

WARREN TOWNSHIP SCHOOLS

Board of Education Meeting * January 23, 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://tinyurl.com/WarrenTBOE012323>.

I. Call to Order and Statement of Presiding Officer Daniel Croson, President

Re: Chapter 231 P.L. 1975: "The adequate notice of this regular meeting as required by the Open Public Meetings Act was provided by the posting, mailing/delivery, and filing of this notice on January 9, 2023. This notice was on those dates posted on the bulletin board in the Township Office, sent to the Courier News, and TAPinto 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	___ Natalie Feuchtbaum	___ Ryan Valentino
___ Daniel Croson	___ Laura Keller	___ Todd Weinstein
___ Mehul Desai	___ Scott Otto	___ Patricia Zohn

IV. Minutes

- RESOLVED, that the Board of Education approves the public session minutes of the January 3, 2023 Board Meeting.

V. Correspondence and Information

· HIB Information

Total # of Investigations:

Total # of Determined Bullying Incidents:

2

0

· Suspension Report

In School:

Out of School:

1

0

VI. President's Remarks – Mr. Daniel Croson

VII. Superintendent's Remarks – Dr. Matthew Mingle

- School Board Recognition Month

- VIII. Presentation
 - Audit Report - Mr. Steve McDermott, Suplee, Clooney & Company
- IX. Discussion
 - Annual Review - Board Norms for Communications and Operations
- X. Committee Reports
 - Curriculum, Communications, and Technology Committee - No Meeting
 - Ryan Valentino - Chair, Mehul Desai, Natalie Feuchtbaum, Todd Weinstein
 - Finance, Operations, and Security Committee - January 18, 2023
 - Patricia Zohn - Chair, David Brezee, Scott Otto, Ryan Valentino
 - Personnel and Negotiations Committee - No Meeting
 - Laura Keller - Chair, David Brezee, Todd Weinstein
- XI. Public Commentary (agenda items only)

Note on public input at BOE meetings: Board Policy #0167, adopted on June 18, 2018, provides for public participation in Board of Education meetings. Such participation is governed by the following rules:

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, address, and group affiliation, if applicable;
2. Each statement made by a participant shall be limited to three minutes' duration. If necessary, the public comment portion of the meeting may be extended fifteen minutes with Board approval;
3. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard;
4. All statements, questions, or inquiries shall be directed to the presiding officer and any questions or inquiries directed by a participant to another Board member shall be redirected to the presiding officer who shall determine if such statement, question, or inquiry shall be addressed by the presiding officer on behalf of the Board;

The portion of the meeting during which participation of the public is invited shall be limited to fifteen minutes (limit may be adjusted at the discretion of the presiding officer as circumstances dictate).

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 3, 2023.
- A.2. Bedside Instruction
RESOLVED, the Board of Education approves the bedside instruction through EI,US (LearnWell) for Student #7467273250, beginning January 9, 2023, at an hourly rate of \$44.50, at a cost not to exceed \$4,746.
- A.3. Bedside Instruction
RESOLVED, the Board of Education approves the bedside instruction through Silvergate Prep for Student #8784618692, beginning January 12, 2023, at an hourly rate of \$40, at a cost not to exceed \$2,400.

B. Finance/Operations/Transportation

- B.1. Payment of Bills
RESOLVED, that the Board of Education approves the payment of bills for the month of January 2023 in the amount of \$2,016,612.97.

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 December 2022.

WHEREAS, this report shows the following balances on December 31, 2022.

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$5,942,892.07		\$1,484,579.02
(10) General Current Expense		\$0.00	
(11) Current Expense		\$1,174,908.87	
(12) Capital Outlay		\$21,692.55	
(13) Special Schools		\$4,463.20	
(20) Special Revenue Fund	(\$128,096.011)	\$631,904.14	\$0.00
(30) Capital Projects Fund	\$764,052.12	(\$135,940.59)	(\$1,653,267.26)
(40) Debt Service Fund	\$179.41	\$0.00	\$0.00
TOTAL GOVERNMENTAL FUNDS	\$6,579,027.59	\$1,697,028.17	(\$168,688.24)
Wealth Mgmt - Capital Reserve	\$9,000,000.00		
Wealth Mgmt - Operating	\$500,000.00		
Wealth Mgmt - Capital Projects	\$7,607,000.00		
TOTAL WEALTH MANAGEMENT	\$17,107,000.00		
(60) Milk Fund	\$18,250.80	(\$27,900.00)	\$14,113.49
(61) Juice and Water Fund	\$46,002.37	(\$18,547.77)	\$48,174.64
TOTAL ENTERPRISE FUNDS	\$64,253.17	(46,447.77)	\$62,288.13

