

WARREN TOWNSHIP SCHOOLS

Board of Education Meeting * December 22, 2025 * 6:30 PM
Warren Middle School and Virtual

The Warren Township Board of Education meeting will be held in person and virtual, with Board members and Administration. The public is welcome to attend in person or virtually at <https://us02web.zoom.us/j/82086261159?pwd=ENBiVKQhwwba782a95EaXtgli3syNq.1>

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

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

___ Nicole Dalton	___ Richard Molfetta	___ Ryan Valentino
___ Bridget Granholm	___ Scott Otto	___ Todd Weinstein
___ Laura Keller	___ Stephen Toor	___ Patricia Zohn

IV. Minutes

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

V. Correspondence and Information

· **HIB Information**

Total # of Investigations:

Total # of Determined Bullying Incidents:

5

0

· Suspension Report

In School:

Out of School:

4

1

· Fire Drills

ALT
November 17

Central
November 18

Mt. Horeb
November 21

Woodland
November 5

Middle
November 24

· Security Drills

<u>ALT</u>	<u>Central</u>	<u>Mt. Horeb</u>	<u>Woodland</u>	<u>Middle</u>
November 18	November 5	November 20	November 14	November 21
Evacuate	Evacuate	Evacuate	Evacuate	Evacuate

- VI. President's Remarks – Mrs. Patricia Zohn
- VII. Superintendent's Remarks – Dr. Matthew Mingle
- VIII. Presentation
- Recognition of Service - Mr. Scott Otto
- IX. Discussion
- X. Reports of Board Members Appointed to External Assignments 2025
- New Jersey School Board Association Delegate Assembly
 - Patricia Zohn, and Richard Molfetta, alternate
 - Somerset County Educational Services Commission
 - Nicole Dalton and Stephen Toor, alternate
 - Watchung Hills Municipal Alliance Committee
 - Bridget Granholm and Ryan Valentino, alternate
 - Warren Township Opioid Advisory Committee
 - Bridget Granholm
 - Watchung Hills Shared Services/Regionalization Study Advisory Committee
 - Patricia Zohn and Todd Weinstein
- XI. Committee Reports
- Curriculum and Technology Committee - November 17, 2025
 - Stephen Toor - Chair, Bridget Granholm, Rich Molfetta, Laura Keller - Alternate
 - Finance, Operations, and Security Committee - November 15, 2025
 - Patricia Zohn - Chair, Scott Otto - Vice Chair, Ryan Valentino, Rich Molfetta - Alternate
 - Personnel, Negotiations, and Communication Committee - No Meeting
 - Laura Keller - Chair, Nicole Dalton, Todd Weinstein, Patricia Zohn - Alternate
 - Planning for Growth Working Group - November 19, 2025 & December 16, 2025
 - Patricia Zohn, Laura Keller
 - Ad Hoc Regionalization/Shared Services Committee - No Meeting
 - Patricia Zohn - Chair, Laura Keller, Rich Molfetta, Todd Weinstein
- 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).

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.

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 November 17, 2025.

A.2. 2026-2027 Calendar

RESOLVED, that the Board of Education approves the 2026-2027 calendar.

A.3. Home Instruction

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

Student ID	Provider	Start Date	Amount
2783009931	WTBOE Teacher - \$50 per hour, up to 10 hours per week	January 12, 2026	Not to exceed \$3,000
6633536241	WTBOE Teacher - \$50 per hour, up to 10 hours per week	January 5, 2026	Not to exceed \$3,000
6082530540	Silvergate Prep	December 1, 2025	Not to exceed \$3,200

A.4. Out-of-District Placement

RESOLVED, that the Board of Education approves the following Out-of-District placements for the 2025-2026:

School	Student ID	Dates	SY Cost
Bergen County Special Services	1144981605	September 5, 2025 through June 30, 2026	\$98,803

(This motion supersedes previously approved motion on September 25, 2025.)

A.5. RESOLVED, that the Board of Education approves the following supervised clinical fieldwork at Warren Township BOE for the 2025-2026 School Year:

School	Clinical Field
The College of New Jersey- School of Education	Elementary Education, K-5

B. Finance/Operations/Transportation

B.1. Payment of Bills

RESOLVED, that the Board of Education approves the payment of bills for the month of December 2025 in the amount of \$6,471,005.02.

