

WARREN TOWNSHIP SCHOOLS

Board of Education Meeting * December 11, 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/86259916883?pwd=NGRlcmxsNC8vZTNDUjdVUUw4ZzZ2UT09>

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 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

___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 session minutes of the November 20, 2023 Board Meeting.

V. Correspondence and Information

· HIB Information

Total # of Investigations:

0

Total # of Determined Bullying Incidents:

0

· Suspension Report

In School:

2

Out of School:

0

· Fire Drills

ALT
November 3

Central
November 14

Mt. Horeb
November 28

Woodland
November 14

Middle
November 21

Security Drills

<u>ALT</u>	<u>Central</u>	<u>Mt. Horeb</u>	<u>Woodland</u>	<u>Middle</u>
November 17	November 7	November 27	November 7	November 27
Non Fire Evacuation	Non Fire Evacuation	Non Fire Evacuation	Non Fire Evacuation	Non Fire Evacuation

- VI. President's Remarks – Mr. David Brezee
- VII. Superintendent's Remarks – Dr. Matthew Mingle
- VII. Discussion
- IX. Committee Reports
 - Curriculum and Technology Committee - November 20, 2023
 - Ryan Valentino - Chair, Mehul Desai, Natalie Feuchtbaum, Todd Weinstein
 - Finance, Operations, and Security Committee - November 28, 2023
 - Patricia Zohn - Chair, David Brezee, Scott Otto, Ryan Valentino
 - Personnel, Negotiations, and Communication Committee - November 20, 2023
 - Laura Keller - Chair, David Brezee, Todd Weinstein
 - Ad Hoc Calendar Committee - November 27, 2023
 - Stephen Toor - Chair, Laura Keller, Patricia Zohn
- X. Presentation
 - Recognition of Service - Mr. David Brezee
- 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 November 20, 2023.

A.2. 2024-2025 Calendar

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

A.3. 2025-2026 Calendar

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

A.4. Home Instruction

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

Student	School	Start Date	Amount
8784618692	EI,US (LearnWell)	November 21, 2023	Not to exceed \$2,610

A.5 HIB Self-Assessment

RESOLVED, that the Board of Education approves the HIB Self-Assessment for the 2022-2023 school year.

B. Finance/Operations/Transportation

B.1. Payment of Bills

RESOLVED, that the Board of Education approves the payment of bills for the period December 1, 2023 through December 11, 2023 in the amount of \$2,412,735.09.

B.2. Partial Payment of Bills

RESOLVED, that the Board of Education authorizes the School Business Administrator/Board Secretary, pursuant to Policy 6470, to audit pending bills and claims, to pay qualifying bills and claims within approved budget line item amounts, from December 12, 2023 to December 31, 2023, and to submit those bills to the Board of Education for approval at its first meeting in January 2024.

B.3. Board Secretary's and Treasurer's Report

WHEREAS, the Board of Education has received the report of the secretary for the month of November 2023.

WHEREAS, this report shows the following balances on November 30, 2023

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$6,331,352.23		\$1,637,065.46
(10) General Current Expense		\$0.00	
(11) Current Expense		\$2,440,852.88	
(12) Capital Outlay		\$900,996.94	
(13) Special Schools		\$5,964.03	
(20) Special Revenue Fund	(\$151,869.39)	\$123,789.01	\$0.00

(30) Capital Projects Fund	\$739,551.83	\$92,979.45	\$1,949,308.08
(40) Debt Service Fund	\$0.00	\$0.12	\$179.41
TOTAL GOVERNMENTAL FUNDS	\$6,919,034.67	\$3,564,582.43	\$3,586,552.95
Wealth Mgmt - Capital Reserve	\$4,900,000.00		
Wealth Mgmt - Operating	\$1,750,000.00		
Wealth Mgmt - Capital Projects	\$5,016,000.00		
TOTAL WEALTH MANAGEMENT	\$11,666,000.00		
(60) Milk Fund	\$0.00		\$0.00
(61) Juice and Water Fund	\$0.00		\$0.00
(62) Food Service Account	\$81,295.50	(\$315,688.77)	\$58,742.82
TOTAL ENTERPRISE FUNDS	\$81,295.50	(\$315,688.77)	\$58,742.82

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.4. Budget Transfers for Month of November 2023

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:

