

WARREN TOWNSHIP SCHOOLS

Board of Education Meeting * May 15, 2023 * 6:30 PM

Warren Middle School and Virtual

The Warren Township Board of Education meeting will be held in person and virtual, with Board members and Administration. The public is welcome to attend in person or virtually at <https://tinyurl.com/WarrenTBOE051523>.

I. Call to Order and Statement of Presiding Officer David Brezee, President

Re: Chapter 231 P.L. 1975: "The adequate notice of this regular meeting as required by the Open Public Meetings Act was provided by the posting, mailing/delivery, and filing of this notice on January 9, 2023. This notice was on that date posted on the bulletin board in the Township Office, sent to the Courier News and TAPinto Warren, and filed with the Township Clerk of the Township of Warren, all in accordance with the requirements of the Open Public Meetings Act."

II. Pledge of Allegiance

III. Roll Call

___ David Brezee	___ Laura Keller	___ Ryan Valentino
___ Mehul Desai	___ Scott Otto	___ Todd Weinstein
___ Natalie Feuchtbaum	___ Stephen Toor	___ Patricia Zohn

IV. Minutes

- RESOLVED, that the Board of Education approves the public and private session minutes of the April 24, 2023 Board Meeting.

V. Correspondence and Information

· HIB Information

Total # of Investigations:

Total # of Determined Bullying Incidents:

1

0

· Suspension Report

In School:

Out of School:

0

1

· Fire Drills

ALT
April 13

Central
April 11

Mt. Horeb
April 24

Woodland
April 13

Middle
April 13

Security Drills

<u>ALT</u> April 24 Secure Animal Call	<u>Central</u> April 18 Lockdown	<u>Mt. Horeb</u> April 26 Non-Fire Evacuation	<u>Woodland</u> April 20 Non-Fire Evacuation	<u>Middle</u> April 25 Non-Fire Evacuation
<u>ALT</u> April 18 Bus Evacuation	<u>Central</u> April 21 Bus Evacuation	<u>Mt. Horeb</u> April 21 Bus Evacuation	<u>Woodland</u> April 18 Bus Evacuation	<u>Middle</u> April 25 Bus Evacuation

VI. ANNUAL ADOPTIONS

The Superintendent recommends that it be:

1. Curriculum
RESOLVED, that the Board of Education approves adoption of the PK-8 curriculum guides, as aligned with NJ Student Learning Standards, for the 2023-2024 school year, with the exception of K-8 Health and Physical Education.
2. Textbooks
RESOLVED, that the Board of Education approves adoption of existing district textbooks for the 2023-2024 school year.
3. Service Appointments
RESOLVED, that the Board of Education approves the following appointments for the 2023-2024 school year:
 - a. The appointment of Christopher Heagele as Board Secretary of the Warren Township Board of Education.
 - b. The appointment of MaryGrace Suitovsky, Assistant Business Administrator, as Acting Board Secretary in the absence of the Board Secretary.
 - c. The appointment of Ruth Davies as Treasurer of School Monies for the Warren Township Board of Education through December 31, 2023.
 - d. The appointment of Christopher Heagele, Business Administrator, as Acting Treasurer of School Monies for the Warren Township Board of Education in the absence of Ruth Davies.
 - e. The appointment of Suplee, Clooney & Company as the auditing firm for the Warren Township Board of Education, at an annual cost of \$29,150.
 - f. The appointment of Dr. Ronald Frank as District Medical Inspector, at a cost of \$4,000.
 - g. The appointment of Molly Lange as the district's Affirmative Action Officer, Title IX Coordinator, Anti-Bullying Coordinator, Homeless Liaison, 504 Officer and Surrogate Parent Coordinator.
 - h. The appointment of Melissa Smolenski as the district's Preschool Administrator.
 - i. The appointment of Sean Convery as the district's Website Accessibility Coordinator.
 - j. The appointment of Lance Riegler as the district's Computer Security Officer.
 - k. The appointment of CBIZ-Centric as the district's board and general liability insurance agent.

