

WARREN TOWNSHIP SCHOOLS

Board of Education Meeting * June 16, 2025 * 6:30 PM

Warren Middle School and Virtual

The Warren Township Board of Education meeting will be held in person and virtual, with Board members and Administration. The public is welcome to attend in person or virtually at <https://us02web.zoom.us/j/88656077351?pwd=qknVNCrntA1jeJeGerLUdmQAagg1Lz.1>

I. Call to Order and Statement of Presiding Officer Patricia Zohn, President

Re: Chapter 231 P.L. 1975: "The adequate notice of this regular meeting as required by the Open Public Meetings Act was provided by the posting, mailing/delivery, and filing of this notice on January 9, 2025. This notice was on that date posted on the bulletin board in the Township Office, sent to the Courier News, and TAP into Warren, and filed with the Township Clerk of the Township of Warren, all in accordance with the requirements of the Open Public Meetings Act."

II. Pledge of Allegiance

III. Roll Call

___ 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 and private session minutes of the May 12, 2025 Board Meeting.

V. Correspondence and Information

· HIB Information

Total # of Investigations:

2

Total # of Determined Bullying Incidents:

0

· Suspension Report

In School:

0

Out of School:

4

· Fire Drills

<u>ALT</u> May 1	<u>Central</u> May 7	<u>Mt. Horeb</u> May 20	<u>Woodland</u> May 8	<u>Middle</u> May 8
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· Security Drills

<u>ALT</u> May 28 Hold in Place	<u>Central</u> May 5 Hold in Place	<u>Mt. Horeb</u> May 16 Hold in Place	<u>Woodland</u> May 14 Hold in Place	<u>Middle</u> May 21 Hold in Place
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VI. ANNUAL ADOPTIONS

The Superintendent recommends that it be:

A. Service Appointments

RESOLVED, that the Board of Education approves the following appointments for the 2025-2026 school year:

1. The Courier News as the official school district newspaper for the School Year 2025-2026.
2. The Echoes-Sentinel as official secondary newspaper for the School Year 2025-2026.
3. TAPinto Warren as official electronic news source for the School Year 2025-2026.
4. The appointment of Cleary, Giacobbe, Alfieri, Jacobs, LLC (non fair and open) as Board Attorneys for the School Year 2025-2026 at the following hourly rates:
 - a) \$185 - Partner
 - b) \$180 - Counsel
 - c) \$175 - Associate
 - d) \$90 - Law clerks and paralegals
 at 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 School Year 2025-2026 at the following hour rates:
 - a) \$225 - Partner
 - b) \$195 - Associate
 - c) \$100 - Paralegals
 at an approximate total cost not to exceed \$25,000.
6. The appointment of King, Moench and Collins LLP as special counsel for the School Year 2025-2026 at the following hour rates:
 - a) \$185 - Attorney
 - b) \$85 - Paralegals
 at an approximate total cost not to exceed \$5,000.
7. The appointment of Parette Somjen Architects, LLC as the architect of record (non fair and open) for the School Year 2025-2026, at an approximate total cost not to exceed \$40,000 with terms as specified in the contract.
8. The appointment of Christopher Heagele as Board Secretary of the Warren Township Board of Education.
9. The appointment of MaryGrace Suitovsky, Assistant Business Administrator, as Acting Board Secretary in the absence of the Board Secretary.
10. The appointment of Patricia Wilson as Treasurer of School Monies for the Warren Township Board of Education through June 30, 2026.
11. The appointment of Christopher Heagele, Business Administrator, as Acting Treasurer

of School Monies for the Warren Township Board of Education in the absence of Patricia Wilson.

