

WARREN TOWNSHIP SCHOOLS

Board of Education Meeting * October 16, 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/87126161349?pwd=Wk1ENWFvRGpPRW4zNWxFb2J3TFdodz09>

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 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

IV. Minutes

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

- RESOLVED, that the Board of Education approves the public and private session minutes of the September 18, 2023 Board Meeting.

V. Correspondence and Information

· HIB Information

Total # of Investigations:

1

Total # of Determined Bullying Incidents:

0

· Suspension Report

In School:

4

Out of School:

0

· Fire Drills

ALT

Central

Mt. Horeb

Woodland

Middle

September 7 September 6 September 8 September 8 September 6

Security Drills

<u>ALT</u> September 8 Lockdown	<u>Central</u> September 13 Lockdown	<u>Mt. Horeb</u> September 28 Lockdown	<u>Woodland</u> September 13 Lockdown	<u>Middle</u> September 21 Lockdown
<u>ALT</u> September 15 Bus Evacuation	<u>Central</u> September 15 Bus Evacuation	<u>Mt. Horeb</u> September 12 Bus Evacuation	<u>Woodland</u> September 14 Bus Evacuation	<u>Middle</u> September 13 Bus Evacuation

VI. President's Remarks – Mr. David Brezee

VII. New Business

- Report Out - Jewish Federation of West-Central Jersey - "Community Call to Action: A Panel Discussion about Handling the Rise of Antisemitism in Our Schools"

VIII. Superintendent's Remarks – Dr. Matthew Mingle

IX. Presentation

- Student Achievement Report - ~~Mr. William Kimmick~~ **Dr. Matthew Mingle**

X. Discussion

XI. Committee Reports

- Curriculum and Technology Committee - September 18, 2023
 - Ryan Valentino - Chair, Mehul Desai, Natalie Feuchtbaum, Todd Weinstein
- Finance, Operations, and Security Committee - October 10, 2023
 - Patricia Zohn - Chair, David Brezee, Scott Otto, Ryan Valentino
- Personnel, Negotiations, and Communication Committee - No meeting
 - Laura Keller - Chair, David Brezee, Stephen Toor, Todd Weinstein
- Ad Hoc Calendar Committee - No meeting
 - Stephen Toor - Chair, Laura Keller, Patricia Zohn

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).

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.

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 September 19, 2023.

A.2. Out-of-District Placement

RESOLVED, that the Board of Education approves the following out-of-district tuition for 2023-2024 school year:

School	Student ID #	SY Cost
Hunterdon Preparatory School	3816114245	\$50,660

B. Finance/Operations/Transportation

B.1. Payment of Bills

RESOLVED, that the Board of Education approves the payment of bills for the month of October 2023 in the amount of \$4,554,696.16.

B.2. Board Secretary's and Treasurer's Report - June 2023

WHEREAS, the Board of Education has received the report of the secretary for the month of June 2023 - FINAL.

WHEREAS, this report shows the following balances on June 30, 2023

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$10,210,374.54		\$1,637,065.46
(10) General Current Expense		\$0.00	
(11) Current Expense		\$550,697.72	
(12) Capital Outlay		\$68,958.34	
(13) Special Schools		\$2,533.76	
(20) Special Revenue Fund	\$5,246.25	\$595,639.40	\$0.00
(30) Capital Projects Fund	\$2,468,332.72	(\$5,368,123.66)	\$1,949,308.08
(40) Debt Service Fund	\$179.41	\$0.00	\$179.41
TOTAL GOVERNMENTAL FUNDS	\$12,684,132.92	(\$4,150,294.44)	\$3,586,552.95
Wealth Mgmt - Capital Reserve	\$3,000,000.00		
Wealth Mgmt - Operating	\$0.00		
Wealth Mgmt - Capital Projects	\$5,016,000.00		
TOTAL WEALTH MANAGEMENT	\$8,016,000.00		
(60) Milk Fund	\$15,229.18	(\$14,773.60)	\$24,277.45

(61) Juice and Water Fund	\$34,465.37	(\$16,805.27)	\$34,465.37
TOTAL ENTERPRISE FUNDS	\$49,694.55	(\$31,578.87)	\$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 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. Board Secretary's and Treasurer's Report - July 2023

WHEREAS, the Board of Education has received the report of the secretary for the month of July 2023 - FINAL.