- l. The appointment of Centric Benefits Consulting, Inc. as the district's dental insurance broker.
- m. 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.
- n. The appointment of Christopher Heagele, Business Administrator, as the district's Public Agency Compliance Officer (PACO), District Custodian of Records, and District Purchasing Agent.
- o. The appointment of Daniel Lorimor, Christopher Heagele and Christine Smith as the district's School Safety Specialists.
- p. The appointment of AIG/VALIC, AXA/Equitable, Lincoln Investment Planning, Inc. and Primerica as 403(b), 457(b) and Roth 403(b) plan providers.
- q. 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.
- r. 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.
- s. 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
Speech and Language	\$800
Occupational Therapy	\$700
Physical Therapy	\$700
Educational	\$700
Psychological	\$700
Neurodevelopmental	\$1,000
Neurological	\$1,000
Neuropsychological	\$5,000
Psychiatric	\$900
Assistive Technology Assessment	\$1,200
Augmentative Communication Assessment	\$1,200

- t. 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.

u. Substitute Pay

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

- Substitute Teachers and Paraprofessionals - \$132
- Substitute Nurses - \$255
- Long Term Substitutes - \$184
- Long Term Paraprofessionals - \$158

4. Finance

RESOLVED, that the Board of Education approves the following:

- The designation of the following bank as depository for district funds for 2023-2024, dependent on ongoing certification of approval by the Governmental Unit Deposit Protection Act: Peapack-Gladstone Bank.
- Authorization for the Board Secretary to invest school funds in accordance with the limitations of State law and Board policy.
- Authorization for the following persons to sign checks:

Account Name	Nbr.	Signatory(s)
General Operating (Current) Account	3	Treasurer of School Monies and/or Board Secretary and/or Board President and/or Board Vice President
Salary Account	1	Treasurer of School Monies or Board Secretary
Payroll Deduction Account	1	Treasurer of School Monies or Board Secretary
Unemployment Account	1	Board Secretary or Superintendent
Juice and Water Account	1	Board Secretary or Superintendent
Milk Account	1	Board Secretary or Superintendent
Flexible Spending Account	1	Board Secretary or Superintendent
Middle School Student Activity Account	2	Middle School Principal and/or Middle School Dean and/or Board Secretary

- 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.
- 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.
- Authorization, in recognition of Qualified Purchasing Agent status, of a bid threshold of \$44,000 for Purchasing Agent Chris Heagele.

5. 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 2023-2024:

- Superintendent's Office (Superintendent's Secretary) \$200

- b. Buildings and Grounds/Transportation (Director of Operations) \$200
- c. Schools (Building Principals) \$200 (each school)
- d. Special Services (Director of Special Services) \$100
- e. 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.

6. Organizational Charts

RESOLVED, that the Board of Education approves the revised district's organizational charts for the 2023-2024 school year:

- Administrative Organizational Chart
- Certificated Staff Organizational Chart
- Non-certificated Organizational Chart

7. Benefits

a. RESOLVED, that the Board of Education approves the district's participation in the Delta Dental PPO Plus Premier for the 2023-2024 school year at the following rates:

- Single - \$50.45 per month, \$605.40 per annum
- 2 Adult - \$100.87 per month, \$1,210.44 per annum
- Parent/Child - \$113.46 per month, \$1,361.52 per annum
- Family - \$163.92 per month, \$1,967.04 per annum

b. 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 – Mr. David Brezee

VIII. Superintendent's Remarks – Dr. Matthew Mingle

IX. Presentations

- Governor's Educator of the Year Award Recognition - Principals

X. Discussion

XI. Committee Reports

- Curriculum and Technology Committee - No Meeting
 - Ryan Valentino - Chair, Mehul Desai, Natalie Feuchtbaum, Todd Weinstein
- Finance, Operations, and Security Committee - May 8, 2023
 - Patricia Zohn - Chair, David Brezee, Scott Otto, Ryan Valentino
- Personnel, Negotiations, and Communications Committee - April 24, 2023
 - Laura Keller - Chair, David Brezee, Stephen Toor, Todd Weinstein

XII. 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).

XIII. 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 April 24, 2023.

A.2. HIB Self-Assessment

RESOLVED, that the Board of Education approves the HIB Self-Assessment for the 2021-2022 school year.

A.3. Tuition Contract

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

Student	School	Dates	Monthly Revenue
#701119	WS	August 31, 2023 through June 30, 2024	\$442.00

A.4. Out-of-District Placement

RESOLVED, that the Board of Education approves the out-of-district placement for Student #3745725982 to Montgomery Academy beginning on May 4, 2023 through June 30, 2023, at a cost not to exceed \$15,277.

