII. 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.

2021-2022 Board Goals

1. Reestablish best practices for norms of board communications and operations.
2. Support a communications strategy for the referendum.
3. Support the implementation of year two strategic plan priorities:
 - a. Return all students to school in traditional length school days.
 - b. Administer common assessments and support staff in the process of analyzing and using results to inform goal setting and promote student investment in the learning. (Competencies Goal 1)
 - c. Develop staff's understanding of and capacity to effectively use growth mindset strategies to support curriculum, classroom culture, and student learning. (Competencies Goal 1)
 - d. Establish social emotional values, expectations, and practices in community and culture building as a foundation for academic success. (Competencies Goal 2; Health, Wellness, & Safety Goal 1)
 - e. Develop a flowchart for change management. (Voice & Engagement Goal 2)
 - f. Pilot a full-day preschool program. (Equity & Consistency Goal 1)
 - g. Determine the elementary school structures and zones that will maximize equitable access to student learning opportunities. (Equity & Consistency Goal 1)
 - h. Address annual items in the Safe Havens school safety action plan. (Health, Wellness, & Safety Goal 2)