

WARREN TOWNSHIP SCHOOLS

Board of Education Meeting *January 6, 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/89504897408?pwd=U6R9khNbulvWKBc15kaiaMCGWubZl.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 12, 2024. 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. Election Results

For entry into the minutes, Mr. Heagele provided the Somerset County Clerk certified results of the Annual School Election, held on November 7, 2024:

Warren Township - Three (3) Three Year Board of Education Seats

- Bridget Granholm
- Richard Molfetta
- Ryan Valentino

IV. Oath of Office

- The Oath of Office will be administered to Mrs. Granholm, Mr. Molfetta, and Mr. Valentino by Mr. Heagele.

V. Roll Call

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

VI. Election of Board Officers

A. President: _____

The newly elected Board President will preside over the remainder of the meeting.

B. Vice President: _____

VII. Annual Reorganization Action Items

A. Policies

RESOLVED, the Board of Education approves adoption of current Board Policies & Bylaws for the Calendar Year 2025.

B. Curriculum

RESOLVED, that the Board of Education approves adoption of the PK-8 curriculum guides, as aligned with NJ Student Learning Standards, for the 2024-2025 school year.

C. Service Appointments

RESOLVED, the Board of Education approves the following:

1. The Courier News as the official school district newspaper for the Calendar Year 2025.
2. The Echoes-Sentinel as official alternate newspaper to be used in lieu of the Courier News, when necessary, for the Calendar Year 2025.
3. TAPinto Warren as official electronic news source for the Calendar Year 2025.
4. The appointment of Cleary, Giacobbe, Alfieri, Jacobs, LLC (non fair and open) as Board Attorneys for the Calendar Year 2025 at the following hourly rates:
 - a) \$185 - Partner
 - b) \$180 - Counsel
 - c) \$175 - Associate
 - d) \$90 - Law clerks and paralegalsat an approximate total cost not to exceed \$40,000.
5. The appointment of Comegno Law Group, P.C. as special counsel for Special Education matters for the Calendar Year 2025 at the following hour rates:
 - a) \$225 - Partner
 - b) \$195 - Associate
 - c) \$100 - Paralegalsat an approximate total cost not to exceed \$20,000.
6. The appointment of King, Moench and Collins LLP as special counsel for the Calendar Year 2025 at the following hour rates:
 - a) \$185 - Attorney
 - b) \$85 - Paralegalsat an approximate total cost not to exceed \$10,000.
7. The appointment of Parette Somjen Architects, LLC as the architect of record (non fair and open) for the Calendar Year 2025, at an approximate total cost not to exceed \$30,000 with terms as specified in the contract.
8. The appointment of Chris Heagele, Business Administrator/Board Secretary, be designated as the Board of Education's Claims Auditor with authority, as provided by 18A:19-2 amended; to direct prepayment of claims for Debt Service, Payroll, Fixed charges and any other claim or demand with would be in the best interests of the Board to pay promptly for the 2024/2025 school year.

D. Board Meeting Dates

RESOLVED, the Board of Education approves the following list of meetings for the Calendar Year 2025:

**WARREN TOWNSHIP BOARD OF EDUCATION
2025 MEETING SCHEDULE**

(NOTE: All meetings will be held in person and virtually. All meetings are assumed to be held in the Library at the Middle School. All meetings are to be held on a Monday.)

<u>DATE</u>	<u>TIME</u>
January 6, 2025 REORGANIZATION	6:30 pm
January 27, 2025	6:30 pm
February 24, 2025	6:30 pm
March 17, 2025	6:30 pm
April 28, 2025	6:30 pm
May 12, 2025	6:30 pm
June 16, 2025	6:30 pm
July 21, 2025	4:00 pm
August 25, 2025	6:30 pm
September 22, 2025	6:30 pm
October 27, 2025	6:30 pm
November 17, 2025	6:30 pm
December 22, 2025	6:30 pm
January 5, 2026 REORGANIZATION	6:30 pm

E. Board Member Code of Ethics

RESOLVED, the Board of Education acknowledges that each Board Member has received and agreed to uphold the Code of Ethics as follows:

1. I will uphold and enforce all laws, state board rules and regulations, and court orders pertaining to schools. Desired changes should be brought about only through legal and ethical procedures.
2. I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools which meet the individual needs of all children regardless of their ability, race, creed, sex or social standing.
3. I will confine my board action to policy making, planning, and appraisal and I will help to frame policies and plans only after the board has consulted those who will be affected by them.
4. I will carry out my responsibility, not to administer the schools, but, together with my fellow board members, to see that they are well run.
5. I will recognize that authority rests with the board of education and will make no personal promises nor take any private action which may compromise the board.
6. I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.
7. I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. But in all other matters, I will provide accurate information and, in concert with my fellow board members, interpret to the staff the aspirations of the community for its schools.
8. I will vote to appoint the best qualified personnel available after consideration of the recommendation of the Superintendent.
9. I will support and protect school personnel in proper performance of their duties.