	TO:		FROM:		
1.	11-000-216-100-030-03-00	Salaries - Speech & OT - CS	11-000-218-104-033-07-00	Salaries - Guidance - MS	\$45,000
2.	11-000-219-104-033-07-00	Salaries - Child Study Team - MS	11-000-218-104-033-07-00	Salaries - Guidance - MS	\$44,000
3.	11-000-221-176-030-03-00	Salaries - Math/Literacy Coach - CS	11-000-218-104-033-07-00	Salaries - Guidance - MS	\$21,000
4.	11-000-221-176-050-06-00	Salaries - Math/Literacy Coach - WS	11-130-100-101-033-07-00	Salaries - Grades 6-8 Teachers - MS	\$51,000
5.	11-000-223-500-035-04-00	Staff Training-Other Purchased Svcs -MH	11-190-100-610-035-04-10	Supplies - Instructional Supplies - MHS	\$1,000
6.	11-000-223-580-040-05-00	Workshops & Travel - Staff Training- ALT	11-190-100-610-040-05-10	Supplies - Instructional Supplies - ALT	\$1,000
7.	11-000-230-334-000-01-00	Architect & Engineering Services	11-000-100-566-000-08-01	Tuition - Private Schools	\$10,200
8.	11-000-230-334-000-01-00	Architect & Engineering Services	11-000-230-590-000-00-23	Legal Ads	\$1,400
9.	11-000-230-334-000-01-00	Architect & Engineering Services	11-000-230-890-000-01-01	Dues & Memberships - Superintendent	\$1,000
10.	11-000-251-100-000-01-01	Salaries - Business Office Support Staff	11-000-240-105-033-07-00	Salaries--Secretaries - MS	\$8,000
11.	11-000-251-100-000-01-01	Salaries - Business Office Support Staff	11-000-240-105-050-06-00	Salaries--Secretaries - WS	\$6,200
12.	11-000-261-100-000-09-00	Salaries - Maintenance	11-000-262-100-000-09-00	Salaries - Custodians	\$6,800
13.	11-000-262-107-035-04-00	Salaries - Lunchroom Aides - MHS	11-000-262-100-000-09-00	Salaries - Custodians	\$6,600
14.	11-105-100-101-035-04-00	Salaries - Preschool Teachers - MHS	11-110-100-101-030-03-00	Salaries - Kindergarten Teachers - CS	\$5,200
15.	11-190-100-500-033-07-00	Other Purchased Services - MS	11-190-100-610-033-07-10	Supplies - Instructional Supplies - MS	\$1,785
16.	11-190-100-580-033-07-00	Travel (Instructional) - MS	11-190-100-610-033-07-10	Supplies - Instructional Supplies - MS	\$500
17.	11-204-100-101-050-06-00	Salaries - LLD Teacher - WS	11-130-100-101-033-07-00	Salaries - Grades 6-8 Teachers - MS	\$65,650

18.	11-204-100-106-050-06-00	Salaries - LLD Aides - WS	11-000-217-106-035-04-02	Salaries - Extraordinary Paras - MHS	\$60,100
19.	11-213-100-101-035-04-00	Salaries - RC Teachers - MHS	11-120-100-101-030-03-00	Salaries - Grades 1-5 Teachers - CS	\$182,000
20.	11-213-100-101-040-05-00	Salaries - RC Teachers - ALT	11-120-100-101-030-03-00	Salaries - Grades 1-5 Teachers - CS	\$154,000
21.	11-216-100-101-030-03-01	Salaries - PSD Teachers Other - CS	11-213-100-106-040-05-00	Salaries - RC Aides - ALT	\$6,500
22.	11-216-100-101-035-04-00	Salaries - Preschool Teachers - MHS	11-110-100-101-030-03-00	Salaries - Kindergarten Teachers - CS	\$5,200
23.	11-216-100-101-035-04-01	Salaries - PSD Teachers Other - MHS	11-213-100-106-040-05-00	Salaries - RC Aides - ALT	\$1,400
24.	11-216-100-106-030-03-00	Salaries - Preschool Aides - CS	11-000-217-106-035-04-02	Salaries - Extraordinary Paras - MHS	\$132,000
25.	11-216-100-106-035-04-00	Salaries - Preschool Aides - MHS	11-000-217-106-035-04-02	Salaries - Extraordinary Paras - MHS	\$96,500
26.	11-219-100-320-033-08-00	Special Ed-Home Instr.-Purch. Svcs.- MS	11-213-100-106-040-05-00	Salaries - RC Aides - ALT	\$6,000
27.	11-240-100-101-050-06-00	Salaries - Bilingual Teachers - WS	11-213-100-106-040-05-00	Salaries - RC Aides - ALT	\$11,305
28.	12-000-261-730-040-09-05	Required Maintenance - ALT	11-000-261-610-030-09-03	Maintenance Supplies - CS	\$5,124
29.	12-000-261-730-040-09-05	Required Maintenance - ALT	11-000-261-610-033-09-07	Maintenance Supplies - MS	\$5,124
30.	12-000-261-730-040-09-05	Required Maintenance - ALT	11-000-261-610-035-09-04	Maintenance Supplies - MHS	\$5,124
31.	12-000-261-730-040-09-05	Required Maintenance - ALT	11-000-261-610-040-09-05	Maintenance Supplies - ALT	\$5,124
32.	12-000-261-730-040-09-05	Required Maintenance - ALT	11-000-261-610-050-09-06	Maintenance Supplies - WS	\$5,124

