

# WARREN TOWNSHIP SCHOOLS

Board of Education Meeting \*January 8, 2024 \* 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/82937339669?pwd=aFpIWkx2Rkw4Z0ZPVUNUYXRDUUh0UT09>

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, 2023. 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, 2023:

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

- Laura Keller
- Stephen Toor
- Todd Weinstein

Warren Township - One (1) One Year Board of Education Seat

- Richard Molfetta

IV. Oath of Office

- The Oath of Office will be administered to Ms. Keller, Mr. Toor, Mr. Weinstein and Mr. Molfetta by Mr. Heagele.

V. Roll Call

___Mehul Desai	___Richard Molfetta	___Ryan Valentino
___Natalie Feuchtbaum	___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 2024.

B. Service Appointments

RESOLVED, the Board of Education approves the following:

1. The Courier News as the official school district newspaper for the Calendar Year 2024.
2. The Echoes-Sentinel as official alternate newspaper to be used in lieu of the Courier News, when necessary, for the Calendar Year 2024.
3. TAPinto Warren as official electronic news source for the Calendar Year 2024.
4. The appointment of Cleary Giacobbe Alfieri Jacobs, LLC (non fair and open) as Board Attorneys for the Calendar Year 2024 at the following hourly rates:
  - a) \$170 - Partner
  - b) \$165 - Counsel
  - c) \$150 - Associate
  - d) \$90 - Law clerks and paralegalsat an approximate total cost not to exceed \$64,000.
5. The appointment of Parette Somjen Architects, LLC as the architect of record (non fair and open) for the Calendar Year 2024, at an approximate total cost not to exceed \$30,000 with terms as specified in the contract.
6. 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 2023/2024 school year.

C. Board Meeting Dates

RESOLVED, the Board of Education approves the following list of meetings for the Calendar Year 2024:

**WARREN TOWNSHIP BOARD OF EDUCATION  
2024 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 8, 2024 REORGANIZATION	6:30 pm
January 22, 2024	6:30 pm
February 26, 2024	6:30 pm
March 18, 2024	6:30 pm
April 29, 2024	6:30 pm

May 13, 2024	6:30 pm
June 10, 2024	6:30 pm
July 22, 2024	4:00 pm
August 26, 2024	6:30 pm
September 16, 2024	6:30 pm
October 21, 2024	6:30 pm
November 18, 2024	6:30 pm
December 16, 2024	6:30 pm
January 6, 2025 REORGANIZATION	6:30 pm

D. 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.

E. 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."

- F. Appointments
1. The election of \_\_\_\_\_ as Board Representative to the NJSBA Delegate Assembly for the Calendar Year 2024 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 2024 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 2024 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 2024.
  5. The appointment of the Superintendent of Schools and Board of Education president as liaisons to the Warren Township committee.
- G. 2024-2025 School Year Tuition Rates for Employees' Children  
RESOLVED, that the Board of Education approves the following as the 2024-2025 tuition rates for children of staff members.
- Kindergarten- Grade 8: \$4,505

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

VIII. Minutes

- RESOLVED, that the Board of Education approves the public session minutes of the December 11, 2023 Board Meeting.

IX. Correspondence and Information

· HIB Information

Total # of Investigations:	Total # of Determined Bullying Incidents:
4	2
_____	_____

· Suspension Report

In School:	Out of School:
0	1
_____	_____

· Fire Drills

<u>ALT</u>	<u>Central</u>	<u>Mt. Horeb</u>	<u>Woodland</u>	<u>Middle</u>
December 12	December 15	December 12	December 14	December 12

· Security Drills

<u>ALT</u>	<u>Central</u>	<u>Mt. Horeb</u>	<u>Woodland</u>	<u>Middle</u>
December 13 Lockdown Active Shooter	December 11 Lockdown Active Shooter	December 19 Lockdown Active Shooter	December 13 Lockdown Active Shooter	December 15 Lockdown Active Shooter

- X. President's Remarks
- XI. Superintendent's Remarks - Dr. Matthew Mingle
- XII. Presentations
- XIII. Discussion
- XIV. Committee Reports
  - Curriculum and Technology Committee - October 16, 2023 and November 20, 2023
  - Finance, Operations, and Security Committee - No Meeting
  - Personnel, Negotiations, and Communications Committee - No Meeting
- 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 11, 2023.

- 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
Rutgers Graduate School of Social Work	Social Work

- A.3. Curriculum Guides - 2023-2024  
RESOLVED, that the Board of Education approves the following new and revised curriculum guides:

1. [K World Language](#) (New)
2. [1 World Language](#) (New)
3. [2-8 World Language](#) (Revised)
4. [6-8 Music Cycles](#) (Revised)
5. [PE K-8](#) (Revised)

- A.4. 2024-2025 Revised Calendar  
RESOLVED, that the Board of Education approves the 2024-2025 revised calendar.

- A.5. 2025-2026 Revised Calendar  
RESOLVED, that the Board of Education approves the 2025-2026 revised calendar.

- A.6. Educational Research Project  
RESOLVED, that the Board of Education approves Lisa Ferreira to conduct an Educational Research Project with preschool parents and early childhood educators in partial fulfillment of the requirements for a doctoral dissertation at Seton Hall University, pending approval of Seton Hall University's Institutional Review Board.