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

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

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

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$4,940,903.15		\$1,764,029.33
(10) General Current Expense		\$0.00	
(11) Current Expense		\$1,498,009.69	
(12) Capital Outlay		\$1,594,603.66	
(13) Special Schools		\$60,551.15	
(20) Special Revenue Fund	(\$169,928.12)	\$99,627.64	\$0.00
(30) Capital Projects Fund	\$3,042.61	(\$816,461.91)	\$586,804.37
(40) Debt Service Fund	\$0.00	\$0.00	\$0.00
TOTAL GOVERNMENTAL FUNDS	\$4,774,017.64	\$2,436,330.23	\$2,350,833.70
Wealth Mgmt - Capital Reserve	\$8,440,000.00		
Wealth Mgmt - Operating	\$3,200,000.00		
Wealth Mgmt - Capital Projects	\$8,792,101.00		
Wealth Mgmt - Debt Service	\$82,668.17		
TOTAL WEALTH MANAGEMENT	\$20,514,769.17		
(62) Food Service Account	\$192,575.06	(\$418,563.05)	\$108,603.29

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

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

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

B.3. Budget Transfers for Month of October 2025

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

B.4. Board Secretary's and Treasurer's Report

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

WHEREAS, this report shows the following balances on November 30, 2025

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$5,476,900.19		\$1,764,029.33
(10) General Current Expense		\$0.00	
(11) Current Expense		\$1,425,491.20	
(12) Capital Outlay		\$1,584,463.51	
(13) Special Schools		\$60,551.15	
(20) Special Revenue Fund	(\$260,383.78)	\$117,048.64	\$0.00
(30) Capital Projects Fund	\$2,749.75	(\$2,811,497.21)	\$586,804.37
(40) Debt Service Fund	\$0.00	\$0.00	\$0.00
TOTAL GOVERNMENTAL FUNDS	\$5,219,266.16	\$376,057.29	\$2,350,833.70
Wealth Mgmt - Capital Reserve	\$8,440,000.00		
Wealth Mgmt - Operating	\$3,200,000.00		
Wealth Mgmt - Capital Projects	\$8,617,101.00		
Wealth Mgmt - Debt Service	\$82,668.17		
TOTAL WEALTH MANAGEMENT	\$20,339,769.17		
(62) Food Service Account	\$171,314.12	(\$419,037.15)	\$108,603.29

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.5. Budget Transfers for Month of November 2025

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

B.6. 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	National Conference on Education	Nashville, TN	Feb 2026	\$2,404

Melissa Smolenski	WMS	New Jersey Council for Exceptional Children 2026 Spring Conference	Mahwah	Mar 2026	\$191
Michael Pate	B&G	New Jersey Schools Buildings and Grounds Association Conference	Atlantic City	Mar 2026	\$1,038
Enrique Limbo	B&G	Boiler License Certification	Online	Jan and Feb 2026	\$600

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.7. Acceptance of Grant Award - Warren Township Youth Services Commission
RESOLVED, that the Board of Education accepts the annual grant award from the Warren Township Youth Services Commission in the amount of \$6,000. The funds will be utilized for a Peer Mediation program for all Middle School students.
- B.8. SavATree Donation
RESOLVED, that the Board of Education accepts the donation of services from SavATree for a beautification project at Woodland School to the interior courtyard, valued at \$1,750.
- B.9. Morris Union Jointure Commission Cooperative Purchasing Agreement
WHEREAS, N.J.S.A. 18A:18A-11 et seq. and N.J.S.A. 40A:11-11(5) authorizes contracting units to establish a Cooperative Pricing System and to enter into Cooperative Pricing Agreements for its administration; and

WHEREAS, the Morris-Union Jointure Commission, hereinafter referred to as the "Lead Agency", has offered voluntary participation in the Cooperative Pricing System for the purchase of goods and services;

Whereas, on December 22, 2025 the governing body of the Warren Township Board of Education of County, duly considered participation in a Cooperative Pricing System for the provision and performance of goods and services relating to technology, professional development and staffing.

NOW, THEREFORE, BE IT RESOLVED as follows:

This RESOLUTION shall be known and may be cited as the Cooperative Pricing Resolution of the Morris-Union Jointure Commission Board of Education.

Pursuant to the provisions of N.J.S.A. 18A:18A-11 et seq., N.J.S.A. 40A:11-11(5) and N.J.A.C. 5:34-7.1 et seq., the Board Secretary of the Board of Education is hereby authorized to enter into a Cooperative Pricing Agreement with the Lead Agency on the Board's behalf.