B.5. 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
William Kimmick	District	Association for Supervision and Curriculum Development	Washington, DC	Mar 2024	\$2,310
Lance Riegler	Technology	New Jersey TECHSPO	Atlantic City	Jan 2024	\$727
Michael Pate	Buildings & Grounds	New Jersey School Buildings and Grounds Association	Atlantic City	Mar 2024	\$860
Brielle Tuozzo	MTH	New Jersey Association for Gifted Children	West Windsor	Apr 2024	\$293
Nancy Andrews	WS	New Jersey Association for Gifted Children	West Windsor	Apr 2024	\$264
Lyndsay Carroll	ALT	Shifting the Balance: Aligning Literacy Instruction with What We Know about How the Brain Reads	Piscataway	Apr 2024	\$189

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.6. School Employees' Health Benefits Program Waiver Payments

WHEREAS, N.J.S.A. 52:14-17.31a, in conjunction with N.J.S.A. 52:14-17.46.11, permits employers participating in the School Employees' Health Benefits Program ("SEHBP") to unilaterally establish an amount to be paid to employees who agree to waive their health benefits coverage in exchange for a cash payment; and

WHEREAS, the employer has sole discretion as to whether or not to offer employees health benefits waiver payments which are not subject to the collective bargaining process in accordance with N.J.S.A. 52:14-17.31a(c); and

WHEREAS, the Board of Education previously offered an incentive for eligible employees who waive medical insurance in the amount of 25%, or \$5,000, whichever is less, of the amount saved by the employer because of the employee's waiver of coverage; and

WHEREAS, the supporting waiver language has been removed from the agreements with each of the district's bargaining units; and

WHEREAS, the Board of Education is exercising its discretion in accordance with N.J.S.A. 52:14-17.31a(c) to offer an incentive for eligible employees who waive medical insurance;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Township of Warren, County of Somerset, State of New Jersey, that it will offer an incentive for eligible employees who waive medical insurance in the amount of 25%, or \$4,000, whichever is less, of the amount saved by the employer because of the employee's waiver of coverage for Calendar Year 2024; and

BE IT FURTHER RESOLVED that an employee who has health benefit coverage through a spouse or from another source, other than the State Health Benefits Plan or the SEHBP, and who can demonstrate same to the Business Administrator, may elect to forego all or a portion of his/her medical, dental and/or prescription coverage for a full year and receive a cash payment of twenty-five percent (25%) of the premium savings to the Board of Education, or \$4,000, whichever is less, of the amount saved by the employer. Said payment will not be considered salary, nor will it be considered pensionable. The Business Office shall provide the forms by which an employee shall waive coverage and apply for payment; and

BE IT FURTHER RESOLVED that an employee who has waived all or a portion of his/her medical benefit coverage will be allowed to restore such coverage on an immediate basis, without the necessity of a health questionnaire for the employee or his/her family members, in the event of a hardship or change of life event. Reentry to all health benefit coverage for reason of hardship or change of life applies only in the following situations, which result in the loss of health benefits coverage through the employee's spouse or other source:

- Termination of employment (proof of termination of benefits required);
- Legal Separation (a copy of decree is required);
- Group contract/policy terminated (proof of termination of benefits

- required);
- Disability of spouse which eliminates benefits (proof of termination of benefits required);
- Divorce (a copy of the decree is required);
- Death of Spouse (a copy of death certificate is required);
- Military Discharge (a copy of DD214 is required);

Application under these circumstances must be made within sixty (60) days of the life event to the Board of Education's Payroll/Benefit Office.

In addition, any employee who has waived all his/her health benefit coverage may automatically restore his/her coverage by applying during the open enrollment period during any year. The reinstatement date under such conditions will be January 1. It will not be necessary for any employee or his/her family members to complete a Statement of Health (proof of insurability) to restore coverage during the open enrollment period.

- B.7. Transportation - Out-of-District Student - SCESC - Regular School Year
RESOLVED, that the Board of Education approves the transportation contract with Somerset County ESC for 2023-24 RSY transportation for Out-of-District student as follows:

School	Student ID #	Transportation Cost
Bright Beginnings Learning Center	1872585496	\$428.40 per diem*

(*This motion supersedes previous motion from November 20, 2023.)