12. The appointment of Suplee, Clooney & Company as the auditing firm for the Warren Township Board of Education, at an annual cost of \$30,300.
13. The appointment of Dr. Ronald Frank as District Medical Inspector, at a cost of \$4,200.
14. The appointment of Molly Lange as the district's Title IX Coordinator, Anti-Bullying Coordinator, Homeless Liaison, 504 Officer and Surrogate Parent Coordinator.
15. The appointment of William Kimmick as the district's Affirmative Action Officer.
16. The appointment of Melissa Smolenski as the district's Preschool Administrator.
17. The appointment of Sean Convery as the district's Website Accessibility Coordinator.
18. The appointment of Lance Riegler as the district's Computer Security Officer.
19. The appointment of CBIZ as the district's board and general liability insurance agent.
20. The appointment of Centric Benefits Consulting, Inc. as the district's dental insurance broker.
21. The appointment of Michael Pate as the district's Right to Know contact, AHERA representative, Integrated Pest Management Coordinator (IPMC), Safety and Health Designee, Indoor Air Quality Designee, Chemical Hygiene Officer, and Asbestos Management Officer.
22. The appointment of Christopher Heagele, Business Administrator, as the district's Public Agency Compliance Officer (PACO), District Custodian of Records, and District Purchasing Agent.
23. The appointment of MaryGrace Suitovsky, Assistant Business Administrator, as Acting Purchasing Agent in the absence of the Purchasing Agent.
24. The appointment of Christopher Heagele as the district's School Safety Specialist.
25. The appointment of Corebridge Financial, AXA/Equitable, Lincoln Investment Planning, Inc. and Primerica as 403(b), 457(b) and Roth 403(b) plan providers.
26. The appointment of Phoenix Advisors, Bordentown, NJ as the district's Financial Advisers and Wilentz, Goldman & Spitzer, P.A., Woodbridge, New Jersey as bond counsel legal services provider.
27. The appointment of AmeriFlex as the Flexible Spending Account (FSA), Dependent Care Account (DCA), and Commuter Reimbursement Account (CRA) provider. Cost is \$65.40 per participant per year for FSA and/or DCA program participation, plus \$840 per annum for FSA, DCA and COBRA program administration.
28. Independent Educational Evaluations

RESOLVED, that the Board of Education does hereby establish the maximum reasonable and customary rates for Independent Educational Evaluations (IEE) as per Policy 2468 as follows:

Evaluation Type	Rate
Occupational Therapy	\$700
Physical Therapy	\$700
Educational	\$700
Psychological	\$700
Speech and Language	\$800
Psychiatric	\$900
Neurodevelopmental	\$1,000
Neurological	\$1,000

Assistive Technology Assessment	\$1,200
Augmentative Communication Assessment	\$1,200
Neuropsychological	\$5,000

29. Evaluation Instruments

RESOLVED, that the Board of Education readopts district evaluation systems as follows:

- Kim Marshall Principal Evaluation system as evaluation system for building administrators as well as curriculum supervisors.
- Danielson Framework for Teaching as an evaluation system for the district's teaching staff.
- Reflective Practice Protocol for highly effective teaching staff members.

30. Substitute Pay

RESOLVED, that the Board of Education approves the Substitute Rates of Compensation and Incentive Programs:

- Substitute Teachers and Paraprofessionals - \$135
- Substitute Nurses - \$260
- Long Term Substitutes - \$188
- Long Term Paraprofessionals - \$161

31. Claims Auditor

RESOLVED, that the Board of Education approves 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 2025-2026 school year.

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 2025-2026 school year.

C. Textbooks

RESOLVED, that the Board of Education approves adoption of existing district textbooks for the 2025-2026 school year.

D. Finance

RESOLVED, that the Board of Education approves the following:

1. The designation of the following bank as depository for district funds for 2025-2026, dependent on ongoing certification of approval by the Governmental Unit Deposit Protection Act: Peapack-Gladstone Bank.
2. Authorization for the Board Secretary to invest school funds in accordance with the limitations of State law and Board policy.
3. Authorization for the following persons to sign checks:

Account Name	Signatory(s)
General Operating (Current) Account	Treasurer of School Monies and/or Board Secretary and/or Board President and/or Board Vice President
Salary Account	Treasurer of School Monies or Board Secretary
Payroll Deduction Account	Treasurer of School Monies or Board Secretary

Account Name	Signatory(s)
Unemployment Account	Board Secretary or Superintendent
Food Service Account	Board Secretary or Superintendent
Flexible Spending Account	Board Secretary or Superintendent
Middle School Student Activity Account	Middle School Principal and/or Middle School Dean and/or Board Secretary
Elementary School Student Activity Account	CS Principal, ALT Principal, MHS Principal, or WS Principal and Board Secretary

4. The financial records of the school district shall be maintained in accordance with Generally Accepted Accounting Principles (GAAP) and all appropriations shall be recorded using the Chart of Accounts provided by the New Jersey Department of Education.
5. Authorization for the Purchasing Agent to make purchases of goods and services entered into on behalf of the State by the Division of Purchase and Property (state contract), Ed-Data, Somerset County Cooperative Pricing System, Morris County Cooperative Pricing Council (MCCPC), Educational Services Commission of New Jersey, Hunterdon County ESC Cooperative Purchasing and Union County Cooperative Purchasing System.
6. Authorization, in recognition of Qualified Purchasing Agent status, of a bid threshold of \$44,000 for Purchasing Agent Chris Heagele.

