

# WARREN TOWNSHIP SCHOOLS

Board of Education Meeting \*January 27, 2025 \* 6:30 PM  
Warren Middle School

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/87454092395?pwd=v5TXxDXR9IVFfFDSLjMGuBta9pKNeK.1>

I. Call to Order and Statement by Board Secretary Christopher Heagele

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 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

___ 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 January 6, 2025 Board Meeting.

V. Correspondence and Information

· HIB Information

Total # of Investigations:

2

Total # of Determined Bullying Incidents:

1

· Suspension Report

In School:

0

Out of School:

0

VI. President's Remarks

VII. Superintendent's Remarks - Dr. Matthew Mingle

VIII. Presentations

- Audit Report - Mr. Steve McDermott, Suplee, Clooney & Company

- IX. Discussion
  - Norms for Board Communication and Operations
  
- X. Committee Reports
  - Curriculum and Technology Committee - January 21, 2025
    - Stephen Toor - Chair, Bridget Granholm, Rich Molfetta, Laura Keller - Alternate
  - Finance, Operations, and Security Committee - January 21, 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
  - Ad Hoc Strategic Planning Committee - January 10, 2025
    - Laura Keller, Stephen Toor, Patricia Zohn
  
- 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 approves the HIB Report submitted by the Superintendent for the period ending on January 6, 2025.

A.2. Out of District Placement

RESOLVED, that the Board of Education approves the tuition and transportation contracts with Somerset County ESC for 2024-2025 Regular School Year for the following student:

Student ID	School	Start Date	Tuition Cost	Transportation Cost
#4020600773	Somerset Academy	January 7, 2025	\$291/day	\$51.92/day

A.3. Home Instruction

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

Student ID	Provider	Start Date	Amount
#5098255932	EI,US (LearnWell)	December 26, 2024	Not to exceed \$2,450
<b>6633536241</b>	<b>TBD</b>	<b>February, 3, 2025</b>	<b>TBD</b>

B. Finance/Operations/Transportation

B.1. Payment of Bills

RESOLVED, that the Board of Education approves the payment of bills for the period January 2025 in the amount of \$3,220,208.11.

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 2024.

WHEREAS, this report shows the following balances on November 30, 2024

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$3,256,633.67		\$1,906,544.35
(10) General Current Expense		\$0.00	
(11) Current Expense		965,457.86	
(12) Capital Outlay		\$245,274.49	
(13) Special Schools		\$6,561.48	
(20) Special Revenue Fund	\$46,961.94	\$105,165.89	\$0.00
(30) Capital Projects Fund	\$1,276.40	\$100,644.73	\$315,288.46
(40) Debt Service Fund	\$0.00	\$0.00	\$0.00
<b>TOTAL GOVERNMENTAL FUNDS</b>	<b>\$3,304,872.01</b>	<b>\$1,423,104.45</b>	<b>\$2,221,832.81</b>
Wealth Mgmt - Capital Reserve	\$5,900,000.00		
Wealth Mgmt - Operating	\$5,000,000.00		
Wealth Mgmt - Capital Projects	\$3,099,000.00		
<b>TOTAL WEALTH MANAGEMENT</b>	<b>\$13,999,000.00</b>		
(62) Food Service Account	\$184,445.41	(\$374,837.78)	\$81,162.03

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 December 2024

RESOLVED, the Board of Education ratifies the 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. 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
Michael Pate	B&G	<b>New Jersey School Buildings and Grounds Association Workshop 2025</b>	Atlantic City	Mar 2025	\$903
Michael Pate	B&G	Rutgers Asbestos Safety Training for Custodial and Maintenance Personnel	Somerset	Apr 2025	\$409
Timothy Fabiano	WMS	New Jersey Association for Health, Physical Education, Recreation, and Dance	Princeton	Feb 2025	\$364
Jamie Einiger	WMS	New Jersey Association of Middle Level Educators Conference	Middletown Twp	Mar 2025	\$160
Lynn Alger	WMS	New Jersey Association of Middle Level Educators Conference	Middletown Twp	Mar 2025	\$177
Cynthia Cassidy	WMS	New Jersey	Middletown	Mar 2025	\$181

