

WARREN TOWNSHIP SCHOOLS

Board of Education Meeting * November 20, 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://us02web.zoom.us/j/87568930105?pwd=MGhUZUw1ZkE3akFFNklsc0tuNnAvZz09>

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

___ 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 October 16, 2023 Board Meeting.

V. Correspondence and Information

· HIB Information

Total # of Investigations:

Total # of Determined Bullying Incidents:

9

1

· Suspension Report

In School:

Out of School:

1

0

· Fire Drills

ALT
October 3

Central
October 3

Mt. Horeb
October 10

Woodland
October 19

Middle
October 31

· Security Drills

ALT
October 23
Bomb Threat/Hold

Central
October 18
Bomb Threat/Hold

Mt. Horeb
October 25
Bomb Threat/Hold

Woodland
October 15
Bomb Threat/Hold

Middle
October 19
Bomb Threat/Hold

VI. Vice-President's Remarks – Mrs. Patricia Zohn

VII. Superintendent's Remarks – Dr. Matthew Mingle

VIII. Presentation

IX. Discussion

X. Committee Reports

- Curriculum and Technology Committee - October 16, 2023
 - Ryan Valentino - Chair, Mehul Desai, Natalie Feuchtbaum, Todd Weinstein
- Finance, Operations, and Security Committee - November 13, 2023
 - Patricia Zohn - Chair, David Brezee, Scott Otto, Ryan Valentino
- Personnel, Negotiations, and Communication Committee - October 16, 2023
 - Laura Keller - Chair, David Brezee, Todd Weinstein
- Ad Hoc Calendar Committee - November 1, 2023
 - Stephen Toor - Chair, Laura Keller, Patricia Zohn

XI. Public Commentary (agenda items only)

Note on public input at BOE meetings: Board Policy #0167, adopted on June 18, 2018, provides for public participation in Board of Education meetings. Such participation is governed by the following rules:

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, address, and group affiliation, if applicable;
2. Each statement made by a participant shall be limited to three minutes' duration. If necessary, the public comment portion of the meeting may be extended fifteen minutes with Board approval;
3. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard;
4. All statements, questions, or inquiries shall be directed to the presiding officer and any questions or inquiries directed by a participant to another Board member shall be redirected to the presiding officer who shall determine if such statement, question, or inquiry shall be addressed by the presiding officer on behalf of the Board;

The portion of the meeting during which participation of the public is invited shall be limited to fifteen minutes (limit may be adjusted at the discretion of the presiding officer as circumstances dictate).

The Board of Education welcomes and encourages input from the public. Being mindful of privacy rights regarding students and board employees and to avoid any potential liability on the part of the speaker, the board discourages references to specific individuals. While directing your comments or questions to the board president, please understand that the public comment portions of the meeting are not structured as question and answer sessions but rather are offered as opportunities for you to share your thoughts with the board. The

board president may need to refer an issue to the superintendent if the particular issue has not been handled through the appropriate chain of command with the school district. However, responses may be provided at the end of this session. There are times when comments and questions will require additional fact gathering before a response is provided.

XII. Items for Board Consideration/Action

The Superintendent recommends that it be:

A. Education

A.1. HIB Report
RESOLVED, that the Board of Education accepts the HIB Report submitted by the Superintendent for the period ending on October 16, 2023.

A.2. Mentoring Plan - New Staff Induction Program
RESOLVED, that the Board of Education accepts the Mentoring Plan - New Staff Induction Program.

A.3. Fieldwork Site
RESOLVED, that the Board of Education approves the following supervised clinical fieldwork at Warren Township School District for the 2023-2024 School Year:

School	Clinical Field
Liberty University	School of Education
Rutgers University	School of Nursing

A.4. Home Instruction
RESOLVED, the Board of Education approves bedside instruction as follows:

Students	School	Start Date	Amount
2287175735	EI,US (LearnWell)	October, 23, 2023	Not to exceed \$2,610
3816114245	Stepping Forward Counseling Center	October 24, 2023	Not to exceed \$6,000

A.5. Ad Hoc Calendar Committee
RESOLVED, that the Board of Education approves the creation of an Ad Hoc Calendar Committee.

A.6. Ad Hoc Calendar Committee Goals
RESOLVED, that the Board of Education approves the goals of the Ad Hoc Calendar Committee:

1. Develop parameters for the creation of annual calendars for 2024-2025 and beyond.
2. Recommend a process through which the Board will consider changes to the school calendar.

Finance/Operations/Transportation

B.1. Payment of Bills
RESOLVED, that the Board of Education approves the payment of bills for the month of November 2023 in the amount of \$5,511,752.16.