E. Petty Cash Accounts

RESOLVED, that the Board of Education approves the establishment of the following petty cash accounts and the individual responsible for the account for 2025-2026:

1. Superintendent's Office (Superintendent's Secretary) \$200
2. Buildings and Grounds/Transportation (Director of Operations) \$200
3. Schools (Building Principals) \$200 (each school)
4. Special Services (Director of Special Services) \$100
5. Curriculum (Assistant Superintendent) \$100

The maximum expenditure from each account for each purchase is \$25.00. The School Business Administrator will review a summary of the disbursements on a semi-annual basis.

F. Organizational Charts

RESOLVED, that the Board of Education approves the district's organizational charts for the 2025-2026 school year:

- Administrative Organizational Chart
- Certificated Staff Organizational Chart
- Non-certificated Organizational Chart
- B&G Staff Organizational Chart

G. Benefits

1. RESOLVED, that the Board of Education approves the district's participation in the Delta Dental PPO Plus Premier for the 2025-2026 school year at the following rates:
 - Single - \$52.95 per month, \$635.40 per annum
 - 2 Adult - \$105.88 per month, \$1,270.56 per annum
 - Parent/Child - \$119.09 per month, \$1,429.08 per annum

- Family - \$172.04 per month, \$2,064.48 per annum
2. RESOLVED, that the Board of Education approves the district's participation in the School Employees Health Benefits Program and its premium schedule as published by the State of New Jersey, Department of the Treasury, Division of Pension and Benefits.

VII. President's Remarks – Mrs. Patricia Zohn

VIII. Superintendent's Remarks – Dr. Matthew Mingle

IX. Presentation

X. Discussion

XI. Reports of Board Members Appointed to External Assignments 2025

- New Jersey School Board Association Delegate Assembly
 - Patricia Zohn, and Richard Molfetta, alternate
- Somerset County Educational Services Commission
 - Nicole Dalton and Stephen Toor, alternate
- Watchung Hills Municipal Alliance Committee
 - Bridget Granholm and Ryan Valentino, alternate
- Warren Township Opioid Advisory Committee
 - Bridget Granholm
- Watchung Hills Shared Services/Regionalization Study Advisory Committee
 - Patricia Zohn and Todd Weinstein

XII. Committee Reports

- Curriculum and Technology Committee - No Meeting
 - Stephen Toor - Chair, Bridget Granholm, Rich Molfetta, Laura Keller - Alternate
- Finance, Operations, and Security Committee - June 3, 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
- Planning for Growth Working Group - June 2, 2025
 - Patricia Zohn, Laura Keller

XIII. 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.

XIV. 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 May 12, 2025.

A.2. Tuition Contract

RESOLVED, that the Board of Education approves the following tuition contract with the parents of:

Student	School	Dates	Monthly Revenue
ID #700119	Middle School	August 28, 2025 through June 30, 2026	\$459.50

A.3. School Safety Data System (SSDS) Summary Report

RESOLVED, that the Board of Education approves the SSDS Summary Report submitted by the Superintendent for the Report Period 1 of the 2024-2025 school year.

A.4. 2025-2026 Out-of-District Tuition Contracts

RESOLVED, that the Board of Education approves the 2025-2026 Out-of-District placement list dated June 16, 2025.

A.5. Comprehensive Equity Plan

RESOLVED, that the Board of Education approves and authorizes the submission of the Comprehensive Equity Plan for Academic Years 2025-2026 through 2027-2028.

B. Finance/Operations/Transportation

B.1. Payment of Bills

RESOLVED, that the Board of Education approves the payment of bills for the period June 1, 2025 through June 16, 2025 in the amount of \$6,515,060.54.

B.2. Payment of Bills

RESOLVED, that the Board of Education authorizes the School Business Administrator/Board Secretary, pursuant to Policy 6470, to audit pending bills and claims, to pay qualifying bills and claims within approved budget line item amounts, from June 17, 2025 through June 30, 2025, and to submit those bills to the Board of Education for approval at its meeting scheduled for July 21, 2025.

B.3. Board Secretary's and Treasurer's Report

WHEREAS, the Board of Education has received the report of the secretary for the month of May 2025.