		Association of Middle Level Educators Conference	Twp		
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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
Freezers	Two - C. Nelson Commercial Freezer, Model - 3D-8	000150 and 005169

- B.6. Transportation - Out-of-District Student - Morris Union Jointure Commission  
RESOLVED, that the Board of Education approves the transportation contract with Morris Union Jointure Commission for 2024-2025 School Year for Out-of-District student as follows:

School	Student ID	Transportation Cost
DLC Warren	#1688687297	\$135.00 per diem

- B.7. Greater Somerset County YMCA - 2nd Grade Swim Program  
RESOLVED, that the Board of Education approves the Greater Somerset County YMCA - 2nd Grade Swim Program Contract for the 2024-25 School Year.
- B.8. AlphaBEST Summer Contract  
RESOLVED, that the Board of Education approves the AlphaBEST Education, Inc. Contract for the Summer 2025 to provide Before and After School Care services.
- B.9. Acceptance of the Audit for the 2023-2024 School Year  
Auditor's Management Report and Annual Comprehensive Financial Report  
WHEREAS, the Board of Education has engaged Suplee Clooney & Company of Westfield, NJ, to audit the district's Annual Comprehensive Financial Report for the fiscal year ended June 30, 2024, in compliance with N.J.S.A.18A:23-1 et seq, and,

WHEREAS, this audit has been completed and the Annual Comprehensive Financial Report filed with the State Department of Education and submitted to the Warren Township Board of Education along with a synopsis of the audit report and recommendations, which synopsis and recommendations are available for public review, and,

Now therefore be it, RESOLVED, that the Board of Education hereby accepts the report, notes the following recommendations, and directs that appropriate corrective action be taken:

Recommendations: None

Corrective Actions: None

B.10. 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 \$4,000, 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 2025; 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.11. Committee Functions  
RESOLVED, that the Board of Education approves Committee Function revisions.

**B.12. Local Recreational Improvement Grant: Mount Horeb School Playground**

***Whereas, the Warren Township Board of Education desires to apply for and obtain a grant from the New Jersey Department of Community Affairs ("Department") for approximately \$21,621 to carry out a project to improve the Mount Horeb School playground by removing and disposing of old mulch, installing new playground borders & weed barriers, and install certified playground mulch;***

***Be it therefore RESOLVED, that the Warren Township Board of Education does hereby authorize the application for such a grant; and,***

**Recognizes and accepts that the Department may offer a lesser or greater amount and therefore, upon receipt of the grant agreement from the New Jersey Department of Community Affairs, does further authorize the execution of any such grant agreement; and also, upon receipt of the fully executed agreement from the Department, does further authorize the expenditure of funds pursuant to the terms of the agreement between Warren Township Board of Education and the New Jersey Department of Community Affairs.**

C. Personnel/Student Services

- C.1. Employment for the 2024-2025 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	Stipend	Total Salary	Effective Date	Tenure	Discussion
Eva Agathis	Classroom Paraprofessional (30 hours)	MTH	N/A	1	\$27,105	\$0	\$27,105	January 13, 2025 through June 30, 2025	No	Replacing Employee #3924
Anna Hackett	Bus Driver (7 hours per day)	District	N/A	N/A	\$31,468	\$0	\$31,468	February 3, 2025 through June 30, 2025	No	Replacing Employee #3914
Emily Eichinger	Bus Monitor (5 hours per day)	District	N/A	N/A	\$15,070	\$0	\$15,070	February 5, 2025 through June 30, 2025	No	Replacing Employee #3789
Jamie Anastasio	School Psychologist	CS/ALT	MA+45	7	\$85,413	\$0	\$85,413	March 24, 2025 through June 30, 2025	Yes	New Position
<b>Nancy Dasti</b>	<b>Leave Replacement - 1:1 Paraprofessional (32.5 hours)</b>	<b>CS</b>	<b>NA</b>	<b>9</b>	<b>\$33,811</b>	<b>\$2,000</b>	<b>\$35,811</b>	<b>February 7, 2025 through June 30, 2025</b>	<b>No</b>	<b>Replacing Employee #3719</b>

