

# WARREN TOWNSHIP SCHOOLS

Board of Education Meeting \* February 26, 2024 \* 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/87999390165?pwd=V0s0ak5sOW0yY2kzZVJlazBxUGdDZz09>

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 11, 2024. 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

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

IV. Minutes

- RESOLVED, that the Board of Education approves the public and private session minutes of the January 22, 2024 Board Meeting.

V. Correspondence and Information

· HIB Information

Total # of Investigations:

3  
\_\_\_\_\_

Total # of Determined Bullying Incidents:

1  
\_\_\_\_\_

· Suspension Report

In School:

1  
\_\_\_\_\_

Out of School:

1  
\_\_\_\_\_

· Fire Drills

ALT  
January 12

Central  
January 12

Mt. Horeb  
January 23

Woodland  
January 12

Middle  
January 12

· Security Drills

<u>ALT</u> January 9 Bomb Threat/Hold	<u>Central</u> January 4 Bomb Threat/Hold	<u>Mt. Horeb</u> January 30 Bomb Threat/Hold	<u>Woodland</u> January 8 Bomb Threat/Hold	<u>Middle</u> January 9 Bomb Threat/Hold
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- VI. President's Remarks – Mrs. Patricia Zohn
- VII. Superintendent's Remarks – Dr. Matthew Mingle
- VIII. Presentation
  - Recognition of Warren Middle School Girls Basketball Team
- IX. Discussion
- X. Committee Reports
  - Curriculum and Technology Committee - No meeting
    - Stephen Toor - Chair, Mehul Desai, Rich Molfetta, Laura Keller - Alternate
  - Finance, Operations, and Security Committee - February 20, 2024
    - Patricia Zohn - Chair, Scott Otto - Vice Chair, Ryan Valentino, Rich Molfetta - Alternate
  - Personnel, Negotiations, and Communication Committee - January 22 and February 14, 2024
    - Laura Keller - Chair, Natalie Feuchtbaum, Todd Weinstein, Stephen Toor - Alternate
- 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 January 22, 2024.

A.2. 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
Caldwell University	School of Education

A.3. Out-of-District Placement

RESOLVED, that the Board of Education approves the out-of-district placement for Student #8959312787, to Allegro School beginning on or about January 16, 2024 through June 30, 2024, at a cost not to exceed \$73,365. (This motion supersedes previous motion from January 8, 2024.)

B. Finance/Operations/Transportation

B.1. Payment of Bills

RESOLVED, that the Board of Education approves the payment of bills for the month of February 2024 in the amount of \$5,543,458.82.

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 January 2024.

WHEREAS, this report shows the following balances on January 31, 2024

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$7,766,696.98		\$1,637,065.46
(10) General Current Expense		\$0.00	
(11) Current Expense		\$2,455,189.25	
(12) Capital Outlay		\$896,056.94	
(13) Special Schools		\$239.03	
(20) Special Revenue Fund	(\$209,635.30)	\$156,171.10	\$0.00
(30) Capital Projects Fund	\$209,297.01	\$92,979.45	\$1,949,308.08
(40) Debt Service Fund	\$0.00	\$0.12	\$179.41
TOTAL GOVERNMENTAL FUNDS	\$7,766,358.69	\$3,600,635.89	\$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	\$104,328.60	(\$315,688.77)	\$58,742.82
TOTAL ENTERPRISE FUNDS	\$104,328.60	(\$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.3. Budget Transfers for Month of January 2024**

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.	11-000-213-100-030-03-02	Nurse Substitute - CS	11-000-222-300-030-11-01	Ed Media-Prof. & Technical Services - CS	\$2,500
2.	11-000-213-100-033-07-02	Nurse Substitute - MS	11-000-222-300-033-11-01	Ed Media-Prof. & Technical Services - CS	\$3,000
3.	11-000-213-100-035-04-02	Nurse Substitute - MHS	11-000-222-300-035-11-01	Ed Media-Prof. & Technical Services - CS	\$2,000
4.	11-000-213-100-040-05-02	Nurse Substitute - ALT	11-000-222-300-040-11-01	Ed Media-Prof. & Technical Services - CS	\$2,500
5.	11-000-213-100-050-06-02	Nurse Substitute - WS	11-000-222-300-050-11-01	Ed Media-Prof. & Technical Services - CS	\$2,500
6.	11-000-217-106-040-05-02	Salaries - Extraordinary Paras - ALT	11-213-100-106-040-05-00	Salaries - RC Aides - ALT	\$13,500
7.	11-000-222-100-030-03-02	Salaries - Librarian - CS	11-000-219-104-033-07-00	Salaries - Child Study Team - MS	\$1,840
8.	11-000-222-600-030-03-12	Library Books - CS	11-190-100-610-030-03-10	Instructional Supplies - CS	\$80
9.	11-000-223-500-030-08-00	Staff Training - Purchased Svcs.-SPS - CS	11-000-223-580-030-08-00	Workshops & Travel - SPS - CS	\$600
10.	11-000-230-331-000-01-00	Legal Services	11-209-100-320-040-08-00	Purchased Services - SEED	\$22,000
11.	11-000-266-100-000-00-00	Salaries - Security	11-000-262-100-000-09-16	Summer Maintenance Workers	\$21,000
12.	11-000-270-518-000-10-00	Contracted Special Ed Transportation - ESC	11-000-270-161-000-10-00	Salaries - Transportation	\$9,000
13.	11-000-270-518-000-10-00	Contracted Special Ed Transportation - ESC	11-000-270-593-000-10-00	Transportation - Misc. Purchased Services	\$3,700
14.	11-216-100-106-035-04-00	Salaries - Preschool Aides - MHS	11-213-100-106-035-04-00	Salaries - RC Aides - MHS	\$1,000
15.	13-422-100-500-000-00-00	Summer Fun - Other Purchased Services	13-422-100-610-000-00-00	Summer Fun - Supplies	\$350