A.5. Bedside Instruction

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

Students	Vendor	Amount
#5308770314	Stepping Forward Counseling Center	Not to exceed \$7,000
#3816114245	Stepping Forward Counseling Center	Not to exceed \$2,800
#9949678981	E.I. US (LearnWell)	Not to exceed \$2,400

A.6. 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
Fordham University	School Psychology

Raritan Valley Community College	Occupational Therapy
Kean University	Speech-Language Pathology

B. Finance/Operations/Transportation

B.1. Payment of Bills

RESOLVED, that the Board of Education approves the payment of bills for the month of May 2023 in the amount of \$4,255,095.63.

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 April 2023.

WHEREAS, this report shows the following balances on April 30, 2023.

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$7,385,555.08		\$1,484,579.02
(10) General Current Expense		\$0.00	
(11) Current Expense		\$744,556.46	
(12) Capital Outlay		\$73,846.03	
(13) Special Schools		\$4,069.68	
(20) Special Revenue Fund	(\$47,793.99)	\$564,978.67	\$0.00
(30) Capital Projects Fund	\$1,211,100.24	(\$5,361,285.59)	(\$1,653,267.26)
(40) Debt Service Fund	\$179.41	\$0.00	\$0.00
TOTAL GOVERNMENTAL FUNDS	\$8,549,040.74	(\$3,973,834.75)	(\$168,688.24)
Wealth Mgmt - Capital Reserve	\$9,000,000.00		
Wealth Mgmt - Operating	\$500,000.00		
Wealth Mgmt - Capital Projects	\$6,496,953.07		
TOTAL WEALTH MANAGEMENT	\$15,996,953.07		
(60) Milk Fund	\$16,487.13	(\$27,900.00)	\$14,113.49
(61) Juice and Water Fund	\$39,305.37	(\$18,547.77)	\$48,174.64
TOTAL ENTERPRISE FUNDS	\$55,792.50	(46,447.77)	\$62,288.13

WHEREAS, in compliance with law and code the secretary has certified that, as of the date of the reports, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it

RESOLVED, the Board of Education accepts the above reference reports and certifications and be it

FURTHER RESOLVED, in compliance with law and code, the Board of Education certifies that, after review of the secretary's monthly financial report (appropriation section), to the best of its knowledge, no major account or fund has been over expended in violation of law and code and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.

B.3. Budget Transfers for Month of April 2023

RESOLVED, the Board of Education ratifies the following transfers between budget line items that have been approved by the Superintendent of Schools and that are now being reported to the Board pursuant to Policy 6422:

	TO:		FROM:		
1.	11-000-213-100-030-03-02	Nurse Substitute - CS	11-000-219-104-033-07-00	Salaries - Child Study Team - MS	\$3,000
2.	11-000-213-100-033-07-02	Nurse Substitute - MS	11-000-219-104-033-07-00	Salaries - Child Study Team - MS	\$1,250
3.	11-000-213-100-035-04-02	Nurse Substitute - MHS	11-000-219-104-033-07-00	Salaries - Child Study Team - MS	\$1,250
4.	11-000-213-100-040-05-02	Nurse Substitute - ALT	11-000-219-104-033-07-00	Salaries - Child Study Team - MS	\$1,250
5.	11-000-213-100-050-06-02	Nurse Substitute - WS	11-000-219-104-033-07-00	Salaries - Child Study Team - MS	\$2,500
6.	11-000-216-600-030-08-00	Speech & OT - Supplies - CS	11-000-216-100-033-07-00	Salaries - Speech & OT - MS	\$500
7.	11-000-216-600-040-08-00	Speech & OT - Supplies - ALT	11-000-216-100-033-07-00	Salaries - Speech & OT - MS	\$200
8.	11-000-252-600-000-11-01	Technology - Supplies	11-000-252-500-000-11-01	Technology - Other Purchased Services	\$310
9.	11-000-262-580-000-09-00	Workshops & Travel - Maintenance	11-000-262-100-000-09-05	Overtime - Custodians	\$600
10.	11-000-262-610-000-09-00	Building Supplies - Maintenance	11-000-261-420-033-09-07	Maintenance Repairs - MS	\$3,050
11.	11-000-262-610-000-09-00	Building Supplies - Maintenance	11-000-262-100-000-09-05	Overtime - Custodians	\$5,800
12.	11-000-262-610-000-09-00	Building Supplies - Maintenance	11-000-262-100-000-09-08	Chargeable Custodian Wages	\$6,150
13.	11-000-262-621-033-09-07	Heat - MS	11-000-262-622-033-09-07	Electricity - MS	\$3,850
14.	11-000-262-621-035-09-04	Heat - MHS	11-000-262-622-033-09-07	Electricity - MS	\$7,800
15.	11-000-262-621-050-09-06	Heat - WS	11-000-262-622-033-09-07	Electricity - MS	\$3,300
16.	11-000-266-610-000-09-01	Security - Supplies - BOE	11-000-261-420-033-09-07	Maintenance Repairs - MS	\$2,020
17.	11-000-291-241-000-00-01	Retirement Contributions - DCRP	11-000-291-270-000-00-00	Health Benefits	\$3,000
18.	11-190-100-320-050-06-99	Purchased Prof. Educational Svcs. - WS	11-000-100-566-000-08-02	Tuition - Private - ESY	\$255
19.	11-190-100-610-050-06-99	Instructional Supplies - WS	11-000-100-566-000-08-02	Tuition - Private - ESY	\$655
20.	11-213-100-106-033-07-02	RC Aides - Substitute Aides - MS	11-130-100-101-033-07-00	Salaries - Grades 6-8 Teachers - MS	\$6,500
21.	11-213-100-106-040-05-02	RC Aides - Substitute Aides - ALT	11-130-100-101-033-07-00	Salaries - Grades 6-8 Teachers - MS	\$3,000
22.	11-213-100-106-050-06-02	RC Aides - Substitute Aides - WS	11-130-100-101-033-07-00	Salaries - Grades 6-8 Teachers - MS	\$1,500
23.	11-216-100-600-035-08-00	Preschool Disabled - Supplies - MHS	11-209-100-610-040-08-00	SEED Program - Supplies - ALT	\$306
24.	11-219-100-101-033-07-00	Special Ed - Home Instruction - Sals - MS	11-213-100-101-033-07-00	Salaries - RC Teachers - MS	\$2,400
25.	11-219-100-101-050-06-00	Special Ed - Home Instruction - Sals - WS	11-213-100-101-033-07-00	Salaries - RC Teachers - MS	\$1,000
26.	11-219-100-320-033-08-00	Special Ed-Home Instr.-Purch. Svcs.-MS	11-120-100-101-030-03-00	Salaries - Grades 1-5 Teachers - CS	\$8,000

B.4. Tax Payment Schedule for 2023-2024 School Year
RESOLVED, that the Board of Education approves the following tax payment schedule for 2023-2024 from the Township of Warren:

Tax Payment Schedule 2023-2024			
Monday, July 3, 2023	\$750,000	Tuesday, January 2, 2024	\$3,719,766
Monday, July 17, 2023	\$750,000	Thursday, February 1, 2024	\$3,719,766
Tuesday, August 1, 2023	\$750,000	Friday, March 1, 2024	\$3,719,766
Tuesday, August 15, 2023	\$1,100,000	Monday, April 1, 2024	\$3,719,766
Friday, September 1, 2023	\$2,250,000	Wednesday, May 1, 2024	\$3,719,766
Friday, September 15, 2023	\$2,250,000	Monday, June 2, 2024	\$3,719,766
Monday, October 2, 2023	\$4,822,865		
Wednesday, November 1, 2023	\$4,822,865		
Friday, December 1, 2023	\$4,822,866		

B.5. 2023-2024 Custodial Charges for Building Usage
RESOLVED, that the Board of Education approves the following rates for the billing of custodial charges for the groups that use our buildings:

Custodial Time	Amount
Straight time	\$35.00 per hour

Time and a half	\$52.50 per hour
Double time	\$70.00 per hour

- B.6. **Sale and/or Disposition of Obsolete Textbooks**
RESOLVED, that the Board of Education approves the sale and/or disposition of obsolete textbooks as determined by the Assistant Superintendent.
- B.7. **Acceptance of Grant Award**
RESOLVED, that the Board of Education accepts, with gratitude, a grant from the ECMC Foundation totaling \$5,000 for extended day tutoring program.
- B.8. **District School Street Zoning**
RESOLVED, the Board of Education approves zoning the following street to the Central School Zone, beginning in September, 2023:
- Twin Brooks Court
- No current students are affected by this change.
- B.9. **Approval of Wetlands Study Proposal and Contract**
RESOLVED, that the Board of Education approves the following contract with its Architect of Record, Parette Somjen Associates, for a wetlands study at Warren Middle School.