WHEREAS, this report shows the following balances on May 31, 2025

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$5,248,107.44		\$1,906,544.35
(10) General Current Expense		\$0.00	
(11) Current Expense		\$882,580.75	
(12) Capital Outlay		\$23,417.39	
(13) Special Schools		\$6,561.48	
(20) Special Revenue Fund	\$156,774.55	\$113,672.50	\$0.00
(30) Capital Projects Fund	\$2,326.53	\$159,885.91	\$315,288.46
(40) Debt Service Fund	\$0.00	\$0.00	\$0.00
TOTAL GOVERNMENTAL FUNDS	\$5,407,208.52	\$1,186,118.03	\$2,221,832.81
Wealth Mgmt - Capital Reserve	\$7,900,000.00		
Wealth Mgmt - Operating	\$3,000,000.00		
Wealth Mgmt - Capital Projects	\$2,692,000.00		
TOTAL WEALTH MANAGEMENT	\$13,592,000.00		
(62) Food Service Account	\$255,448.82	(\$376,614.52)	\$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.4. Budget Transfers for Month of May 2025

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.

B.5. Donation - Warren Middle School PTO

RESOLVED, that the Board of Education accepts, with gratitude, a donation in the amount of \$1,500 from the Warren Middle School PTO to be used to support the purchase of classroom instructional magazine subscriptions.

~~B.6. Donation - Woodland School PTO~~

~~RESOLVED, that the Board of Education accepts, with gratitude, a donation of a large television unit with the appropriate enclosure, valued at approximately \$2,800, from the Woodland School PTO to be used to support student programming in the All Purpose Room.~~

B.7. Sale/Disposal of Obsolete Item

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

items:

Item	Description	Identification Number
ALT Piano	Everett	005239
WMS Kiln	Amco Kiln (Room 32)	005113

B.8. 2024-2025 Nonpublic Expenditure Approval

WHEREAS, the Warren Township School District received nonpublic security aid in the amount of \$2,870.00 and nonpublic technology aid in the amount of \$686.00 from the State of New Jersey in FY 2025; and

WHEREAS, the State of New Jersey directed the Warren Township School District having nonpublic schools within its boundaries, the responsibility for providing security services, equipment, or technology to help ensure a safe and secure environment for students attending the nonpublic schools and for providing nonpublic students technology within the limits of the funds provided by this program in the FY 2025 school year; and

WHEREAS, the Nonpublic School representatives along with the SCESC consultant reviewed the proposed security and technology expenditures with the Business Administrator; and

WHEREAS, the State of New Jersey requires that the local Board of Education authorize the specific nonpublic expenditures for each of these grant awards;

NOW, THEREFORE, BE IT RESOLVED that the Warren Township School District authorize the following nonpublic expenditures:

Nonpublic Security

For Spring Academy Warren

From CDW-G:

1-5 year camera license, 1 outdoor security camera, 2 monitors

Total Cost: \$1,337.95

State Allocation: \$1,435.00

Nonpublic Technology

For Apple Montessori School of Warren

From CDW-G:

3 wireless keyboard/mice, 3 headphones

Total Cost: \$182.76

State Allocation: \$343.00

For Spring Academy Warren

From Dell:

1 laptop

Total Cost: \$299.99

State Allocation: \$343.00

B.9. Technology Purchasing 2025-2026

RESOLVED that the Board of Education approves the following technology purchasing:

Equipment	Cost
45 - Administrator Laptops - Dell Latitude 7450 Laptops	\$53,900*
30 - cLab Desktops (WMS-Room 44)	\$42,158*
200 - 5th Grade Elementary School Chromebooks	\$102,144*
26 - WMS I&D Lab laptops	\$28,895*
Sophos Cybersecurity Antivirus Services (MDR)	\$69,589**

(*Purchasing through State of NJ Purchasing Contract M0483/24-TELE-71883.)

(**Purchasing through State Contract E-8801-NJSBA ACES-CPS.)

B.10. Commercial Vendor RFP Approval

WHEREAS, the Board received the following responses to its Request for Proposal to seek a commercial vended meal contract for the National School Lunch Program (district wide) 2025-2026 school year:

Vendor Proposals Received	
Catering Solutions	Nu-Way Concessionaires
15 Walnut LLC DBA Mistert Food Service	Whitson's

WHEREAS, the Food Service Working Group evaluated the proposals and drafted an evaluation report which recommends 15 Walnut LLC DBA Mistert as the successful respondent.