10. I will refer all complaints to the Superintendent and will act on such complaints at public meetings only after failure of an administrative solution.

F. District Mission Statement

RESOLVED, the Board of Education readopts the district's mission statement as follows:

"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."

G. Appointments

1. The election of _____ as Board Representative to the NJSBA Delegate Assembly for the Calendar Year 2025 and the election of _____ as the alternate.

2. The election of _____ as the Board Representative to the Somerset County Educational Services Commission for the Calendar Year 2025 and the election of _____ as the alternate.

3. The election of _____ as Board Representative to the Watchung Hills Municipal Alliance Committee for the Calendar Year 2025 and the election of _____ as the alternate.

4. The appointment of the Superintendent of Schools as the Board Representative to the Morris Union Jointure Commission Board of Education for the Calendar Year 2025.

5. The appointment of the Superintendent of Schools and Board of Education president as liaisons to the Warren Township committee.

6. Somerset County SBA Representative
RESOLVED, that the Board of Education appoints _____ as the 2025 Representative to the Somerset County School Boards Association.

H. 2025-2026 School Year Tuition Rates for Employees' Children

RESOLVED, that the Board of Education approves the following as the 2025-2026 tuition rates for children of staff members.

- Kindergarten- Grade 8: \$4,595.

*****End of Reorganization Items*****

VIII. Minutes

- RESOLVED, that the Board of Education approves the public session minutes of the December 16, 2024 Board Meeting.

IX. Correspondence and Information

· HIB Information

Total # of Investigations:

0

Total # of Determined Bullying Incidents:

0

· Suspension Report

In School:

1

Out of School:

1

· Fire Drills

<u>ALT</u> December 13	<u>Central</u> December 17	<u>Mt. Horeb</u> December 17	<u>Woodland</u> December 17	<u>Middle</u> December 19
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· Security Drills

<u>ALT</u> December 12 Lockdown	<u>Central</u> December 12 Lockdown	<u>Mt. Horeb</u> December 10 Lockdown	<u>Woodland</u> December 11 Lockdown	<u>Middle</u> December 10 Lockdown
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- X. President's Remarks
- XI. Superintendent's Remarks - Dr. Matthew Mingle
- XII. Presentations
- XIII. Discussion
 - Board Election Date
 - 2025 Referendum Date
- XIV. Committee Reports
- XV. 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.

XVI. 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 December 16, 2024.

A.2. Home Instruction

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

Student	School	Start Date	Amount
5098255932	University Behavioral Health Care Rutgers	December 15, 2024	Not to exceed \$4,500

B. Finance/Operations/Transportation

B.1. Payment of Bills

RESOLVED, that the Board of Education approves the payment of bills for the period December 17, 2024 through December 31, 2024 in the amount of \$1,840,832.75.

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 November 2024.

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

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$5,350,538.59		\$1,906,544.35
(10) General Current Expense		\$0.00	
(11) Current Expense		\$1,099,466.47	
(12) Capital Outlay		\$577,202.98	
(13) Special Schools		\$6,561.48	
(20) Special Revenue Fund	(\$201,188.62)	\$75,154.98	\$0.00
(30) Capital Projects Fund	\$979.43	\$100,644.73	\$315,288.46
(40) Debt Service Fund	\$0.00	\$0.00	\$0.00
TOTAL GOVERNMENTAL FUNDS	\$5,150,329.40	\$1,859,030.64	\$2,221,832.81
Wealth Mgmt - Capital Reserve	\$4,900,000.00		
Wealth Mgmt - Operating	\$5,000,000.00		
Wealth Mgmt - Capital Projects	\$3,311,000.00		
TOTAL WEALTH MANAGEMENT	\$13,211,000.00		
(62) Food Service Account	\$141,668.65	(\$374,579.80)	\$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 November 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 Reimbursement Mileage Rate

RESOLVED, that the Board of Education hereby approves the reimbursement rate for district travel in a personal vehicle to be \$0.47 per mile, per the New Jersey State Appropriations Act.