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 October 2023.

WHEREAS, this report shows the following balances on October 31, 2023

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$5,423,765.99		\$1,637,065.46
(10) General Current Expense		\$0.00	
(11) Current Expense		\$2,230,623.34	
(12) Capital Outlay		\$903,466.94	
(13) Special Schools		\$5,964.03	
(20) Special Revenue Fund	(\$125,065.62)	\$173,159.71	\$0.00
(30) Capital Projects Fund	\$1,682,317.72	\$39,394.23	\$1,949,308.08
(40) Debt Service Fund	\$0.00	\$0.12	\$179.41
TOTAL GOVERNMENTAL FUNDS	\$6,981,018.09	\$3,352,608.37	\$3,586,552.95
Wealth Mgmt - Capital Reserve	\$4,900,000.00		
Wealth Mgmt - Operating	\$1,750,000.00		
Wealth Mgmt - Capital Projects	\$5,016,000.00		
TOTAL WEALTH MANAGEMENT	\$11,666,000.00		
(60) Milk Fund	\$0.00		\$0.00
(61) Juice and Water Fund	\$0.00		\$0.00
(62) Food Service Account	\$54,674.84	(\$315,137.57)	\$58,742.82
TOTAL ENTERPRISE FUNDS	\$54,674.84	(\$315,137.57)	\$58,742.82

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 n 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 October 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.	11-000-223-580-030-03-00	Workshops & Travel - CS	11-000-240-600-030-03-10	Admin Supplies - CS	\$1,500
2.	11-000-223-600-030-12-00	Staff Training Supplies - CS	11-000-223-580-030-12-00	Workshops & Travel - Staff Training- CS	\$600
3.	11-000-223-600-033-12-00	Staff Training Supplies - MS	11-000-223-580-033-12-00	Workshops & Travel - Staff Training- MS	\$600
4.	11-000-223-600-035-12-00	Staff Training Supplies - MHS	11-000-223-580-035-12-00	Workshops & Travel -Staff Training- MH	\$600
5.	11-000-223-600-040-12-00	Staff Training Supplies - ALT	11-000-223-580-040-12-00	Workshops & Travel -Staff Training- ALT	\$600
6.	11-000-223-600-050-12-00	Staff Training Supplies - WS	11-000-223-580-050-12-00	Workshops & Travel- Staff Training- WS	\$600

7.	11-000-230-331-000-01-00	Legal Services	11-000-230-530-000-01-21	Postage	\$1,000
8.	11-000-230-331-000-01-00	Legal Services	11-000-230-530-000-01-22	Telephone - District	\$2,500
9.	11-000-230-331-000-01-00	Legal Services	11-000-230-590-000-00-23	Legal Ads	\$1,500
10.	11-000-262-580-000-09-00	Workshops & Travel - Maintenance	11-000-262-610-000-09-00	Building Supplies - Maintenance	\$1,200
11.	11-000-270-442-000-10-00	Rental - School Buses	11-000-270-800-000-10-00	Transportation - Other	\$485
12.	11-000-270-512-030-03-99	Field Trip Transportation - CS	11-190-100-610-030-03-99	Instructional Supplies - CS	\$85
13.	11-000-270-512-035-04-99	Field Trip Transportation - MHS	11-190-100-610-035-04-99	Instructional Supplies - MHS	\$85
14.	11-000-270-512-040-05-99	Field Trip Transportation - ALT	11-190-100-610-040-05-99	Instructional Supplies - ALT	\$110
15.	11-000-270-512-050-06-99	Field Trip Transportation - WS	11-190-100-610-050-06-99	Instructional Supplies - WS	\$65
16.	11-190-100-320-035-04-99	Purchased Prof. Educational Svcs. - MH	11-190-100-610-035-04-99	Instructional Supplies - MHS	\$7,000
17.	11-190-100-800-030-03-99	Field Trip Admission - CS	11-190-100-610-030-03-99	Instructional Supplies - CS	\$800
18.	11-190-100-800-035-04-99	Field Trip Admission - MHS	11-190-100-610-035-04-99	Instructional Supplies - MHS	\$1,050
19.	11-190-100-800-040-05-99	Field Trip Admission - ALT	11-190-100-610-040-05-99	Instructional Supplies - ALT	\$990
20.	11-190-100-800-050-06-99	Field Trip Admission - WS	11-190-100-610-050-06-99	Instructional Supplies - WS	\$740
21.	12-000-261-730-033-09-07	Required Maintenance - MS	11-000-261-420-033-09-07	Maintenance Repairs - MS	\$12,611

B.4. Travel Approval

Whereas, in accordance with State of New Jersey School District Accountability Act (A-5) and the Warren Township Schools' Policy 6471-School District Travel, travel by school district employees and Board of Education members must be approved in advance.