WHEREAS, 15 Walnut LLC DBA Mistert bid a breakfast price of \$1.90, a lunch price of \$3.45, and a snack price of \$0.85.

WHEREAS, the Total Estimated Cost of Contract is \$386,550.00 as calculated per New Jersey Department of Agriculture requirements.

Now, therefore be it RESOLVED that the Board hereby accepts the recommendation of the Food Service Working Group and awards the one-year base year contract, with the option for two additional one year contracts, pending NJDA review, to 15 Walnut LLC DBA Mistert for the 2025-2026 school year.

B.11. Transfer of Current Year Surplus to Capital Reserve

WHEREAS, N.J.S.A. 18A:21-2 and N.J.S.A. 18A:7G-13 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer anticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the Warren Township Schools Board of Education wishes to deposit the anticipated current year surplus of up to \$2,000,000 into Capital Reserve at year end, and

WHEREAS, the Warren Township Schools Board of Education has determined that up to \$2,000,000 is available for such purpose of transfer;

NOW THEREFORE BE IT RESOLVED that the Warren Township Schools Board of Education hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

B.12. Withdrawal from Emergency Reserve

RESOLVED that the Warren Township Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves a transfer in the amount of \$11,659 from the Emergency Reserve Account to account #11-000-291-270-000-00-00 in accordance with the provisions of N.J.S.A. 18A:7F-41, which allows district boards of education to approve such withdrawals when the funds are necessary to meet an increase in total health care costs in excess of 4 percent and when the district did not receive an automatic adjustment for health care costs pursuant to N.J.A.C. 6A:23A-11.4.

B.13. Fund Balance Procedure

RESOLVED, that the Board of Education approves the Warren Township Schools Fund Balance Procedure.

B.14. New Jersey Cooperative Purchasing Alliance #CK04

WHEREAS, N.J.S.A. 40A:11-11(5) authorizes contracting units to enter into Cooperative Pricing Agreements for its administration; and

WHEREAS, the County of Bergen, hereinafter referred to as the "Lead Agency " has offered voluntary participation in the New Jersey Cooperative Purchasing Alliance #CK04, a Cooperative Pricing System for the purchase of goods and services; and

WHEREAS, the Warren Township School District in the County of Somerset desires to participate in a Cooperative Pricing System for the provision and performance of goods and services.

NOW, THEREFORE, BE IT RESOLVED, by the Warren Township Board of Education in the County of Somerset, State of New Jersey that the Board of Education authorizes the Warren Township School District to participate in the New Jersey Cooperative Purchasing Alliance #CK04 and execute a Cooperative Pricing Agreement with the New Jersey Cooperative Purchasing Alliance #CK04 upon its approval by the Division of Local Government Services; and

BE IT FURTHER RESOLVED, that the New Jersey Cooperative Purchasing Alliance #CK04 as Lead Agency is expected to comply with the provisions of the Local Public Contracts Law (N.J.S.A. 40A:11-11(5) et. seq. and all of the provisions of the revised statutes of the State of New Jersey).

B.15. Rutgers Behavioral Health Co-op Agreement with Watchung Hills Regional High School

RESOLVED, that the Board of Education approves an agreement with Watchung Hills Regional High School to participate in the regional Rutgers Behavioral Health Co-op Agreement.

- B.16. Garbage/Trash Pick-Up and Removal Bid Acceptance
RESOLVED, that the Board of Education approves the following resolution:
WHEREAS, on June 3, 2025, the Board of Education received a bid from Interstate Waste Services for Garbage/Trash Pick-Up and Removal services for the district for the three year period of July 1, 2025 to June 30, 2028 as follows:

Interstate Waste Services		
Location	Dates	Amount
Districtwide	July 1, 2025 through June 30, 2026	\$27,098.18
Districtwide	July 1, 2026 through June 30, 2027	\$28,453.09
Districtwide	July 1, 2027 through June 30, 2028	\$39,875.74
B&G Yard Dumpster	July 1, 2025 through June 30, 2028	\$20,520.00
GRAND TOTAL		\$87,860.51

Now, therefore, be it RESOLVED, that the Board of Education approves Interstate Waste Services for Garbage/Trash Pick-Up and Removal services for the period between July 1, 2025 and June 30, 2028, with an option for two one-year renewals (July 1, 2028 - June 30, 2029 and July 1, 2029 - June 30, 2030) at the appropriate inflation escalator, as outlined in the bid request documentation.