**B.4. Travel Approval**

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

Now Therefore Be It RESOLVED, the Warren Township Schools Board of Education approves the following expenses for faculty, staff, administrators, and board members for seminars, conferences and workshops. The expense includes travel costs, if applicable:

Name	School	Workshop/Conference	Location	Month/Yr	Cost
Cheryl Hall	Transp.	New Jersey Pupil Transportation Conference	Atlantic City	Mar 2024	\$790

Molly Lange	District	Handle With Care - Instructor Recertification Program	Cherry Hill	Mar 2024	\$576
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All of the above travel has been approved by the Superintendent. The School Business Administrator shall track and record these costs to ensure that the maximum amount is not exceeded.

**B.5. Sale/Disposal of Obsolete Items**

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

Item	Description	Identification Number
Bus #36	2010 Thomas	VIN #: 1GBJG31KO91172980
Van #25	2003 Dodge Caravan	VIN #: 1D4GP253X3B298626
Truck #6	2009 Ford Ranger	VIN #: 1FTYR15E39PA51449

**B.6. Transportation for Out-of-District Students**

RESOLVED, that the Board of Education approves a transportation contract for the transportation of students for the 2023-2024 School Year as follows:

Host	Joiner	Destination	Date	Revenue
Warren	Long Hill Twp BOE - From Central Middle School	Ridgedale Middle School	3/5/2024	\$240.00
Warren	Long Hill Twp BOE - From Central Middle School	Oak Knoll High School	4/17/2024	\$240.00

**B.7. Acceptance of Grant Award - Somerset County Cultural & Heritage Commission, a partner of the New Jersey Historical Commission**

RESOLVED, that the Board of Education accepts the grant award from the Somerset County Cultural & Heritage Commission in the amount of \$1,120. The funds will be utilized for the transportation of our 4th grade students to historical sites in Warren Township.

**B.8. Approval of Warren Middle School Science Lab HVAC (ROD Grant) Proposal and Contract**

RESOLVED, that the Board of Education approves the following contract with its Architect of Record, Parette Somjen Associates, for Science Lab HVACs at Warren Middle School.

Project Name	Project Scope	Cost Not to Exceed
WMS Science Lab HVAC (ROD Grant)	Responsible for the construction documents, procurement, and project administration associated with the WMS Science Lab HVAC project. The specific project	Professional & Reimbursable Fees:

	scope and budget will be governed by the board approved ROD grant submission.	\$27,000
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- B.9. 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
Newmark School	7614294272	\$21,986.37 SY*

(\*This motion supersedes previous motion from September 18, 2023.)

- B.10. HVAC System Upgrades ROD Grant: Execution and Delivery  
RESOLVED that the Warren Township Board of Education, upon the recommendation of the Superintendent, approves a motion authorizing Execution and Delivery of the Grant Agreement Grant #G5-6923 for the HVAC System Upgrade project. DOE Project #5470-033-23-R501, SDA Project #, 5470-033-23-G5TZ, Grant number G5-6923

- B.11. HVAC System Upgrades ROD Grant: Delegation of Authority  
RESOLVED that the Warren Township Board of Education, upon the recommendation of the Superintendent, approves a motion authorizing the Delegation of Authority to the School Business Administrator for supervision of the School Facilities Project for the HVAC System Upgrade project. DOE Project #5470-033-23-R501, SDA Project #, 5470-033-23-G5TZ Grant number G5-6923

- B.12. HVAC Systems Upgrades ROD Grant: Use of Capital Reserve Funds  
RESOLVED that the Warren Township Board of Education, upon the recommendation of the superintendent, approves a motion funding the Local Share of the School Facilities Project for the HVAC System Upgrade Project from the Capital Reserve Account in an amount not to exceed \$527,820, per the adopted 23/24 school district budget. DOE Project #5470-033-23-R501, SDA Project #, 5470-033-23-G5TZ Grant number G5-6923

C. Personnel/Student Services

- C.1. Substitute Teachers  
RESOLVED, that the Board of Education approves the following to be appointed as substitute teachers for the 2023-2024 school year.