Project Name	Project Scope	Cost Not to Exceed
Wetlands Study	Based on the kitchen feasibility study provided to the District on October 28, 2022, it was determined that environmentally regulated areas exist on the site which might impact the future expansion of Warren Middle School. The regulated areas include possible freshwater wetlands, with associated transition areas, and a flood hazard area and riparian zone associated with tributaries to the Stony Brook. The scope of work includes on-site investigations for freshwater wetlands, and topographic survey work to locate the limit of wetlands, and determine the limits of the riparian zone and flood hazard area using the Approximation Method.	Professional Fee: \$10,240 Reimbursable Fee: \$520

- B.10. **Instructional Technology Purchasing**
RESOLVED that the Board of Education approves the following technology purchasing:

Equipment	Cost
20 - Dell 75 4K Interactive Touch Monitor with Mount	\$75,945.60

(Purchasing through State of NJ Purchasing Contract M0483/19TELE0656.)

- B.11. Acceptance of School Climate Change Pilot Grant Award**
RESOLVED, that the Board of Education accepts the School Climate Change Pilot Grant from the New Jersey Department of Education, for which the district's allocation is \$6,600. Proceeds of this grant will be used for the purchase of instructional supplies.

C. Personnel/Student Services

C.1. Substitute Teacher

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

appointed as a substitute teacher for the 2022-2023 school year.

Name
James C. Zilinski

- C.2. Employment Contract - Business Administrator
RESOLVED, that the Board of Education approves the contract of employment dated May 15, 2023 between the Warren Township Board of Education and Mr. Christopher Heagele for the position of Business Administrator for the period July 1, 2023 through June 30, 2024. A copy of this contract is on file at the Board of Education office.
- C.3. Employment Contract - Assistant Superintendent
RESOLVED, that the Board of Education approves the contract of employment dated May 15, 2023 between the Warren Township Board of Education and Mr. William Kimmick for the position of Assistant Superintendent for the period July 1, 2023 through June 30, 2024. A copy of this contract is on file at the Board of Education office.
- C.4. Employment Contract - Director of Operations
RESOLVED, that the Board of Education approves the contract of employment dated May 15, 2023 between the Warren Township Board of Education and Mr. Michael Pate for the position of Director of Operations for the period July 1, 2023 through June 30, 2024. A copy of this contract is on file at the Board of Education office.
- C.5. Retirements/Resignations
RESOLVED, that the Board of Education approves the retirement/resignations of the following staff:

Name	Position	Location	Retirement/Resignation	Dates of Service
Courtney McIntosh	.8 School Social Worker 02-40-06/azi 02-50-22/bkf	ALT WS	Resignation	August 30, 2021 through June 30, 2023
Celeste Massa	Multi-Duty Paraprofessional 8 hrs per week 08-50-15/bmp	WS	Resignation	August 31, 2021 through June 30, 2023
Lisa Seccamanie	.4 French 02-33-22/anr .6 ASAP Math 02-33-22/bdq	WMS	Retirement	October 31, 1996 through June 30, 2023
Andrea Fazio	Multi-Duty Paraprofessional 12 hrs per week 08-50-15/bmk	WS	Resignation	August 30, 2021 through June 30, 2023
Anne Frank	School Secretary 03-50-07/aes	WS	Retirement	September 1, 1998 through September 30, 2023

- C.6. Leave Request
RESOLVED, that the Board of Education approves the following leave requests:

Employee ID	Paid/Unpaid
#3213	FMLA - May 22, 2023 through June 2, 2023 (paid)