- B.17. PSA Proposal - Referendum Project Services
RESOLVED, that the Board of Education approves an agreement with Parette Somjen Architect for architectural services on various projects approved in the March 2025 referendum, as outlined in the proposal, not to exceed \$480,300.
- B.18. PSA Proposal - Woodland Restroom Addition Phase I Project Services
RESOLVED, that the Board of Education approves an agreement with Parette Somjen Architect for architectural services on the Woodland School restroom addition - Phase I, not to exceed \$7,520.
- B.19. COPS Grant Submission
RESOLVED that the Board of Education approves the submission of the COPS Grant to the United States Department of Justice in an amount not to exceed \$184,000, with a local share not to exceed \$46,000.
- B.20. Street Zoning
RESOLVED, that the Board of Education approves the removal of the following street for school attendance. No students are currently affected.

Street Name
Ivy Hill Road

C. Personnel/Student Services

C.1. Employment for the 2025-2026 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	Location	Degree	Step	Salary	Stipend	Total Salary	Effective Date	Tenure	Discussion
Christina Lynch	Multi-Duty Paraprofessional (20 hours)	CS	N/A	1	\$16,713	\$0	\$16,713	August 26, 2025 through June 30, 2026	No	Replacing Employee #3929
Tyja Evans	Multi-Duty Paraprofessional (30 hours)	ALT	N/A	4	\$26,540	\$0	\$26,540	August 26, 2025 through June 30, 2026	No	Replacing Employee #3803
Bonnie Farber	1:1 Paraprofessional (30 hours)	MTH	N/A	5	\$29,615	\$2,000	31,615	August 26, 2025 through June 30, 2026	No	Replacing Employee #3763
Robyn Lafkowitz	Multi-Duty Paraprofessional (8 hours)	MTH	N/A	3	\$6,944	\$0	\$6,944	August 26, 2025 through June 30, 2026	No	Replacing Employee #3722
Danielle Lader	Grade 1 Teacher Leave Replacement	MTH	MA	6	\$75,473	\$0	\$75,473	August 26, 2025 through June 12, 2026	No	Replacing Employee #3246 (8/26/2025 - 9/1/2025) Replacing Employee #3147 (9/2/2025 - 6/12/2026)
Tessa Peluso	K-5 Teacher	TBD	BA+15	3	\$68,945	\$0	\$68,945	August 26, 2025 through June 30, 2026	Yes	New Position
Patricia Anderson	Bus Monitor	District	N/A	N/A	\$15,579	\$0	\$15,579	August 26, 2025 through June 30, 2026	No	Replacing Employee #3206
Grace Jackson	Preschool Teacher	MTH	BA	1	\$63,942	\$0	\$63,942	August 26, 2025 through June 30, 2026	Yes	Replacing Employee #3356

C.2. Substitute Maintenance

RESOLVED, that the Board of Education approves the following to be appointed as a substitute maintenance for the 2025-2026 school year.

Name
James Carbone

C.3. Substitutes

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

Name
Bridget Holland

C.4. Leave Request

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

Employee ID	Paid/Unpaid
#1582	FMLA - May 16, 2025 through May 30, 2025 (Paid)
#3704	FMLA - April 3, 2025 through May 16, 2025 (Paid) NJFLA- May 19, 2025 through June 30, 2025 (Unpaid) (This motion supersedes the previous motion approved on April 28, 2025)
#3147	FMLA - September 2, 2025 through November 7, 2025 (Paid) NJFLA - November 10, 2025 through February 6, 2025 (Unpaid) Extended Leave - February 9, 2025 through June 12, 2025 (Unpaid)
#1118	FMLA - June 11, 2025 through June 30, 2025 (Paid)
#3748	NJFLA - August 26, 2025 through November 14, 2025 (Unpaid)

C.5. Retirement/Resignation

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

Name	Position	Location	Retirement/ Resignation	Dates of Service
Ricardo Rodriguez	Night Custodian	MTH	Resignation	August 16, 2024 through May 30, 2025

C.6. Approval to Create Positions

RESOLVED, that the Board of Education hereby approves the creation of the following positions for 2025-2026 school year:

Location	Position	Full-Time Equivalent
CS	Special Education Teacher	1.0
MTH	Classroom Paraprofessional (30 Hours)	1.0
ALT	1:1 Paraprofessional (32.5 Hours)	1.0
WMS	1:1 Paraprofessional (32.5 Hours)	1.0
MTH	OT	1.0
MTH	Speech	1.0
WS	Classroom Paraprofessional (30 Hours)	1.0
ALT	Speech	0.5