C.2. Leave Request

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

Employee ID	Paid/Unpaid
#2053	FMLA - February 26, 2025 through March 18, 2025 (AM) (Paid) FMLA - March 18, 2025 (PM) through April 23, 2025 (Unpaid)
#3704	FMLA - April 21, 2025 through June 5, 2025 (Paid) FMLA - June 6, 2025 through June 30, 2025 (Unpaid) NJFLA - August 26, 2025 through November 14, 2025 (Unpaid)
#3384	FMLA - December 4, 2024 through February 4, 2025 (Paid) FMLA - February 5, 2025 through February 20, 2025 (Unpaid) (This motion supersedes the motion from November 18, 2024)
#3604	FMLA - January 29, 2025 through March 17, 2025 (Paid) FMLA - March 18, 2025 through March 26, 2025 (Unpaid)
#0470	FMLA - April 2, 2025 through May 28, 2025 (AM) (Paid) FMLA - May 28, 2025 (PM) through June 30, 2025 (Unpaid)
#2823	FMLA - November 11, 2024 through January 21, 2025 (Paid) NJFLA - January 22, 2025 through April 16, 2025 (Unpaid) Extended Leave - April 17, 2025 through April 30, 2025 (Unpaid) (This motion supersedes the previous motion from October 28, 2024)
<b>#3714</b>	<b>FMLA - April 28, 2025 through May 28, 2025 (AM) (Paid)</b> <b>FMLA - May 28, 2025 (PM) through June 30, 2025 (Unpaid)</b> <b>NJFLA - August 26, 2025 through November 14, 2025 (Unpaid)</b>

C.3. Substitute Teachers

RESOLVED, that the Board of Education approves the following to be

appointed as substitute teachers for the 2024-2025 school year.

Names	
Ryan McCoy	Valerie Montrone
Enya Chi	Preeti Tyagi

**C.4. Retirement/Resignation**

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

Name	Position	Location	Retirement/Resignation	Dates of Service
Maria Eichinger	Bus Monitor	District	Resignation	June 26, 2023 through February 7, 2025
Susan Cooper	E2	WMS	Retirement	September 1, 1997 through June 30, 2025
Mary Beth LeBlond	Grade 4 Teacher	MTH	Retirement	September 1, 2001 through June 30, 2025
Suzanne Lathrop	Secretary	WMS	Retirement	January 8, 2007 through June 30, 2025

**C.5. Advancement on the Salary Guide**

RESOLVED, that the Board of Education approves the following staff for amended placements on the 2024-2025 salary guide:

Name	From	To	Effective
Linnea Middleton	MA+15	MA+30	02/01/2025
Sarah Scalea	MA	MA+15	02/01/2025
Hannah Glinn	MA	MA+15	02/01/2025
Kelcey Sheeley	BA+15	MA	02/01/2025
Lyndsay Carroll	BA	BA+15	02/01/2025

**C.6. Warren Academy Courses - Instructor Stipend 2024-2025**

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
Mariana Arango-Guzman	Being a Reader ClassView Pro	March 3, 2025	3	1	\$200

Danielle Buzby	Personal Connection in a Professional Environment	February 13 & 14, 2025	3	1.5	\$225
Cynthia Cassidy	60 Second Strategies to Build Effective Classroom Practices	February 19, 2025	1	1	\$100
Jessica Decelle Anna Roga	Roles & Responsibilities of a Paraprofessional in the Middle School Setting	February 27, 2025	3	1	\$200 each
Francesca Frosoni	Theory of Goal Setting	February 13, 2025	3	1	\$200
Francesca Frosoni	Increasing Student Accountability	March 13, 2025	3	1	\$200
Francesca Frosoni	Assessments and Questioning	March 27, 2025	1	1	\$100
Lisa Lontai Timothy Fabiano	Fitness for an Improved Mental Well-Being	February 10 & February 20, 2025	4	2	\$300 each
Leeann Wertheim	Establishing a Well Structured Classroom	February 21, 2025	3	1	\$200