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
Kathryn Magnier	Leave Replacement Grade 2	WS	BA+15	1	\$64,337	February 15, 2024 through June 30, 2024	No	To replace employee #3599
Carlo Palumbo	Leave Replacement 1:1 Paraprofessional 32.5 hours/ week	ALT	NA	2	\$29,315	January 2, 2024 through May 27, 2024	No	To replace employee #3364
Patricia Wilson	Treasurer of School Monies	District	NA	NA	\$5,000	January 2, 2024 through June 30, 2024	No	To replace employee #2795

- C.2. Substitute Teacher
RESOLVED, that the Board of Education approves the following to be appointed as a substitute teacher for the 2023-2024 school year.

Names
Griffin LeBlond

C.3. Leave Request

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

Employee ID	Paid/Unpaid
#1122	FMLA - December 20, 2023 through January 17, 2024 (paid)
#2501	FMLA - December 11, 2023 through February 9, 2024 (paid)
#2140	Intermittent FMLA - December 4, 2023 through January 4, 2024 (paid)

C.4. 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 of \$50.00 per hour.

Staff Member	Course	Date	Prep Hours	Instructor Hours	Cost Total Not to Exceed
Celeste Ostry	Orton Gillingham- Skill Building Drills	March 22, 2024	3	1	\$200
Lyndsay Carroll	iReady Math: Explore Session Supports	January 9 & 18, 2024	2	2	\$200
Christine Cirrotti	Fostering Independence in Students	January 17, 2024	1	1	\$100

C.5. 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
Alexandra Terry	August 28, 2023, through December 12, 2023	Long Term Substitute, CS, \$184 per day	Leave Replacement Teacher, CS, BA, Step 1, \$61,273 (prorated)	To replace employee #2693 and #3321
Amy Petrik	December 12, 2023	1:1 Paraprofessional, WS	1:1 Paraprofessional, CS	New position
Lauren Rowling	January 2, 2024 through June 30, 2024	Grade 1 Teacher, CS 02-30-22/amj	Kindergarten Teacher, ALT 02-40-22/bae	To replace employee #3218
Laura Rodaman	January 2, 2024 through June 30, 2024	Special Education Teacher, CS 02-30-19/bmy	Grade 1 Teacher, CS 02-30-22/amj	To replace employee #3321

Ali Steffner	January 2, 2024 through June 30, 2024	Kindergarten Teacher, ALT 02-40-22/bae	Special Education, CS 02-30-19/bme	To replace employee #3600
Marybeth Henry	August 28, 2023 through June 30, 2024	Classroom Paraprofessional CS Step 15-16 \$33,065 (with stipend)	Leave Replacement Special Education Teacher CS BA, Step 3 \$62,993	To replace employee #3218
Monika Rosinski	August 28, 2023 through December 22, 2023	Leave Replacement Paraprofessional, CS, 30 hrs per week	Leave Replacement Paraprofessional, CS, 30 hrs per week	End date has been updated

- C.6. Approval to Create Position
RESOLVED, that the Board of Education hereby approves to create the following position for 2023-2024 school year:

Location	Position	Full-Time Equivalent
CS	1:1 Paraprofessional 08-50-08/bps	32.5 hrs

- C.7. 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	Classroom Paraprofessional 08-50-08/bfe	30 hrs
WS	1:1 Paraprofessional 08-50-08/boq	32.5 hrs

- C.8. Clubs/After School Activities
RESOLVED, that the Board of Education approves the following 2023-2024 after school club and the instructor, at the negotiated stipend rate.

Name	Club	School	Cost
David Arnold	eSports	MS	\$392

- 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
Michelle Ceccato	1:1 Paraprofessional	CS	Resignation	4/13/2020 - 12/22/2023
Ruth Davies	Treasurer of School Monies	District	Resignation	7/15/1983 - 12/31/2023

- C.10. **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 20 hours in aggregate for all work performed.
- C.11. **Summer Fun - 2024-2025**
RESOLVED, that the Board of Education approves the following Summer Fun/ESY position for the 2024-2025 school year.

Name	Position	Salary
Jenna Rotella	Summer Fun/ESY Secretary	\$4,120

- C.12. **Long Term Substitute**
RESOLVED, that the Board of Education approves the following Long Term Substitute:

Name	Effective Date	Replacing Employee #
Danielle Lader	October 23, 2023, through December 15, 2023	#0783

D. Policies/Regulations

- D.1. **Policies/Regulations – First Reading**
RESOLVED, that the Board of Education approves the first reading of the following regulation:

Number	Name	New/Revision	Source of Changes
R8210	School Year	New	Ad Hoc Calendar Committee
P8500	Food Services	Revision	District

- 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.

2023-2024 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. 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

2023-2024 Board Goals

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.