WMS	OT	0.4
ALT	Grade 2 Teacher	1.0

- C.7. Approval to Abolish Positions
RESOLVED, that the Board of Education hereby approves the abolishment of the following positions for 2025-2026 school year:

Location	Position	Full-Time Equivalent
CS	Classroom Paraprofessional (30 Hours)	1.0
CS	Classroom Paraprofessional (30 Hours)	1.0
CS	OT	0.4
MTH	OT	0.6
CS	Speech	0.5
CS	Speech	1.0
WS	1:1 Paraprofessional (32.5 Hours)	1.0
WMS	OT	0.3
WO	OT	0.1
CS	Grade 3 Teacher	1.0

- C.8. 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	Base Salary	Stipend	Total Salary
Ashley Allegra	August 26, 2025 through June 30, 2026	Preschool Teacher MTH	Special Education Teacher CS	\$72,228	N/A	\$72,228
Carol Keirstead	August 26, 2025 through June 30, 2026	Preschool Teacher MTH	Special Education Teacher MTH	\$92,959	N/A	\$92,959
Teresa Kuprat	August 26, 2025 through June 30, 2026	1:1 Paraprofessional (32.5 hours) ALT	1:1 Paraprofessional (32.5 hours) ALT	\$38,247	\$2,000	\$40,247
Lauren Mansour	August 26, 2025 through June 30, 2026	1:1 Paraprofessional (30 hours) MTH	1:1 Paraprofessional (32.5 hours) CS	\$31,530	\$2,000	\$33,530
Lucia Raphael	August 26, 2025 through June 30, 2026	Classroom Paraprofessional (30 hours) CS	Classroom Paraprofessional (30 hours) MTH	\$32,895	\$0	\$32,895
Marybeth Henry	August 26, 2025 through	Classroom Paraprofessional	1:1 Paraprofessional (32.5 Hours)	\$36,270	\$1,800	\$38,070

	June 30, 2026	(30 hours) CS	CS			
Katherine Boraski	August 26, 2025 through June 30, 2026	Special Education Teacher ALT	Special Education Teacher WMS	\$97,385	\$0	\$97,385
Nadeen Hrevnack-Dickey	August 26, 2025 through June 30, 2026	Grade 3 Teacher ALT	Grade K Teacher ALT	\$65,662	\$0	\$65,662
Leslie Mupo	August 26, 2025 through June 30, 2026	Classroom Paraprofessional (30 hours) MTH	Multi-Duty Paraprofessional (30 hours) MTH	\$32,120	\$0	\$32,120
Michelle Barbagallo	August 26, 2025 through June 30, 2026	OT (0.4 CS, 0.6 MTH)	OT (1.0 MTH)	\$88,532	\$0	\$88,532
Nicole Runfolo	August 26, 2025 through June 30, 2026	Speech (0.5 CS, 0.5 MTH)	Speech (1.0 MTH)	\$95,234	\$0	\$95,234
Christina Barlik	August 26, 2025 through June 30, 2026	Speech (1.0 CS)	Speech (0.5 ALT, 0.5 MTH)	\$72,228	\$0	\$72,228
Khara Patti	August 26, 2025 through June 30, 2026	1:1 Paraprofessional (32.5 hours) WO	Classroom Paraprofessional (30 hours) WO	\$36,585	\$1,800	\$38,385
Sarah Claxton	August 26, 2025 through June 30, 2026	1:1 Paraprofessional (32.5 hours) ALT	1:1 Paraprofessional (32.5 hours) WMS	#33,226	\$0	\$33,226
Alison Hales	August 26, 2025 through June 30, 2026	OT (0.6 ALT, 0.3 WO, 0.1 WMS)	OT (0.6 ALT, 0.4 WMS)	\$112,165	\$0	\$112,165
Latrice Fairley	August 26, 2025 through June 30, 2026	1:1 Paraprofessional (32.5 hours) CS	1:1 Paraprofessional (32.5 hours) ALT	\$32,083	\$2,000	\$35,083
Emily DelSordo	August 26, 2025 through June 30, 2026	Grade 3 Teacher CS	Grade 2 Teacher ALT	\$64,802	\$0	\$64,802

- C.9. Employment Rescission
RESOLVED, that the Board of Education rescinds the appointment of the following as Summer Custodian for the 2025-2026 school year.