B.5. Purchasing Approval

RESOLVED, that the Board of Education hereby approves the following annual Cooperative purchasing:

- Atra Janitorial Supply Co, through Ed Data Services Bid #10425 for assorted janitorial supplies, at an amount not to exceed \$300,000.
- Cablevision Lightpath - NJ, Inc. through cooperative purchasing agreement NJDRLAP through ESCNJ, for internet and voice services, at an amount not to exceed \$350,000.
- Dell, through State Contract M0483, for computer equipment, peripherals and related services, at an amount not to exceed \$500,000.
- School Specialty, through State Contract T0114 and various ED Data Service Bids, for school supplies, at an amount not to exceed \$250,000.
- SHI International Corp, through cooperative purchasing agreement E-8801-NJSBA-ACESCPS as well as other cooperative purchasing agreements, for technology purchasing, at an amount not to exceed \$275,000.
- Staples Business Advantage, through various Ed Data Services Bids, for office/computer supplies, at an amount not to exceed \$175,000.

B.6. Referendum 2025

Resolution of the Board of Education of the Township of Warren in the County of Somerset, New Jersey authorizing the submission of a bond proposal question to the school district voters at a special school district election to be held on March 11, 2025.

BE IT RESOLVED by The Board of Education of the Township of Warren in the County of Somerset, New Jersey (the "Board") (not less than a majority of the full membership of the Board concurring) as follows:

1. The following bond proposal ("the Proposal"), shall be submitted to the legal voters of the School District at a special School District election ("the Election") to be held on Tuesday, March 11, 2025 commencing at 6:00 a.m. for the purposes hereinafter provided. The polls shall remain open until 8:00 p.m. and as much longer as may be necessary to permit all the legal voters then present to vote and cast their ballot. The form of the Proposal will read substantially as follows except as otherwise may be set forth herein:

BOND PROPOSAL QUESTION

The Board of Education of the Township of Warren in the County of Somerset, New Jersey (the "Board") is authorized to (a) undertake various improvements, alterations, renovations, and upgrades at Warren Middle School, Angelo L. Tomaso Elementary School, Mount Horeb Elementary School, Central Elementary School, and Woodland Elementary School, including acquisition and installation of fixtures, equipment, and any site work; (b) undertake the replacement of various playground equipment at Angelo L. Tomaso Elementary School, Mount Horeb Elementary School, Central Elementary School, and Woodland Elementary School, including acquisition and installation of fixtures, equipment, and any site work; (c) appropriate \$8,540,101 for such improvements; and (d) issue bonds in an amount not to exceed \$8,540,101.

The final eligible costs for the projects approved by the New Jersey Commissioner of Education are \$8,540,101 (consisting of \$2,545,406 for Warren Middle School, \$1,744,140 for Angelo L. Tomaso Elementary School, \$1,670,209 for Mount Horeb Elementary School, \$1,725,707 for Central Elementary School, and \$854,639 for Woodland Elementary School). The projects include \$0 for school facility construction elements in addition to the facilities efficiency standards developed by the Commissioner of Education or not otherwise eligible for State support pursuant to N.J.S.A. 18A:7G-5(g). The State debt service aid percentage will equal 40% of the annual debt service due with respect to the final eligible costs of the projects. The Board of Education is authorized to transfer funds among the projects approved at this election.

Do you approve this Bond Proposal Question?

2. The Board hereby approves and adopts the Proposal set forth above and, subject to the approval of the legal voters of the School District, hereby determines to carry out the same as described therein (the "Project"). The Board authorizes the Business Administrator/Board Secretary, consistent with any advice received from bond counsel, to revise the proposal, if necessary, prior to the Election to conform to any applicable legal requirements.
3. The Board hereby acknowledges and confirms that, in accordance with the requirements of N.J.S.A. 18A:24-16 and N.J.S.A. 18A:24-17, a Supplemental Debt Statement has been prepared as of the date of this resolution by the Chief Financial Officer of the Township of Warren, giving effect to the proposed total authorization of School Bonds of the School District in the maximum amount provided for in the Proposal, and that such Supplemental Debt Statement has been filed in the office of the Township Clerk and in the office of the Business Administrator/Board Secretary prior to the adoption of this resolution, and will be filed in the office of the Director of the Division of Local Government Services, State of New Jersey, Department of Community Affairs prior to the date of the Election.
4. The Business Administrator/Board Secretary is hereby authorized and directed, in conjunction with Bond Counsel, to deliver a certified copy of this resolution and such other information as shall be necessary to the County Clerk as required by N.J.S.A. 19:60-2, to request the County Clerk to submit the Proposal to the voters at the Election and to seek the assistance of the county officials and the municipal clerk in conducting the

Election.