- A.7. 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 to be determined.

B. Finance/Operations/Transportation

- B.1. Payment of Bills  
RESOLVED, that the Board of Education approves the payment of bills for the period December 12, 2023 through December 31, 2023 in the amount of \$4,049,436.75.

- B.2. 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
Martha Mendez	WMS	Riding Shotgun: Letting Students Take the Wheel: Foreign Language Educators of New Jersey	Monroe Twp	May 2024	\$174

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.3. 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.4. 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 \$250,000.
- Cablevision Lightpath - NJ, Inc. through cooperative purchasing agreement NJDRLAP through ESCNJ, for internet and voice services, at an amount not to exceed \$300,000.
- Dell, through State Contract M0483, for computer equipment, peripherals and related services, at an amount not to exceed \$400,000.
- School Specialty, through State Contract T0114 and various ED Data Service Bids, for school supplies, at an amount not to exceed \$200,000.
- 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 \$225,000.
- Staples Business Advantage, through various Ed Data Services Bids, for office/computer supplies, at an amount not to exceed \$125,000.

B.5. Settlement Agreement  
RESOLVED, that the Board of Education hereby approves a settlement agreement and general release with the guardian of student #621920.

C. Personnel/Student Services

C.1. Employment for the 2023-2024 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
Lisa Sullivan	Classroom Paraprofessional, 30 hours per week 08-35-08/bne	MH	N/A	8-12	\$30,150	On or about January 22, 2024, through June 30, 2024	No	To replace employee #3720
Jean Vecchio	1:1 Paraprofessional <b>32.5 hours per week</b> 08-30-08/bjg	CS	N/A	1	\$28,795	On or about January 22, 2024, through June 30, 2024	No	To replace employee #3482

C.2. Leave Request

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

Employee ID	Paid/Unpaid
#0470	FMLA - September 25, 2023, through December 15, 2023 (paid) Extended Leave - December 18, 2023, through January 15, 2024 (paid) (This motion supersedes the previous motion approved on August 21, 2023)
#2292	FMLA - January 2, 2024 through on or about February 13, 2024 (paid)
#0783	FMLA - October 23, 2023, through October 31, 2023 (paid) FMLA - November 1, 2023, through February 16, 2024, or sooner (½ days AM) (paid). (This motion supersedes the previous motion approved on November 20, 2023)
#3440	<b>February 2, 2024, through March 14, 2024 (paid)</b> <b>February 15, 2024, through April 15, 2024 (unpaid)</b>

C.3. 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 9, 2024 through January 6, 2025, subject to ratification of the Board at its next scheduled meeting.

C.4. Substitute Teachers

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

Name
Cheryl Coffin
Sadie Nochimson
Shereen Raza
Samantha Laubach

C.5. Long Term Substitutes

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



Name	Dates	Employee #
Grace Jackson	November 6, 2023 through January 15, 2024 (This motion supersedes the previous motion approved on November 20, 2023)	#0470
Samantha Laubach	January 3, 2024, through March 6, 2024	#0541
Danielle Lader	October 23, 2023, through December 22, 2023 (This motion supersedes the previous motion approved on December 11, 2023)	#0783
Mariette Dzeletovic	January 4, 2024 through on or about February 13, 2024	#2292

- 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
Aleksandra Wagner	1:1 Paraprofessional, 32.5 hours per week 08-33-08/bll	WMS	Resignation	September 20, 2020, through January 2, 2024
Kathryn Magnier	Classroom Paraprofessional, 30 hours per week 08-35-08/bne	MH	Resignation	January 2, 2024 through on or about January 22, 2024

- C. 7. 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.

Staff Member	Course	Date	Prep Hours	Instructor Hours	Cost Total Not to Exceed
Michelle Zgombic	Survive and Thrive! Part 1. Managing your Digital Workspace (Gmail)	January 16, 2024	1	1	\$100
Michelle Zgombic	Survive and Thrive! Part 2. Managing your Digital Workspace (GDrive)	January 18, 2024	1	1	\$100
Michelle Zgombic	Survive and Thrive! Part 3. Managing your Digital Workspace (GCalendar, Bookmarks, Keep, Contacts)	January 9,11, & 23, 2024	5	3	\$400

Lyndsay Carroll	Math Running Records: Addition & Subtraction	January 16 & 23, 2024	4	2	\$300
Lyndsay Carroll	Math Running Records: Multiplication & Division	January 29, 2024 February 6, 2024	4	2	\$300
Danielle Buzby	Simple Strategies to Enhance Teaching and Watch your Students Thrive!	January 10, 11, 17, & 18, 2024	3	2	\$250
Cynthia Cassidy Samantha Dock	Increasing Productivity with AI	January 16, 2024	3	1	\$200 each
Cynthia Cassidy	Tech Tools for Paras	February 28, 2024	3	1	\$200
Michelle Zgombic	Authentic Assessment	February 1, 2024	3	1	\$200
Cynthia Cassidy	Get Creative with Canva	February 12, 2024	3	1	\$200
Cynthia Cassidy	Building Collaboration Skills in the Classroom	January 31, 2024	3	1	\$200

C.8. Crisis Prevention Intervention (CPI) Building Teams  
RESOLVED, that the Board of Education approves the following staff as Crisis Prevention Intervention Building 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 **\$34,000.00**.