- C.7. 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
District	Administrative Assistant to the Business Administrator	1.0
WS	School Social Worker	.4
CS	School Social Worker	.3
MH	School Social Worker	.3
WMS	School Social Worker	.8
ALT	School Social Worker	.2
MH	Multi-Duty Paraprofessional - 30 hours	1.0
CS	Multi-Duty Paraprofessional - 20 hours	1.0
CS	Classroom Paraprofessional - 30 hours	3.0
CS	1:1 Paraprofessional - 32.5 hours	5.0
WS	Classroom Paraprofessional - 30 hours	1.0

- C.8. Approval to Abolish Positions
RESOLVED, that the Board of Education hereby approves the abolishment of the following positions for 2023-2024 school year:

Location	Position	Full-Time Equivalent
District	Administrative Assistant to the Business Administrator	.8
ALT	School Social Worker	.25
WS	School Social Worker	.25
CS	School Social Worker	.25
MH	School Social Worker	.25
WMS	School Social Worker	1.0
MH	Special Education Teacher	1.0
CS	Multi-Duty Paraprofessional - 23.75 hours	1.0

ALT	Classroom Paraprofessional - 30 hours	1.0
ALT	1:1 Paraprofessional - 32.5 hours	2.0
MH	Classroom Paraprofessional - 30 hours	2.0
MH	1:1 Paraprofessional - 32.5 hours	11.0

- C.9. Appointment of WTAA and WTEA-eligible Staff 2023-2024 School Year
RESOLVED, that the Board of Education approves the list of WTAA and WTEA-eligible staff employment, dated May 15, 2023, for the 2023-2024 school year.
- C.10. Appointment of Unaffiliated Staff 2023-2024 School Year
RESOLVED, that the Board of Education approves the list of unaffiliated staff employment, dated May 15, 2023, for the 2023-2024 school year.
- C.11. Home Instruction - District Teaching Staff
RESOLVED, that the Board of Education approves all district certificated teachers, certificated substitutes and paraprofessionals who have a teaching certificate, to be appointed as home instructors for the 2023-2024 school year.
- C.12. Appointment of Summer Fun 2023 Staff
RESOLVED, that the Board of Education approves the list of Summer Fun 2023 staff.
- C.13. **2023-2024 Summer Custodians**
RESOLVED, that the Board of Education approves the list of summer custodians.
- C.14. 2023-2024 Summer Transportation Staff
RESOLVED, that the Board of Education approves Summer 2023 hiring as follows:
- Transportation department drivers and monitors at their 2023-2024 hourly rate as needed for Summer 2023 transportation department needs (student transport and mail).
- C.15. Summer Fun 2023 Certificated Staff Pay Rates
RESOLVED, that the Board of Education approves the Summer Fun hourly rates as follows:

Position	Hourly Amount
Teachers and Guidance Counselors	\$50.00
Speech Teachers and Occupational Therapist	\$76.92
Nurse and Substitute Nurse	\$50.00
Substitute Teacher	\$20.60

- C.16. Summer Fun 2023 Paraprofessional Staff Pay Rates
RESOLVED, that the Board of Education approves the Summer Fun paraprofessionals hourly rates as follows:

Position	Hourly Amount
Paraprofessional Adult (60+ College Credits)	\$20.60
Paraprofessional Adult (includes College under 60 credits)	\$19.36
Paraprofessional High School Student	\$13.79

- C.17. Warren Middle School Staff Additional Hours Summer 2023
RESOLVED, that the Board of Education approves the following Middle School staff to work extra three days total, at the employee's per diem rate, as noted below:

Name	Position	Amount
Margaret Johnson	Guidance Counselor	Not to exceed \$1,529.61 (By June 30, 2023)
Helen Scully	Guidance Counselor	Not to exceed \$1,511.97 (By June 30, 2023)
Lauren Systo	Guidance Counselor	Not to exceed \$1,286.04 (By June 30, 2023)
Lisa Lontai	School Nurse	Not to exceed \$1,569.96 (By August 25, 2023)

- C.18. Multi-Duty Paraprofessional Extended Work Schedule Summer 2023
RESOLVED, that the Board of Education approves an extended work schedule, to a maximum of five days total per school during Summer 2023, at the employee's per diem rate, as follows:

Name	Position	School	Amount
Carmella Motyczka	Multi-Duty Paraprofessional	CS	Not to exceed \$909.57
Maureen Holland	Multi-Duty Paraprofessional	MTH	Not to exceed \$791.86
Susan Francione	Multi-Duty Paraprofessional	WS	Not to exceed \$807.68
Jaclyn Johnson	Multi-Duty Paraprofessional	ALT	Not to exceed \$761.11

- C.19. Sheltered Instruction Observation Protocol Summer Training (SIOP)
RESOLVED, that the Board of Education approves the following staff for their participation in the SIOP Summer Training at the WTEA contractual rate for summer workshop training per employee, for a total cost not to exceed \$16,080.00. (Fully funded through ESEA Title III grant.)