C.7. Handle With Care Building Teams

RESOLVED, that the Board of Education approves the following staff as Handle With Care Building Team (formerly known as the CPI team) members. Each staff member will receive an annual amount of \$500 stipend per the WTEA Collective Bargaining Agreement. The stipend will be rewarded upon verified completion of the crisis prevention intervention training, for a total cost not to exceed \$19,000.00.

Names			
Beth Alcaraz	Ashley Allegra	Erica Bell	Elizabeth Bisson
Kelly Blessing-Maire	Katherine Cimei	Jessica Decelle	Maria DeMarzo
Lindsey Dolan	Timothy Fabiano	Melissa Fedosh	Eliana Glassman
Julie Jagiello	Nicole Kaller	Nancy Lauber	Patricia Lospinoso
Lauren Mansour	Amanda McGrath	Alexandra McWilliams	Jessica Mironski

Toni Moss	David O'Connor	Carlyn O'Regan	Alyssa Pech
Amy Petrik	Michaela Porras	Emily Purkis	Anthony Rizzolo
Anna Roga	Beatrice Schwartzkopf	Alexa Sellers	Kelly Stankiewicz
Sandra Surowiec	Lauren Systo	John Tsihlas	Jean Vecchio
Claire Vivenzio	Deborah Yankowicz		

C.8. **Vacation Use - Employee #2283**  
RESOLVED, that the Board of Education approves the use of vacation time on April 21, 22, and 23 for Employee #2283 per the terms of the Warren Township Administrators Association Collective Bargaining Agreement.

C.9. **Compact Schedule for Summer 2025**  
RESOLVED, that the Board of Education approves a four-day compacted work schedule for Summer 2025, from the week of June 23, up to and including the week of August 18.

**C.10. Termination**  
**RESOLVED, that the Board of Education terminates the 2024-2025 employment contract for Employee #3918 effective at the conclusion of the day on Friday, March 28, 2025.**

D. Policy

D.1. **Policies and Regulations – First Reading**  
RESOLVED, that the Board of Education approves the first reading of the following policies and regulations:

Number	Policy Name	New/Revision	Source of Changes
5111	Eligibility of Resident/Nonresident Students	Revised	SEA
5512	Harassment, Intimidation, or Bullying	Revised	SEA
5516	Use of Electronic Communication Devices	Revised	SEA
5533	Student Smoking	Revised	SEA
5701	Academic Integrity	Revised	SEA
5710	Student Grievance	Revised	SEA
7441	Electronic Surveillance in School Buildings and on School Grounds	Revised	SEA
8500	Food Services	Revised	SEA
9320	Cooperation with Law Enforcement Agencies	Revised	SEA

Number	Regulation Name	New/Revision	Source of Changes
R5516	Use of Electronic Communication Devices	New	SEA
R5533	Student Smoking	Revised	SEA
R7441	Electronic Surveillance in School Buildings and on School Grounds	Revised	SEA
R9320	Cooperation with Law Enforcement Agencies	Revised	SEA

XIII. Unfinished Business

XIV. New Business

XV. Public Commentary (any topic)

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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

#### 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.

#### 2024-2025 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. Strategic Plan
  - a. Adopt a strategic plan for the years 2025-2030.

#### 2024-2025 Board Goals

1. Comply with Board norms and represent the Board at school and community events.
2. Draft communications/messaging strategies for key community topics (eg., enrollment growth, strategic planning, referendum).
3. Support the implementation of year five strategic plan priorities and adopt a new five-year strategic plan.