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

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$4,671,685.16		\$1,637,065.46
(10) General Current Expense		\$0.00	
(11) Current Expense		\$2,715,803.97	
(12) Capital Outlay		\$908,406.42	
(13) Special Schools		\$5,883.64	
(20) Special Revenue Fund	\$41,341.00	\$184,464.61	\$0.00
(30) Capital Projects Fund	\$2,314,902.02	(\$7,093.97)	\$1,949,308.08
(40) Debt Service Fund	\$0.53	\$0.12	\$179.41
TOTAL GOVERNMENTAL FUNDS	\$7,027,928.71	\$3,807,464.79	\$3,586,552.95
Wealth Mgmt - Capital Reserve	\$3,000,000.00		
Wealth Mgmt - Operating	\$0.00		
Wealth Mgmt - Capital Projects	\$5,016,000.00		
TOTAL WEALTH MANAGEMENT	\$8,016,000.00		
(60) Milk Fund	\$15,760.45	\$0.00	\$24,277.45
(61) Juice and Water Fund	\$34,465.37	\$0.00	\$34,465.37
TOTAL ENTERPRISE FUNDS	\$50,225.82	\$0.00	\$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 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. Board Secretary's and Treasurer's Report - August 2023

WHEREAS, the Board of Education has received the report of the secretary for the month of August 2023.

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

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$3,449,687.90		\$1,637,065.46
(10) General Current Expense		\$0.00	
(11) Current Expense		\$2,939,297.39	
(12) Capital Outlay		\$908,406.42	
(13) Special Schools		\$6,064.03	
(20) Special Revenue Fund	(\$10,773.97)	\$79,169.43	\$0.00
(30) Capital Projects Fund	\$1,891,281.61	(\$7,093.97)	\$1,949,308.08
(40) Debt Service Fund	\$0.00	\$0.12	\$179.41
TOTAL GOVERNMENTAL FUNDS	\$5,330,195.54	\$3,925,843.42	\$3,586,552.95
Wealth Mgmt - Capital Reserve	\$3,000,000.00		
Wealth Mgmt - Operating	\$1,750,000.00		
Wealth Mgmt - Capital Projects	\$5,016,000.00		
TOTAL WEALTH MANAGEMENT	\$9,766,000.00		
(60) Milk Fund	\$0.00		\$0.00
(61) Juice and Water Fund	\$0.00		\$0.00
(62) Food Service Account	\$50,226.23	(\$2,939.83)	\$58,742.82
TOTAL ENTERPRISE FUNDS	\$50,226.23	(\$2,939.83)	\$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 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.5. Board Secretary's and Treasurer's Report - September 2023

WHEREAS, the Board of Education has received the report of the secretary for the month of September 2023.

WHEREAS, this report shows the following balances on September 30, 2023

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$4,227,239.14		\$1,637,065.46
(10) General Current Expense		\$0.00	

(11) Current Expense		\$2,312,099.14	
(12) Capital Outlay		\$905,936.94	
(13) Special Schools		\$5,964.03	
(20) Special Revenue Fund	(\$111,088.86)	\$408,256.56	\$0.00
(30) Capital Projects Fund	\$1,859,289.93	\$39,394.23	\$1,949,308.08
(40) Debt Service Fund	\$0.00	\$0.12	\$179.41
TOTAL GOVERNMENTAL FUNDS	\$5,975,440.21	\$3,671,651.02	\$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	\$51,895.85	(\$315,167.83)	\$58,742.82
TOTAL ENTERPRISE FUNDS	\$51,895.85	(\$315,167.83)	\$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 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.6. Budget Transfers for Month of August 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.	11-000-216-100-030-03-01	Speech & OT - Extra - CS	11-000-216-320-030-08-00	Speech - Purchased Services - CS	\$1,365
2.	11-000-216-100-035-04-01	Speech & OT - Extra - MHS	11-000-216-320-033-08-00	Speech - Purchased Services - MS	\$4,070
3.	11-000-219-800-030-08-00	CST - Dues & Memberships - CS	11-000-219-390-033-08-00	CST - Other Purchased Services-MS	\$461
4.	11-000-219-800-033-08-00	CST - Dues & Memberships - MS	11-000-219-390-033-08-00	CST - Other Purchased Services-MS	\$461
5.	11-000-219-800-035-08-00	CST - Dues & Memberships - MHS	11-000-219-390-033-08-00	CST - Other Purchased Services-MS	\$461
6.	11-000-219-800-040-08-00	CST - Dues & Memberships - ALT	11-000-219-390-033-08-00	CST - Other Purchased Services-MS	\$461
7.	11-000-219-800-050-08-00	CST - Dues & Memberships - WS	11-000-219-390-033-08-00	CST - Other Purchased Services-MS	\$461
8.	11-000-223-500-030-08-00	Staff Training - Purch. Svcs.-SPS-CS	11-000-223-580-030-08-00	Workshops & Travel - SPS - CS	\$500
9.	11-000-223-500-033-08-00	Staff Training-Purch. Svcs.-SPS - MS	11-000-223-580-033-08-00	Workshops & Travel - SPS - MS	\$500
10.	11-000-223-500-035-08-00	Staff Training-Purch. Svcs.-SPS-MH	11-000-223-580-035-08-00	Workshops & Travel - SPS - MHS	\$500
11.	11-000-223-500-040-08-00	Staff Training-Purch. Svcs.-SPS- ALT	11-000-223-580-040-08-00	Workshops & Travel - SPS - ALT	\$500
12.	11-000-223-500-050-08-00	Staff Training-Purch. Svcs.-SPS - WS	11-000-223-580-050-08-00	Workshops & Travel - SPS - WS	\$500
13.	11-000-230-334-000-01-00	Architect & Engineering Services	11-000-230-331-000-01-00	Legal Services	\$2,000
14.	11-000-230-334-000-01-00	Architect & Engineering Services	11-000-230-530-000-01-21	Postage	\$2,000