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

C. Personnel/Student Services

C.1. Employment for the 2025-2026 School Year

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

Name	Position	Location	Degree	Step	Base Salary	Stipend	Total Salary	Effective Date	Tenure	Discussion
Nicholas Sciancalepore	Leave Replacement School Psychologist	ALT	MA+30	1	\$76,730	\$0	\$76,730	March 2, 2026, through June 30, 2026	No	Replacing Employee #3958
Jose Algarin	Part-Time Custodian	MTH	N/A	N/A	\$16,800	\$0	\$16,800	January 5, 2026 through June 30, 2026	No	Replacing Employee #3586
Paige Jasaitis	1:1 Paraprofessional (30 Hours)	MTH	N/A	5	\$29,615	\$3,800	\$34,415	January 5, 2026 through June 30, 2026	No	New Position

C.2. Substitute Teachers

RESOLVED, that the Board of Education approves the following to be appointed as substitute teachers for the 2025-2026 school year.

Names	
Rania Hanna	Ainsley Klein
Troy MacConnell	Jane Sciortino

C.3. Substitute Custodian

RESOLVED, that the Board of Education approves the following to be appointed as a substitute custodian for the 2025-2026 school year.

Name
Fred Ludwig

C.4. Long Term Substitute

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

Name	Dates	Employee #
Amitava Biswas	January 5, 2026, through February 13, 2026	#2041

C.5. Leave Request

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

Employee ID	Paid/Unpaid
#2041	FMLA - December 9, 2025, through February 13, 2026 (Paid)
#2242	Intermittent FMLA - December 5, 2025, through May 31, 2026 (Paid)
#2853	FMLA - January 5, 2026, through March 31, 2026 (Paid)
#0163	FMLA - December 8, 2025, through December 18, 2025 (Paid) FMLA - December 19, 2025, through December 31, 2025 (Unpaid)
#2759	Intermittent FMLA - December 3, 2025, through June 3, 2026 (Paid)
#2167	Intermittent FMLA - October 14, 2025, through June 30, 2026 (Paid) (This motion supersedes previous approved motion from October 27, 2025)
#1333	Intermittent FMLA - December 22, 2025, through June 30, 2026 (Paid)

C.6. Retirement/Resignation
RESOLVED, that the Board of Education approves the retirement/resignations of the following staff:

Name	Position	Location	Retirement/Resignation	Dates of Service
Anabela Santos Ordner	Grade 4 Teacher	ALT	Retirement	September 1, 2001, through June 30, 2026
Kathleen Haydu	Grade 2 Teacher	MTH	Retirement	September 1, 1993, through June 30, 2026

C.7. 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	Base Salary	Stipend	Total Salary
Jody Britten	December 1, 2025, through June 30, 2026	Classroom Paraprofessional (30 Hours)	Extended Day Paraprofessional (35 Hours)	\$38,378	\$2,000	\$40,378
Brenda Hilferty	December 1, 2025, through June 30, 2026	Classroom Paraprofessional (30 Hours)	Extended Day Paraprofessional (35 Hours)	\$38,378	\$2,000	\$40,378

C.8. Approval to Create Positions
RESOLVED, that the Board of Education hereby approves the creation of the following positions for 2025-2026 school year.

Location	Position	Full-Time Equivalent
MTH/Transportation	Extended Day Paraprofessional (35 Hours)	1.0
MTH/Transportation	Extended Day Paraprofessional (35 Hours)	1.0

MTH	1:1 Paraprofessional (30 Hours)	1.0
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- C.9. Approval to Abolish Positions
RESOLVED, that the Board of Education hereby approves to abolish the following positions for the 2025-2026 school year:

Location	Position	Full-Time Equivalent
MTH	Classroom Paraprofessional (30 Hours)	1.0
MTH	Classroom Paraprofessional (30 Hours)	1.0
Transportation	Bus Monitor	1.0

- C.10. Multilingual Learners Highlight Night - Staff
RESOLVED, that the Board of Education approves the following employees for their participation in the MLL Highlight Night at the WTEA contractual rate of \$50 per hour per employee, for a total cost not to exceed \$800.00 fully funded using Federal Funds.

Names	
Minelli De Matos	Sandra Rama
Lauren Valera	Paula Williams

- C.11. Warren Academy Courses - Instructor Stipend 2025-2026
RESOLVED, that the Board of Education approves the following staff for reimbursement as an Instructor. Each instructor will be reimbursed at the WTEA contractual rate \$50.00 per hour.