Names			
Cidalia Abreu	Alexa Diiorio	Nancy Lauber	Lisa Pravato
Virinder Aiello	Maryanne DuBois	Edward Lee	Lucia Raphael
Oscar Alfaro	Melissa Erickson	Beth Alcaraz	Juliette Rayser
Ashley Allegra	Timothy Fabiano	Patricia Lospinoso	Anthony Rizzolo
Brittany Baillie	Latrice Fairley	Lauren Mansour	Anna Roga
Nicholas Bayachek	Jacqueline Fattell	Alexandra McWilliams	Michelle Roth
Erica Bell	<b>Melissa Fedosh</b>	Linnea Middleton	Beatrice Schwarzkopf
Kelly Blessing-Maire	Alethia Gallien	Kelsey Miller	Shawna Slater

Sara Callahan	Parsad Gandhi	Diane Moon	Sandra Surowiec
Katie Cameron	Eliana Glassman	Toni Moss	Lauren Systo
Loriann Carbone	Rebecca Hartman	Madison Mueller	Mary Spitz
Natalie Caterisano	Nancy Henderson	Lauren Nelson	John Tsihlas
Katherine Cimei	Julie Jagiello	Valerie Nelson	Sean Ulichny
Jaclyn Cohen	Carol Keirstead	David O'Connor	<b>Darlene Villa</b>
Courtney Cwiek	Tara Keller	Carlyn O'Regan	Claire Vivencio
Paris LaRhonda Davis-Simmons	Donna Kohl	Marylin Orejuela	Deborah Yankowicz
Jessica Decelle	Teresa Kuprat	Alyssa Pech	Linda Yu

- C.9. Approval to Create Positions  
**RESOLVED**, that the Board of Education hereby approves the creation of the following positions for 2023-2024 school year:

Location	Position	Full-Time Equivalent
MH	Classroom Paraprofessional 08-35-08/bpt	30 hrs

- C.10. Approval to Abolish Positions  
**RESOLVED**, that the Board of Education hereby approves to abolish the following positions for 2023-2024 school year:

Location	Position	Full-Time Equivalent
WMS	Paraprofessional 08-33-08/bit	32.5 hrs
WS	Classroom Paraprofessional 08-50-08/bfe	30 hrs

- C.11. Compensatory Services  
**RESOLVED**, that the Board of Education approves the following individuals to provide tutoring for students identified as eligible for Compensatory Services at the rate of \$50 per hour not to exceed \$1,575. Fully funded through ESSER III.

Name
Christine Agresti
Jackie Fattell
Shannon Reis

- C.12. Supervisor Stipend  
RESOLVED, that the Board of Education approves the following position for the 2023-2024 school year:

Club	Name	Amount
Basketball Supervisor	David Arnold Scott Vaglio	\$50 per hour (not to exceed 60 hours)

(\*This motion supersedes previous motion from June 12, 2023.)

- C.13. 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
Holly Bucco	January 2, 2024 through January 19, 2024	Part-Time Multi-Duty Step 1, Paraprofessional, 8 hrs per week, \$6,403 08-50-15/bmp	Part-Time Multi-Duty Step 1, Paraprofessional, 20 hrs per week, \$16,009 08-50-15/bmk	To replace employee #3799

- C.14. Settlement Agreement  
RESOLVED, that the Board of Education approves the Settlement Agreement with Employee #2047.

- C.15. Increment Withholding  
WHEREAS, the Superintendent has recommended that the Warren Township Board of Education withhold the employment and adjustment increments of Employee #2047 for the 2024-2025 school year; and

WHEREAS, the Board has considered the Superintendent’s recommendation together with the entire record; and

WHEREAS, the Board has determined that the Superintendent’s recommendation to the Board that the Employee’s employment and adjustment increments be withheld for the 2024-2025 school year is amply supported by the record as a whole; and

NOW, THEREFORE, BE IT RESOLVED that the Board hereby adopts and affirms the Superintendent’s recommendation to withhold the Employee’s employment and adjustment increments for the 2024-2025 school year for the reasons set forth in the Board’s Settlement Agreement with the Employee dated January 8, 2024; and

BE IT FURTHER RESOLVED that the Board hereby requests that the Board Secretary/Business Administrator provide the Employee with written notice that his/her employment and adjustment increments for the 2024-2025 school

year are being withheld, together with the reasons therefore, within 10 days of the date of this Resolution, pursuant to *N.J.S.A. 18A:29-14*.

D. Policy

D.1. Policies/Regulations – Second Reading

RESOLVED, that the Board of Education approves the second reading of the following regulation and policy:

Number	Name	New/Revision	Source of Changes
R8210	School Year	New	Ad Hoc Calendar Committee
P8500	Food Services	Revision	District

XVII. Unfinished Business

XVIII. New Business

XIX. 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.

XX. 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.

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.