5. The Board hereby: (i) accepts the determination of Preliminary Eligible Costs as set forth in the letter from the New Jersey Department of Education and not to appeal such determinations made therein; (ii) determines to construct the Project itself; (iii) agrees to locally fund any excess costs, if any; and (iv) delegates the supervision of the Project to the Business Administrator/Board Secretary.
6. Parette Somjen Architects, the School District's appointed architect for the Project (the "Project Architect"), has heretofore been authorized and delegated the responsibility to prepare the plans and specifications for the Project in consultation with and under the supervision of the Business Administrator/Board Secretary, who has been delegated the responsibility to work with the Project Architect for this purposes on behalf of the Board, in accordance with the requirements of N.J.S.A. 18A:18A-16, and such authorizations and delegations are hereof reconfirmed.
7. The School Administration and such other officers, professionals and agents of the Board as are necessary, including Wilentz, Goldman & Spitzer, P.A., Bond Counsel, and the Project Architect, are each hereby authorized and directed to perform such acts, execute such documents and do such things as are necessary and proper for the submission of the Proposal to the voters of the School District at the Election.
8. This Board hereby makes the following covenants and declarations with respect to obligations determined to be issued by the Business Administrator/Board Secretary through a public offering of private placement or through a conduit borrower on a tax exempt basis. The Board hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on its bonds or notes if issued as tax exempt, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds above the yield on its bonds or notes. The Business Administrator/Board Secretary is hereby authorized to act on behalf of the Board to deem the obligations authorized herein as bank qualified for the purposes of Section 265 of the Code, when appropriate. The Board hereby declares its intent to issue bonds or notes in the amount set forth in the Proposal approved by the voters as set forth in Section 1 and to use the proceeds to pay or to reimburse expenditures for the costs of the Projects authorized herein. This resolution is a declaration of intent within the meaning and for the purposes of Treasury Regulations 1.150-2 or any successor provisions of federal income tax law,
9. This resolution shall take effect immediately.

B.7. District School Street Zoning

RESOLVED, the Board of Education approves zoning the following street to the Woodland, beginning in January, 2025:

- **Locust Road**

No current students are affected by this change.

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
*David O'Connor	Leave Replacement - Special Education Teacher	CS	BA	1	\$62,465	\$0	\$62,465	February 10, 2025 through June 30, 2025	No	Replacing Employee #3534
Kimberly Zimmer	Leave Replacement - Special Education Teacher	CS	MA	4	\$71,550	\$0	\$71,550	January 13, 2025 through May 30, 2025	No	Replacing Employee #2823
Nomisha Sheth	Leave Replacement - Grade 1 Teacher	CS	BA	3	\$64,185	\$0	\$64,185	On or around March 21, 2025 through June 30, 2025	No	Replacing Employee #3832

*(This motion supersedes the previous motion approved on December 16, 2024)

C.2. Leave Request

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

Employee ID	Paid/Unpaid
#3534	FMLA - February 10, 2025 through February 21, 2025 (AM) (Paid) FMLA - February 21, 2025 (PM) through May 2, 2025 (Unpaid) NJFLA - May 5, 2025 through June 30, 2025 (Unpaid) (This motion supersedes the previous motion approved on October 28, 2024)
#3461	FMLA - December 18, 2024 through January 3, 2025 (Paid)
#3719	Position Leave - February 10, 2025 through June 30, 2025

C.3. Transfer/Change in Assignment

RESOLVED, that the Board of Education approves the transfer/change in assignment of the following district staff:

Name	Position	Effective Date	From	To	Base Salary	Stipend	Total Salary	Notes
Bonnie Farber	1:1 Paraprofessional (32.5 hours)	On or around January 13, 2025 through June 30, 2025	MTH	MTH	\$30,940	\$2,000	\$32,940	New Position

C.4. Hiring

RESOLVED, that the Board of Education authorizes the Superintendent to extend offers of employment for which there may be a vacancy or which are predicated by enrollment numbers between January 7, 2025 through January 6, 2026, subject to ratification of the Board at its next scheduled meeting.

C.5. Substitute Teachers

RESOLVED, that the Board of Education approves the following to be appointed as substitute teachers for the 2024-2025 school year.

Names	
Emily Purkis	Nicholas Harrison
William Holland	Grace Morris

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
April Gadson	Bus Driver	District	Resignation	August 27, 2024 through January 30, 2025
Christopher Schwallie	Special Education Teacher	MTH	Retirement	September 1, 1999 through June 30, 2025

XVII. Unfinished Business

XVIII. New Business

XIX. Public Commentary (any topic)

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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.

XX. 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.