Name
Joseph Vecchio
Steve Rizzoli

- C.10. Appointment of WTAA and WTEA-eligible Staff 2025-2026 School Year
RESOLVED, that the Board of Education approves the list of WTAA and WTEA-eligible staff employment, dated June 16, 2025, for the 2025-2026 school year. (This motion supersedes the previous motion approved on May 12, 2025)

- C.11. 2025-2026 Summer Custodians
RESOLVED, that the Board of Education approves custodians at their 2025-2026 hourly rate, as needed during the Summer 2025 for custodial department needs.
- C.12. Approval of 2025 Advanced Math Summer Bridge Program
RESOLVED, that the Board of Education approves the appointment of the following staff member, to be paid at the contractual rate of \$50 per hour. Total cost not to exceed \$2,500.00.

Name
Justina Thomson

- C.13. **Appointment of Additional Summer Fun 2025 Staff**
RESOLVED, that the Board of Education approves the list of additional Summer Fun 2025 staff.
- C.14. Summer 2025 Curriculum Projects
RESOLVED, that the Board of Education approves the following staff for the Summer 2025 curriculum projects, as per the WTEA negotiated agreement, at a rate of \$50 per hour, at a cost not to exceed \$30,000:

Names		
Andrew Ahimovic	Alexis Fabiano	Linnea Middleton
Beth Alcaraz	Timothy Fabiano	Deborah Yankowicz
Lynn Alger	Jacqueline Fattell	Bonnie Pierson
Jamie Anastasio	Francesca Frosoni	Sandra Rama
Jill Andrews	Parsad Gandhi	Laura Richards
Dave Arnold	Eliana Glassman	Laura Rodaman
Alice Beals	MaryBeth Greco	Jamie Rose
Erica Bell	Patricia Iannacone	Heather Saum
Kelly Blessing-Maire	Julie Jagiello	Sarah Scalea
Katherine Boraski	Nichole Kaller	Tiffany Serafin
Danielle Buzby	Sara Kolesar	Kristen Stoyanov
Lyndsay Carroll	Marianne Larson	Lauren Systo
Cynthia Cassidy	Catherine Lazas	Joan Toth
Katherine Cimei	Stacey Lederman-Kroll	Lauren Valera
Jaclyn Cohen	Lisa Lukko	Claire Vivencio
Sean Convery	Sydney Lynn	Michele Wolkun
Julie Costa	Elizabeth Maag	Adam Yenish
Cristina Dugan	Christina Mancino	Linda Yu

Jamie Einiger	Alexandra McWilliams	Danielle Exter
Catherine Murphy	Jessica Mironski	
Alyssa Pech		

C.15. Additional Hours

RESOLVED, that the Board of Education approves teaching staff to accompany students to the 8th grade field trip to Dorney Park and the Music in the Park trip, at a cost not to exceed \$2,000 per the terms and conditions of the WTEA agreement.

C.16. Transportation Non Driving Hourly Rate

RESOLVED, that the Board of Education approves the transportation non driving hourly rate at \$20.63 for the 2025/2026 school year.
(This motion supersedes the previous motion approved on May 12, 2025.)

C.17. New Staff Induction Program (NSIP) Support Coaches

RESOLVED, that the Board of Education approves the following staff for NSIP Presentations, as per the WTEA negotiated agreement, at a rate of \$50 per hour, at a total cost not to exceed \$1500.00:

Names	
Kristen Stoyanov	Lyndsay Carroll
Cynthia Cassidy	Francesca Frosoni
Patricia Iannacone	

C.18. Summer Fun Bus Monitor Hourly Rate and Staff

RESOLVED, that the Board of Education approves the summer fun bus monitor hourly rate at \$20.60 for the Summer 2025 and staff members.

Names
Jared Heineman
Latrice Fairley
Sara Diwane

XV. Unfinished Business

XVI. New Business

- Stirling Road Crosswalk

XVII. Public Commentary (any topic)

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.

XVIII. Executive Session

WHEREAS, the Open Public Meetings Act, N.J.S.A.10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED, the Board of Education adjourns to closed session to discuss:

- ☐ specific prospective or current employees unless all who could be adversely affected request an open session (superintendent evaluation)

Action will not be taken upon return to public session;

the length of the meeting is anticipated to be approximately 30 minutes; and be it

FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists.

XIX. 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.