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 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.	11-000-213-600-030-00-00	Health Supplies - District - CS	11-000-213-300-030-00-00	Health Purchased Services - CS	\$270
2.	11-000-213-600-033-00-00	Health Supplies - District - MS	11-000-213-300-033-00-00	Health Purchased Services - MS	\$270
3.	11-000-213-600-035-00-00	Health Supplies - District - MHS	11-000-213-300-035-00-00	Health Purchased Services - MHS	\$270
4.	11-000-213-600-040-00-00	Health Supplies - District - ALT	11-000-213-300-040-00-00	Health Purchased Services - ALT	\$270
5.	11-000-213-600-050-00-00	Health Supplies - District - WS	11-000-213-300-050-00-00	Health Purchased Services - WS	\$270

6.	11-000-219-390-030-08-00	CST - Purchased Prof. Svcs. - CS	11-214-100-320-030-08-00	Autism - Educational Services - CS	\$5,000
7.	11-000-219-390-033-08-00	CST - Purchased Prof. Svcs. - MS	11-214-100-320-030-08-00	Autism - Educational Services - CS	\$5,000
8.	11-000-219-390-035-08-00	CST - Purchased Prof. Svcs. - MHS	11-000-217-320-040-08-00	Extraord. Services - Prof. Svcs.- ALT	\$10,000
9.	11-000-219-390-040-08-00	CST - Purchased Prof. Svcs. - ALT	11-000-217-320-040-08-00	Extraord. Services - Prof. Svcs.- ALT	\$5,000
10.	11-000-219-390-050-08-00	CST - Purchased Prof. Svcs. - WS	11-000-217-320-040-08-00	Extraord. Services - Prof. Svcs.- ALT	\$5,000
11.	11-000-230-334-000-01-00	Architect & Engineering Services	11-000-230-331-000-01-00	Legal Services	\$8,000
12.	11-000-230-630-000-01-00	BOE - Meeting Supplies	11-000-230-610-000-01-00	Administration - Supplies	\$60
13.	11-000-252-580-000-11-01	Workshops & Travel - Technology	11-000-252-500-000-11-01	Technology - Purchased Services	\$200
14.	11-000-270-515-000-10-00	Special Ed Transportation - Jointure	11-000-270-518-000-10-00	Special Ed Transportation - ESC	\$2,000
15.	12-120-100-730-035-11-01	Instructional Equipment - Tech.-MHS	11-000-222-300-035-11-01	Ed Media-Prof. & Tech. Services-MH	\$3,936

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
Daniel Lorimor	District	School Safety and Violent Event Incident Management Training	Flemington	Feb 7, 2023	\$224
Michael Pate	B&G	Asbestos Safety Training for Custodial and Maintenance Personnel	Somerset	Mar 14-15, 2023	\$411
Myranda Shimko	MS	New Jersey Association of Middle Level Education	Middletown	Mar 15, 2023	\$174
William Kimmick	District	Association for Supervision and Curriculum Development	Denver, CO	Mar 31, Apr 1 - 4, 2023	\$2,503
Alison Tugya	CS	Association for Supervision and Curriculum Development	Denver, CO	Mar 31, Apr 1 - 4, 2023	\$2,474

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. Purchase of Electric - Alliance For Competitive Energy Services

RESOLVED, that the Board of Education approves the resolution to purchase electricity through the Alliance for Competitive Energy Services, effective June 1, 2023 through May 31, 2028.

B.6. Purchase of Natural Gas Services - Alliance For Competitive Energy Services
RESOLVED, that the Board of Education approves the resolution to purchase Natural Gas through the Alliance for Competitive Energy Services, effective June 1, 2023 through May 31, 2028.

B.7. Fire Alarm Project Architect Proposal
RESOLVED, that the Board of Education approves the following contracts with its Architect of Record, Parette Somjen Associates, for the projects listed below. Authorization includes any necessary updates of the district's Long Range Facilities Plan, if required, as well as the solicitation of bids for the various projects listed.