Name
Kim Mayers
Lucas Bohmer

- C.2. Leave Request  
RESOLVED, that the Board of Education approves the following leave requests:

Employee ID	Paid/Unpaid
#2292	FMLA - January 2, 2024, through on or about March 1, 2024 (paid) (This motion supersedes the previous motion approved on January 8, 2024)

#2749	FMLA - January 29, 2024, through on or about February 16, 2024 (paid) (This motion supersedes the previous motion approved on January 22, 2024)
#3599	FMLA - February 20, 2024, through March 20, 2024 (paid) FMLA - March 21, 2024 through April 18, 2024 (unpaid) NJFLA - April 19, 2024, through June 30, 2024 (unpaid) (This motion supersedes previous motion approved on November 20, 2023)
#3440	February 20, 2024, through March 11, 2024 (paid) March 12, 2024 through April 12, 2024 (unpaid) (This motion supersedes the previous motion approved on January 8, 2024)
#1174	FMLA - January 10, 2024, through on or about February 16, 2024 (paid) (This motion supersedes the previous motion approved on January 22, 2024)
#3218	FMLA - January 2, 2024 through February 6, 2024 (paid) FMLA - February 7, 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) (This motion supersedes the previous motion approved on August 21, 2023)
<b>#0700</b>	<b>FMLA - March 26, 2024 through on or about April 22, 2024 (paid)</b>

C.3. Retirement/Resignation

RESOLVED, that the Board of Education approves the retirement/resignations of the following staff:

Name	Position	Location	Retirement/Resignation	Dates of Service
Luis Marciscano	Head Custodian 04-35-10/adi	MH	Retirement	April 28, 1999 through April 30, 2024
Patti Pillinger	Grade 2 Teacher 02-40-22/apo	ALT	Retirement	September 1, 1995 through June 30, 2024

C.4. 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
James C. Zilinski	January 24, 2024, through June 30, 2024	WMS 1:1 Paraprofessional 32.5 hrs per week 08-33-08/bil	WMS 1:1 Paraprofessional 32.5 hrs per week 08-33-08/bit	To replace employee #2166
Kathryn Magnier *	February 16, 2024 through June 30, 2024	Leave Replacement, Grade 2 Teacher, WS	Leave Replacement, Grade 2 Teacher, WS	Start date has been updated
Mary Johnstone	September 26, 2023 through March 28, 2024	Leave Replacement Grade 5 Teacher, MH	Leave Replacement Grade 5 Teacher, MH	End date has been updated

\*This motion supersedes the previous motion approved on December 11, 2023.

C.5. Long Term Substitutes

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

Name	Dates	Employee #
Mariette Dzeletovic	January 4, 2024, through on or about March 1, 2024	#2292
Darcy Passaro	March 4, 2024, through April 12, 2024	#3440
Darcy Passaro	April 29, 2024, through June 30, 2024	#2954
Samantha Laubach	January 3, 2024, through March 7, 2024 (This motion supersedes the previous motion approved on January 8, 2024)	#0541
<b>Kara Penney</b>	<b>April 8, 2024, through June 14, 2024</b>	<b>#2818</b>
<b>Kyra Cox</b>	<b>March 5, 2024, through on or about May 28, 2024</b>	<b>#0727</b>

C.6. 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.

Name	Course	Date	Prep Hours	Instructor Hours	Cost Total Not to Exceed
Danielle Buzby*	Simple Strategies to Enhance Teaching and Watch your Students Thrive!	January 23, 24, 31 and February 1, 2024	6	2	\$400
Karen Monti Herzog	Teacher Wellness Workshop	March 6, 13, 20, and 27, 2024	12	4	\$800
Susan Cooper	Culturally Responsive Teaching and the Brain-development for sustainable practices	March 5, 6, 12, and 13, 2024	6	2	\$400
Samantha Dock Cynthia Cassidy	More AI Tools for Educators	March 5, 2024	3	1	\$200 each
Francesca Frosoni	Introduction to SPIRE	March 6, 2024	3	1	\$200
Cynthia Cassidy	Canva Make & Take	March 6, 20 & April 11, 2024	5	3	\$400
Rebecca Hartman	Attention Deficit/Hyperactivity Disorder: Symptoms & Strategies	March 12, 2024	3	1	\$200
Francesca Frosoni	Classroom Management	March 13, 2024	3	1	\$200
Cynthia Cassidy	Get Creative with Canva	March 18, 2024	1	1	\$100