Staff Member	Course	Date	Prep Hours	Instructor Hours	Cost Total Not to Exceed
Beth Alcaraz	Autism Strategies	January 20, 2026	3	1	\$200
Cynthia Cassidy	Creating Gems in Gemini	January 14, 2026	3	1	\$200
Cynthia Cassidy	Getting to Know Your Students Through Data Analysis	January 27, 2026	1	1	\$100
Cynthia Cassidy	Deep Dive into Gemini	February 2, 2026	3	1	\$200

Jamie Einiger	Goal Setting for Middle School Students	January 14, 2026	3	1	\$200
Jamie Einiger	Small Group Instruction in Middle School	January 22, 2026	1	1	\$100
Katherine Feoli	Special Education Law 101	January 13 & 28, 2026	4	2	\$300
Marianne Larson	The SIPPS System: Unlocking Literacy with Systematic Instruction	January 13, 2026	3	1	\$200
Joseph Majorczak	Notebook LM	January 29, 2026	3	1	\$200
Christina Mancino	Sipping on SIPPS	February 2, 2026	3	1	\$200
Celeste Ostry	Write to Learn: Transform Writing with SRSD (and a Few Reading Interventions, Too!	January 13, 2026	3	1	\$200
Kelcey Sheeley	Digital Resources for the Elementary Classroom	January 21, 2026	3	1	\$200
Myranda Shimko	Expanding your curriculum with Virtual Reality	January 22, 2026	3	1	\$200
LeeAnn Wertheim	Establishing a Well Structured Classroom	January 9, 2026	1	1	\$100

C.12. Special Education Service Provider List
RESOLVED, that the Board of Education approves the following Service Providers for the 2025-2026 school year:

Names	Rates
*Learning Tree Multicultural/Multilingual Evaluation and Consulting, Inc.	- Evaluations in Spanish with a written report at a rate of \$830 per evaluation. - Evaluations in languages other than Spanish with a written report at a rate of \$880 per evaluation.
Peace of Mind Psychological Services, LLC	- Psychological Evaluation with written report \$1,800 -Virtual attendance at IEP Meeting \$180 per hour (1 hour minimum) - Travel time for testing \$45 per 30 minutes
Melissa Phillips, MA, CCC-SLP	Evaluation Service costs \$1,100 and is inclusive of interviews (parents / guardians ,teachers, and therapists),

	evaluation, report writing, and associated recommendations. Travel fee of \$35 per 30 minutes. Additional consultation or attendance at a meeting at a rate of \$100 per hour.
Karen Noble, M.Ed., LDT/C	Learning Evaluations: -Specializing in educational assessments for deaf and hard of hearing students; includes review of records. -Evaluations are provided using the student's preferred mode of communication (oral or signed); includes student/classroom observation, teacher consultation, written report and recommendations. -Travel Expense - \$0.65/mile (to/from) plus tolls, \$1,100 per evaluation

(*This motion supersedes previous approved motion from July 21, 2025.)

C.13. Clubs/After School Activities

RESOLVED, that the Board of Education approves the following 2025-2026 after school clubs and instructors at the negotiated stipend rate.

Name	Club	School	Cost
David Arnold	eSports	MS	\$735

D. Policy

D.1. Policies – Second Reading

RESOLVED, that the Board of Education approves the second reading and adoption of the following policies:

Number	Name	New/Revision	Source of Changes
P2530	Resource Materials	R	SEA
P2535	Library Material	N	SEA
P9130	Public Complaints	R	SEA

D.2. Regulations – Second Reading

RESOLVED, that the Board of Education approves the second reading and adoption of the following regulations:

Number	Name	New/Revision	Source of Changes
R2535	Library Material	N	SEA
R2530	Resource Materials	R	SEA
R9130	Public Complaints	R	SEA

- XIV. Unfinished Business
- XV. New Business
- XVI. Public Commentary (any topic)

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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.

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 10 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

District Mission Statement

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

2025-2030 Strategic Plan Goals

1. Student Learning
 - 1.1 Elevate Academic Rigor and Engagement
 - 1.2 Personalize Learning and Provide Comprehensive Support for All Learners
2. Student and Staff Well-Being
 - 2.1 Foster a Safe, Supportive, and Inclusive School Climate
 - 2.2 Strengthen Mental Health and Wellness Supports
3. Planning for Growth
 - 3.1 Plan for Enrollment Growth and Space Needs

2025-2026 Board Goal

1. Each Board member will participate in at least one community outreach activity during the 2025-2026 school year to strengthen two-way communication with the broader community.