Project Name	Project Scope	Cost Not to Exceed
Fire Alarm Upgrade Angelo L. Tomaso School NJDOE State Application No: 35-5470-040-21-1000	The scope of work includes, but is not limited to, the replacement of all fire alarm devices with new. New fire alarm components to be installed include new addressable smoke detectors, carbon monoxide detectors, heat detectors, horn and strobes, monitor modules, beam detectors, and magnetic door holders. The intent is for construction to occur during summer 2024.	Professional Fee: \$31,900 Reimbursable Fee: \$1,595
Fire Alarm Upgrade Central School NJDOE State Application No: 35-5470-030-21-3000	The scope of work includes, but is not limited to, the replacement of all fire alarm devices with new. New fire alarm components to be installed include new addressable smoke detectors, carbon monoxide detectors, heat detectors, horn and strobes, monitor modules, beam detectors, and magnetic door holders. The intent is for construction to occur during summer 2024.	Professional Fee: \$27,600 Reimbursable Fee: \$1,390
Fire Alarm Upgrade Mt. Horeb School NJDOE State Application No: 35-5470-035-21-1000	The scope of work includes, but is not limited to, the replacement of all fire alarm devices with new. New fire alarm components to be installed include new addressable smoke detectors, carbon monoxide detectors, heat detectors, horn and strobes, monitor modules, beam detectors, and magnetic door holders. The intent is for construction to occur during summer 2024.	Professional Fee: \$32,300 Reimbursable Fee: \$1,615
Fire Alarm Upgrade Warren Middle School NJDOE State Application No: 35-5470-033-21-2000	The scope of work includes, but is not limited to, the replacement of all fire alarm devices with new. New fire alarm components to be installed include new addressable smoke detectors, carbon monoxide detectors, heat detectors, horn and strobes, monitor modules, beam detectors, and magnetic door holders. The intent is for construction to occur during summer 2024.	Professional Fee: \$60,100 Reimbursable Fee: \$3,005
Fire Alarm Upgrade Woodland School NJDOE State Application No: 35-5470-050-21-1000	The scope of work includes, but is not limited to, the replacement of all fire alarm devices with new. New fire alarm components to be installed include new addressable smoke detectors, carbon monoxide detectors, heat detectors, horn and strobes, monitor modules, beam detectors, and magnetic door holders. The intent is for construction to occur during summer 2024.	Professional Fee: \$28,400 Reimbursable Fee: \$1,420

B.8. 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 \$5,000, whichever is less, of the amount saved by the employer because of the employee's waiver of coverage for Calendar Year 2023; 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 \$5,000, 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.9. Finance, Operations, and Security Committee Goals

RESOLVED, that the Board of Education approves the revised Finance, Operations, and Security Committee goals for the 2022-2023 School Year:

- Support the implementation of year two strategic plan priorities that focus on Finance, Operations, and Security:
 - Evaluate the district's safety and security procedures and identify opportunities for enhancement.
 - Implement referendum projects.
 - Implement short-term lunch programs and plan for long-term lunch program implementation.
 - Update the long-range capital plan.
- Advise the board regarding the development of the 2023-2024 budget.
- Review the impact of new residential development on district operations and finances.

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
Lynn Kaplan	Leave Replacement Teacher	WMS	MA	26	\$93,476	On or about January 24, 2023 through June 30, 2023	No	To replace employee #2053
Miguel Rubio	Part-Time Custodian (10 month) 04-30-10/abe	CS	N/A	N/A	\$16,000	January 17, 2023 through June 30, 2023	No	To replace employee #0522

C.2. Substitute Teachers

RESOLVED, that the Board of Education approves the following to be appointed as substitute teachers for the 2022-2023 school year.

Name
Lauren Mansour

Paola Cordoba
Faith Lettire
Braishna Khattak

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

Employee ID	Paid/Unpaid
#1132	FMLA - December 6, 2022 through on or about January 17, 2023 (paid)
#1194*	FMLA - November 28, 2022 through January 27, 2023 (paid)
#1715	FMLA - February 14, 2023 through March 15, 2023 (paid) FMLA - March 16, 2023 through May 8, 2023 (unpaid)

*(This motion supersedes the previous motion approved on November 21, 2022)

- C.4. Non-WTEA Stipend Position 2022-2023
RESOLVED, that the Board of Education approves the following Non-WTEA Stipend Position for 2022-2023:

Name	Position	Amount
Ann Marie Christou	After-School Activities Coordinator	\$1,600
Jessica Decelle	After-School Activities Coordinator	\$1,600

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

- C.5. Warren Academy Courses - Instructor Stipend 2022-2023
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
Nancy Andrews	Let's Move! Create a Kinesthetic Classroom	February 13, 2023	1	1	\$100
Nancy Andrews	Incorporating New Technology into your Classroom	February 22, 2023	1	1	\$100
Cynthia Cassidy	Make & Take Instructional Strategies for Middle Grades	February 8, 2023	3	1	\$200
Kimberly Bostory	Make & Take Instructional	February 8, 2023	3	1	\$200