Jennifer Ronkiewicz	Increasing Self-Directed Learning	March 18, 2024	3	1	\$200
Rebecca Hartman	Autism Spectrum Disorder: Symptoms & Strategies	March 26, 2024	3	1	\$200
Jennifer Ronkiewicz	Using Answer Garden to Increase Student Voice	March 26, 2024	3	1	\$200
Cynthia Cassidy	Differentiation in the Middle School Classroom	March 28, 2024	3	1	\$200
Celeste Ostry	Goal Setting: Practical Tips & Ideas	April 12, 2024	1	1	\$100
Celeste Ostry	Incorporating the Orton-Gillingham Method	April 22, 2024	1	1	\$100

(\*This motion supersedes previous approved motion on January 8, 2024.)

C.7. Warren Middle School Musical

RESOLVED, that the Board of Education approves the following personnel in support of the 2023-2024 Warren Middle School production:

Name	Position	Cost
Kelly Backus	Choreographer	\$1,470
Jamie Einiger Laura Richards	Production Manager	\$1,357 each
Michael Gasko	Assistant Director	\$1,470

C.8. Multi-Duty Paraprofessionals - Lunch Duty

RESOLVED, that the Board of Education approves all Multi-Duty Paraprofessionals (Lunch Duty) to provide coverage for other Multi-Duty Paraprofessionals (Lunch Duty) at their regular hourly rate if providing coverage beyond their regular contractual hours.

C.9. REACH Parent Presentations - Staff

RESOLVED, that the Board of Education approves the following employees for a REACH Parent Information session in the 2023-2024 School Year, at the WTEA contractual rate of \$50 per hour per employee, for a total cost not to exceed \$400.00.

Names	
Susan Kline	Susan Cooper
Nancy Andrews	Brielle Tuozzo

C.10. Clubs/After School Activities

RESOLVED, that the Board of Education approves the following 2023-2024 after school clubs and the instructors, at the negotiated stipend rate.

Name	Club	School	Cost
David Arnold	eSports	MS	\$147
Vivien Plesmid Steven Rizzoli	Ping Pong Club	MS	\$392 each

C.11. WTEA Stipend Positions 2023-2024

RESOLVED, that the Board of Education approves the following WTEA stipend positions per the contracted rate for the 2023-2024 school year:

Club/Activity	Names
Girls Softball	Anthony Rizzolo
Boys Basketball	Sean Ulichny*

\*(This motion supersedes the previous motion approved on September 18, 2023)

C.12. Approval to Abolish Position

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

Location	Position	Full-Time Equivalent
ALT	1:1 Paraprofessional 08-40-08/boj	32.5 hrs

C.13. Additional Hours - Speech Therapist

RESOLVED, that the Board of Education approves one additional day of work weekly for Theresa Blaesser as a Leave Replacement Speech Therapist for Employee #3153 for the period February 27, 2024, through April 30, 2024, at the daily rate of \$448.38 not to exceed \$4,035.42.

D. Policy

D.1. Board Norms for Communications and Operations

RESOLVED, that the Board of Education approves the Board Norms for Communication and Operations.

D.2. Policies – First Reading

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

Number	Name	New/Revision	Source of Changes
P1140	Educational Equity Policies/Affirmative Action	Revised	SEA
P1523	Comprehensive Equity Plan	Revised	SEA
P1530	Equal Employment Opportunities	Revised	SEA
P1550	Equal Employment/Anti-Discrimination Practices	Revised	SEA
P2260	Equity in School and Classroom Practices	Revised	SEA

P2411	Guidance Counseling	Revised	SEA
P2423	Bilingual Education	Revised	SEA
P2431.4	Prevention and Treatment of Sports-Related Concussions and Head Injuries	Revised	SEA
P3211	Code of Ethics	Revised	SEA
P5570	Sportsmanship	Revised	SEA
P5750	Equitable Educational Opportunity	Revised	SEA
P5841	Secret Societies	Revised	SEA
P5842	Equal Access of Student Organizations	Revised	SEA
P7610	Vandalism	Revised	SEA
P9323	Notification of Juvenile Offender Case Disposition	Revised	SEA
P5512	Harassment, Intimidation, or Bullying	Revised	WTS

- D.3. Regulations – First Reading  
RESOLVED, that the Board of Education approves the first reading of the following regulations:

Number	Name	New/Revision	Source of Changes
R1530	Equal Employment Opportunity Complaint Procedure	Revised	SEA
R2431.4	Prevention and Treatment of Sports-Related Concussions and Head Injuries	Revised	SEA

- XIII. Unfinished Business
- XIV. New Business
- Ad Hoc Strategic Planning Committee
- XV. Public Commentary (any topic)

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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).

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XVI. 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:

a collective bargaining agreement and/or negotiations related to it

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.

XVII. 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."

#### 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.