Now Therefore Be It RESOLVED, the Warren Township Schools Board of Education approves the following expenses for faculty, staff, administrators, and board members for seminars, conferences and workshops. The expense includes travel costs, if applicable:

Name	School	Workshop/ Conference	Location	Month/Yr	Cost
Christine Smith	ALT	Shifting the Balance: Aligning Literacy Instruction with What We Know about How the Brain Reads	Piscataway	Apr 2024	\$186

All of the above travel has been approved by the Superintendent. The School Business Administrator shall track and record these costs to ensure that the maximum amount is not exceeded.

B.5. Donation - Central School PTO Donation

RESOLVED, that the Board of Education accepts, with gratitude, a donation in the amount of \$34,562.05 for preschool playground equipment and its installation at Central School.

B.6. Transportation - Out-of-District Student-SCESC - Regular School Year

RESOLVED, that the Board of Education approves the transportation contract with Somerset County ESC for 2023-24 RSY transportation for Out-of-District student as follows:

School	Student ID #	Transportation Cost
Bright Beginnings Learning Center	1872585496	\$483.00 per diem*

School	Student ID #	Transportation Cost
Celebrate The Children	8830524421	\$312.28 per diem*

(*This motion supersedes previous motion from September 18, 2023.)

B.7. School Employees' Health Benefits Program Waiver Payments

WHEREAS, N.J.S.A. 52:14-17.31a, in conjunction with N.J.S.A. 52:14-17.46.11, permits employers participating in the School Employees' Health Benefits Program ("SEHBP") to unilaterally establish an amount to be paid to employees who agree to waive their health benefits coverage in exchange for a cash payment; and

WHEREAS, the employer has sole discretion as to whether or not to offer employees health benefits waiver payments which are not subject to the collective bargaining process in accordance with N.J.S.A. 52:14-17.31a(c); and

WHEREAS, the Board of Education previously offered an incentive for eligible employees who waive medical insurance in the amount of 25%, or \$5,000, whichever is less, of the amount saved by the employer because of the employee's waiver of coverage; and

WHEREAS, the supporting waiver language has been removed from the agreements with each of the district's bargaining units; and

WHEREAS, the Board of Education is exercising its discretion in accordance with N.J.S.A. 52:14-17.31a(c) to offer an incentive for eligible employees who waive medical insurance;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Township of Warren, County of Somerset, State of New Jersey, that it will offer an incentive for eligible employees who waive medical insurance in the amount of 25%, or \$4,000, whichever is less, of the amount saved by the employer because of the employee's waiver of coverage for Calendar Year 2023; and

BE IT FURTHER RESOLVED that an employee who has health benefit coverage through a spouse or from another source, other than the State Health Benefits Plan or the SEHBP, and who can demonstrate same to the Business Administrator, may elect to forego all or a portion of his/her medical, dental and/or prescription coverage for a full year and receive a cash payment of twenty-five percent (25%) of the premium savings to the Board of Education, or \$4,000, whichever is less, of the amount saved by the employer. Said payment will not be considered salary, nor will it be considered pensionable. The Business Office shall provide the forms by which an employee shall waive coverage and apply for payment; and

BE IT FURTHER RESOLVED that an employee who has waived all or a portion of his/her medical benefit coverage will be allowed to restore such coverage on an immediate basis, without the necessity of a health questionnaire for the employee or his/her family members, in the event of a hardship or change of life event. Reentry to all health benefit coverage for reason of hardship or change of life applies only in the following situations, which result in the loss of health benefits coverage through the employee's spouse or other source:

- Termination of employment (proof of termination of benefits required);
- Legal Separation (a copy of decree is required);
- Group contract/policy terminated (proof of termination of benefits required);
- Disability of spouse which eliminates benefits (proof of termination of benefits required);
- Divorce (a copy of the decree is required);
- Death of Spouse (a copy of death certificate is required);
- Military Discharge (a copy of DD214 is required);

Application under these circumstances must be made within sixty (60) days of the life event to the Board of Education's Payroll/Benefit Office.

In addition, any employee who has waived all his/her health benefit coverage may automatically restore his/her coverage by applying during the open enrollment period during any year. The reinstatement date under such conditions will be January 1. It will not be necessary for any employee or his/her family members to complete a Statement of Health (proof of insurability) to restore coverage during the open enrollment period.

B.8. NJQSAC DPR Submission
RESOLVED, that the Board of Education approves the submission of the New Jersey Quality Single Accountability Continuum (NJQSAC) District Performance Review (DPR).