Names			
Kathy Boraski	Rachel Bringuier	Lisa Carlson	Kathleen Haydu
Kim Bostory	Katie Cameron	Cynthia Cassidy	Philip Jones

Yahira Burroughs	Christina DeShields	Christine Cirrotti	Susan Kline
Julie Costa	NicoleEvins	Susan Cooper	Stacey Lederman
Teresa Giordano	Danielle Exter	Lynn Degen	Elizabeth Maag
MaryBeth Greco	Francesca Frosoni	Simone Miller	Catherine Maguire
Sarah Hughes	Erica Jeffers	Emily Netta	Michelle McMahon
Rebecca Leshchinsky	Sara Kolesar	Eileen Sebor	CristinaTrump
Reid Maglione	Andrea McGuire	Myranda Shimko	Lauren Valera
Marissa Marton Sarao	Megan ODonnell	Shawna Slater	Darlene Villa
Cathy Murphy	Celeste Ostry	Lori Vigliotti	Alice Beals
Ali Steffner	Alyssa Pech	Linda Yu	Christina Beekman Brink
Paris LaRhonda Davis-Simmons	Christina Tommaso	Jill Andrews	Lynne Douglas
Lauren Nelson	Michele Wolkun	Christine Burkhardt	Jackie Fattell
Kristina Mitch	Kristen Boni	Jessica Mironski	Alexandra McWilliams
Kristen Stoyanov	LeeAnn Wertheim	Liana Zadrozny	
Dannine Albanese	Alexis Slack	Paula Williams	

C.20. Custodial Substitute

RESOLVED, that the Board of Education approves the following as a Substitute Custodian for the 2022-2023 school year at the approved substitute custodian pay rate.

Name
Maria Rodriguez
Nathan Kimmick

C.21. Technical Assistance at Watchung Hills Performing Arts Center

RESOLVED, that the Board of Education approves the following to provide technical assistance at the Watchung Hills Performing Arts Center for the upcoming spring concert and graduation at a rate of \$50 per hour not to exceed \$500.

Name
Joel Van Tine

C.22. Summer Work - Special Services Department

RESOLVED, that the Board of Education approves district staff to conduct summer evaluations, therapy hours (in-district), scheduling and IEP meetings, per the list dated May 11, 2023, at a cost not to exceed **\$96,147**.

D. Policy

D.1. Policies – Second Reading

RESOLVED, that the Board of Education approves the second reading of the following policies:

Number	Name	New/Revision	Source of Changes
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P0144	Board Member Orientation and Training	R	SEA
P2520	Instructional Supplies	R	SEA
P3217	Use of Corporal Punishment	R	SEA
P4217	Use of Corporal Punishment	N	SEA
P5305	Health Services Personnel	R	SEA
P5308	Student Health Records	R	SEA
P5310	Health Services	R	SEA
P6112	Reimbursement of Federal and Other Grant Expenditures	R	SEA
P6115.04	Federal Funds - Duplication of Benefits	N	SEA
P6311	Contracts for Goods or Services Funded by Federal Grants	N	SEA
P7440	School District Security	R	SEA
P9140	Citizens Advisory Committees	R	SEA

XIV. Unfinished Business

XV. New Business

XVI. 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).

XVII. 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:

- o material the disclosure of which constitutes an unwarranted invasion of individual privacy and
- o pending or anticipated litigation or contract negotiation and/or matters of attorney-client privilege

Action may be taken upon return to public session;

the length of the meeting is anticipated to be approximately 40 minutes; and be it FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists.

XVIII. Adjourn

2020-2025 Strategic Plan Goals

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

2022-2023 District Goals

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

2022-2023 Board Goals

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