	Strategies for Middle Grades				
Kimberly Bostory	Make & Take Instructional Strategies for the Elementary Classroom	February 15 & 16, 2023	4	2	\$300
Cynthia Cassidy	Make & Take Instructional Strategies for the Elementary Classroom	February 15 & 16, 2023	4	2	\$300
Christina Mancino	Cooperative Discipline	February 8, 2023	3	1	\$200
Kristen Stoyanov	Next Generational Guided Reading	February 12, 2023	4	2	\$300
Michelle Zgombic	Helpful Tech Tips for Paraprofessionals	February 15, 2023	3	1	\$200
Michelle Zgombic	Let's Build a Website!	February 22, 2023	3	1	\$200
Michelle Zgombic	Using Canva with your Students	March 21, 2023	3	1	\$200
Michelle Zgombic	Authentic Assessment	March 29, 2023	3	1	\$200

C. 6. Social Media Parent Presentations - Staff

RESOLVED, that the Board of Education approves the following employee for Social Media Parent Information sessions in the 2022-2023 School year, at the WTEA contractual rate of \$50 per hour per employee, for a total cost not to exceed \$200.00.

Name
Carol Brown

C.7. Long Term Substitute

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

Name	Effective Date	Replacing Employee #
Lois Wagner	November 29, 2022 through on or about January 27, 2023	#1194

*(This motion supersedes the previous motion approved on November 21, 2022)

- C.8. Approval to Create Positions
RESOLVED, that the Board of Education hereby approves to create the following position for 2022-2023 school year:

Location	Position	Full-Time Equivalent
District	Part-Time Speech Language Pathologist 02-00-22/bom	20 hrs per week

- C.9. Speech Consultant
RESOLVED, that the Board of Education approves Kara Penney as a speech consultant starting in February 2023, for up to 10 days to assist with speech sessions and/or performing evaluations, at a rate of \$351.41 per day and at a cost not to exceed \$3,514.10.
- C.10. Sidebar - Employee #2053
RESOLVED, that the Board of Education approves the sidebar agreement between the Warren Township Board of Education and the Warren Township Education Association regarding employee #2053.
- C.11. Sidebar - Employee #1920
RESOLVED, that the Board of Education approves the sidebar agreement between the Warren Township Board of Education and the Warren Township Education Association regarding employee #1920.
- C.12. Special Education Service Provider List
RESOLVED, that the Board of Education approves the following Service Provider addition for the 2022-2023 school year:

Name	Rate
Bartky HealthCare Center, LLC	\$1,500 for Psychiatric Evaluation with written report

- C. 13. REACH Parent Presentations - Staff
RESOLVED, that the Board of Education approves the following employees for a REACH Parent Information session* in the 2022-2023 School Year, at the WTEA contractual rate of \$50 per hour per employee, for a total cost not to exceed \$200.00.

Names	
Susan Kline	Susan Cooper
Nancy Andrews	Brielle Tuozzo

*The district may use ESSER funds for this session.

- C.14. Retirement/Resignation
RESOLVED, that the Board of Education approves the retirement/resignation of the following staff:

Name	Position	Location	Retirement/ Resignation	Dates of Service
Rebecca Plurad	Preschool Paraprofessional 32.5 hours 08-35-08/bne	MH	Resignation	August 29, 2022 through January 20, 2023
Rachel Rothchild	Grade 1 Teacher 02-40-22/bnp	ALT	Resignation	August 29, 2022 through March 24, 2023 (or sooner if a replacement is found)

**C.15. 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
Natalie Hornak	January 24, 2023 through June 30, 2023	Paraprofessional, MH 30 hrs \$28,220 08-35-08/bnt	1:1 Paraprofessional MH 32.5 hrs \$30,572 08-35-08/bne

XIII. Unfinished Business

XIV. New Business

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).

XVI. Adjourn

2020-2025 Strategic Plan Goals

1. Competencies Goal 1 - Strengthen each student's academic competencies by fostering a supportive instructional culture.
2. Competencies Goal 2 - Strengthen each student's social-emotional competencies to maximize growth and capabilities.
3. Voice & Engagement Goal 1 - Streamline existing two-way communications between district stakeholders to maximize consistency, efficiency, and effectiveness.
4. Voice & Engagement Goal 2 - Investigate and adopt a partnership-driven change management process.
5. Equity & Consistency Goal 1 - Provide each student with a rich array of academic, enrichment, and diverse social experiences.
6. Equity & Consistency Goal 2 - Create a culture that values diversity.
7. Health, Wellness & Safety Goal 1 - Promote the health and social-emotional wellness of students by equipping each staff member with skills to identify related factors and enhance support systems.
8. Health, Wellness & Safety Goal 2 - Maintain and improve all district facilities in conjunction with the district safety and security plan.

2022-2023 District Goals

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

2022-2023 Board Goals

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