B.9. 2024-2025 Preschool Tuition Rate
RESOLVED, that the Board of Education approves and sets the 2024-2025 preschool tuition rate at \$9,500/year.

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
Gina Skierski	Special Education Teacher 02-35-19/abc 02-35-19/agb	MH	MA+30	19-20	\$95,326	January 2, 2024 through June 30, 2024	Yes	To replace employee #0675
Lisa McManus	1:1 Paraprofessional 32.5 hrs per week 08-40-08/bjb	ALT	N/A	2	\$29,315	January 2, 2024, through June 30, 2024 (pending a passing score on the Parapro Assessment)	No	To replace employee #3496
Monika Rosinski	Leave Replacement Multi-Duty Paraprofessional	ALT	N/A	1	\$24,015	January 2, 2024 through June 30, 2024	No	To replace employee #3803

	30 hrs per week							
Niki Mott	Grade 5 Teacher 02-30/22/atm	CS	MA	1	\$67,400	November 21, 2023, through June 30, 2024	Yes	To replace employee #3321
Karen Riggi	Classroom Paraprofessional 08-35-08/bpq	MH	N/A	19-2 0	\$34,225 (with stipend)	On or about November 20, 2023 through June 30, 2024	No	New Position
Michelle Feliciano	Multi-Duty Paraprofessional 08-35-15/bpn	MH	N/A	1	\$24,015	January 2, 2024 through June 30, 2024	No	To replace employee #0576

C.2. Substitute Teachers

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

Name
Karen Conlon
Hannah Balla

C.3. Leave Request

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

Employee ID	Paid/Unpaid
#0541	FMLA - August 28, 2023, through November 17, 2023 (paid) Extended Leave - November 20, 2023, through December 22, 2023 (paid) (This motion supersedes the previous motion approved on August 21, 2023)
#3621	FMLA - October 26, 2023 through November 17, 2023 (paid)
#0783	FMLA - October 23, 2023 through October 31, 2023 (paid) FMLA - November 1, 2023 through December 15, 2023 (½ days AM) (paid)
#3599	FMLA - February 16, 2024 through March 21, 2024 (paid) FMLA - March 22, 2024 through April 18, 2024 (unpaid) NJFLA - April 19, 2024 through June 30, 2024 (unpaid)
#3327	FMLA - August 28, 2023 through August 29, 2023 (paid) NJFLA - August 30, 2023 through November 17, 2023 (unpaid) Extended Leave - November 20, 2023 through December 15, 2023 (unpaid) (This motion supersedes the previous motion approved on March 20, 2023)
#0472	FMLA - October 2, 2023 through November 17, 2023 (paid)
#3321	FMLA - May 8, 2023 through June 16, 2023 (paid) NJFLA - August 28, 2023 through November 17, 2023 (unpaid) Extended Leave - November 20, 2023 through June 30, 2024 (unpaid) (This motion supersedes the previous motion approved on February 6, 2023)
#2691	FMLA - September 26, 2023 through November 2, 2023 (paid) FMLA - November 3, 2023 through November 28, 2023 (unpaid) NJFLA - November 29, 2023 through February 23, 2024 (unpaid) Extended Leave February 26, 2024 through March 27, 2024 (unpaid) (This motion supersedes the previous motion approved on July 17, 2023)

C.4 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
Felice Goldman	October 26, 2023 through on or about November 20, 2023	ALT Multi-Duty Paraprofessional, 20 hrs per week \$16,323	ALT Multi-Duty Paraprofessional, 20 hrs per week \$16,330	Updated Salary
Nadeen Hrevnack Dickey	January 2, 2024 through June 30, 2024	ALT Multi-Duty Paraprofessional, 30 hrs per week 08-40-15/bet \$24,985	ALT Leave Replacement Teacher \$62,133	To replace employee #3218
Lauren Rowling	November 21, 2023, through June 30, 2024	Grade 5 Teacher 02-30-22/atm	Grade 1 Teacher 02-30-22/aft	To replace employee #2693
Mary Johnstone	September 26, 2023 through March 27, 2024	Leave Replacement Grade 5 Teacher	Leave Replacement Grade 5 Teacher	Update length of service

C.5. Long Term Substitutes
 RESOLVED, that the Board of Education approves the following Long Term Substitutes:

Name	Effective Date	Replacing Employee #
Mariette Dzeletovic	September 27, 2023 through November 3, 2023 (This motion supersedes the previous motion approved on October 16, 2023)	#0470
Grace Jackson	November 6, 2023 through December 22, 2023 (This motion supersedes the previous motion approved on October 16, 2023)	#0470
Carlo Palumbo	October 10, 2023 through November 17, 2023	#0472
Joseph Burcat	October 31, 2023 through December 22, 2023	#0541
Nicole Kolb	December 11, 2023 through February 9, 2024	#2501

C.6. Bus Monitor - Appointment and Substitute Rates
 RESOLVED, that the Board of Education approves all district staff to be appointed as a substitute bus monitor at a per trip rate of \$25 for all substitute bus monitors for the 2023-2024 school year.

- C.7. Retirement/Resignation
RESOLVED, that the Board of Education approves the retirement/resignation of the following staff:

Name	Position	Location	Retirement/Resignation	Dates of Service
Christina Deshields	Grade 1 Teacher 02-30-22/aft	CS	Resignation	September 1, 2012 through November 20, 2023)
Deborah Singer	Paraprofessional, 32.5 hrs 08-33-08/bit	WMS	Retirement	September 1, 2007, through December 31, 2023

- C. 8. 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
MaryEllen Weaver	Integrating Mindfulness and Meditation to promote SEL in the Middle School Classroom	February 7, 14, 21 & 28, 2024	6	2	\$400
Jamie Einiger	Games in the Middle School Classroom	January 29, 2024	3	1	\$200
Hannah Glinn	Tips and Tricks for Reinforcing SEL in the Classroom!	December 20, 2023	3	1	\$200
Michelle Zgombic	Survive and Thrive! Part II. Managing your Digital Workspace (GDrive)	December 5 & 7, 2023	2	2	\$200
Alice Beals	Music Programming	December 15, 2023 January 8, 2024	2.5	2.5	\$250
Danielle Buzby	Universal Design of Learning: Why it's Important to Implement in Your Classroom-Part 2	December 5, 2023	1.5	.5	\$100

- C.9. Special Education Service Provider Contract
RESOLVED, that the Board of Education approves the following additional Service Provider Contract for the 2023-2024 school year:

Name	Rate
The Uncommon Thread*	BCBA Services at a rate of \$130 per hour, not to exceed \$22,750.00 and Additional Single Setting Functional Behavior Assessments for \$1,600.00

(*This motion is in addition to services previously Board approved on July 17, 2023.)

C.10. Nursing Plans
RESOLVED, that the Board of Education approves the 2023-2024 Nursing Plans for Angelo L. Tomaso School, Central School, Mt. Horeb School, Woodland School and Warren Middle School.

C.11. Job Description
RESOLVED, that the Board of Education adopts the following new job description:

Position
Security Advocate

C.12. 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	Security Advocate 04-00-A0/bpr	1.0

C.13. Employee Discipline
RESOLVED, that the Board of Education approves the suspension without pay for employee #3625 from November 14, 2023, through November 20, 2023.

C.14. Employee Termination
RESOLVED, that the Board of Education terminates the 2023-2024 employment contract for Employee #3625 effective November 20, 2023, for cause.

C.15. Summer Fun 2024 Certificated Staff Pay Rates
RESOLVED, that the Board of Education approves the Summer Fun certificated staff hourly rates as follows:

Position	Hourly Amount
Fully Certified Teacher, Guidance Counselor, Nurse, Substitute Nurse	\$50.00
Teacher (Sub Cert Only, 60+ Credits)	\$40.00
Speech Teacher and Occupational Therapist	\$76.92
Substitute Teacher	\$20.60

C.16. Summer Fun 2024 Paraprofessional Staff Pay Rates
RESOLVED, that the Board of Education approves the Summer Fun paraprofessionals hourly rates as follows:

Position	Hourly Amount
Classroom Paraprofessional	\$24.61
Multi-duty Paraprofessional	\$20.00
Other Adult (18+) Assistants	\$18.80

C.17. Substitute Bus Monitor

RESOLVED, that the Board of Education approves the following individual to be approved as a substitute bus monitor for the 2023-2024 school year pending background checks.

Name
Sandra Rosario

D. Policy

D.1. Policies – Second Reading

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

Number	Name	New/Revision	Source of Changes
P2270	Religion in the Schools	R	SEA
P3161	Examination for Cause	R	SEA
P3212	Attendance	R	SEA
P3324	Right of Privacy	R	SEA
P4161	Examination for Cause	R	SEA
P4212	Attendance	R	SEA
P4324	Right of Privacy	R	SEA
P5111	Eligibility of Resident/NonResident Students	R	District/SEA
P5116	Education of Homeless Children and Youths	R	SEA
P8500	Food Services	R	SEA

XIII. Unfinished Business

XIV. New Business

XV. Public Commentary (any topic)

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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).

XVI. 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.