15.	11-000-230-334-000-01-00	Architect & Engineering Services	11-000-230-590-000-00-23	Legal Ads	\$2,150
16.	11-000-240-580-030-08-00	Travel - SPS - CS	11-000-240-103-030-03-00	Salaries-Principal/Dean/Director -CS	\$200
17.	11-000-240-580-033-08-00	Travel - SPS - MS	11-000-240-103-033-07-00	Salaries-Principal/Dean/Director-MS	\$200
18.	11-000-240-580-035-08-00	Travel - SPS - MHS	11-000-240-103-035-04-00	Salaries-Principal/Dean/Director-MH	\$200
19.	11-000-240-580-040-08-00	Travel - SPS - ALT	11-000-240-103-040-05-00	Salaries-Principal/Dean/Director-ALT	\$200
20.	11-000-240-580-050-08-00	Travel - SPS - WS	11-000-240-103-050-06-00	Salaries-Principal/Dean/Director-WS	\$200
21.	11-190-100-320-050-06-99	Educational Services. - WS	11-190-100-610-050-06-99	Instructional Supplies - WS	\$8,000
22.	11-214-100-610-030-08-00	Autism Supplies - CS	11-214-100-320-030-08-00	Autism - Educational Services - CS	\$2,500
23.	13-422-100-101-000-00-02	Summer Fun - Teachers - ESY	13-422-100-610-000-00-00	Summer Fun - Supplies	\$61

B.7. Budget Transfers for Month of September 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.	11-000-219-500-030-08-00	CST - Purchased Services - CS	11-000-219-390-033-08-00	CST - Purchased Prof. Svcs. - MS	\$300
2.	11-000-219-500-033-08-00	CST - Purchased Services - MS	11-000-219-390-033-08-00	CST - Purchased Prof. Svcs. - MS	\$300
3.	11-000-219-500-035-08-00	CST - Purchased Services - MHS	11-000-219-390-033-08-00	CST - Purchased Prof. Svcs. - MS	\$300
4.	11-000-219-500-040-08-00	CST - Purchased Services - ALT	11-000-219-390-033-08-00	CST - Purchased Prof. Svcs. - MS	\$300
5.	11-000-219-500-050-08-00	CST - Purchased Services - WS	11-000-219-390-033-08-00	CST - Purchased Prof. Svcs. - MS	\$300
6.	11-000-219-600-030-08-00	CST Supplies - CS	11-000-219-390-033-08-00	CST - Purchased Prof. Svcs. - MS	\$500
7.	11-000-219-600-033-08-00	CST Supplies - MS	11-000-219-390-033-08-00	CST - Purchased Prof. Svcs. - MS	\$500
8.	11-000-219-600-035-08-00	CST Supplies - MHS	11-000-219-390-033-08-00	CST - Purchased Prof. Svcs. - MS	\$1,000
9.	11-000-219-600-040-08-00	CST Supplies - ALT	11-000-219-390-033-08-00	CST - Purchased Prof. Svcs. - MS	\$1,000
10.	11-000-219-600-050-08-00	CST Supplies - WS	11-000-219-390-033-08-00	CST - Purchased Prof. Svcs. - MS	\$500
11.	11-000-223-320-035-12-00	Staff Training- Purch. Services - MHS	11-190-100-500-035-12-00	Purchased Services-Curriculum-MHS	\$7,250
12.	11-000-270-390-000-10-00	Transportation- Purchased Services	11-000-270-420-000-10-00	Transportation-Repair & Maintenance	\$1,000
13.	11-000-270-514-000-10-00	Special Ed Transportation	11-000-270-593-000-10-00	Transportation - Purchased Services	\$3,375
14.	11-000-270-518-000-10-00	Contracted Special Ed Transp. - ESC	11-000-100-566-000-08-01	Tuition - Private Schools	\$89,438
15.	11-000-270-518-000-10-00	Contracted Special Ed Transp. - ESC	11-000-270-420-000-10-00	Transportation-Repair & Maintenance	\$10,000
16.	11-000-270-518-000-10-00	Contracted Special Ed Transp. - ESC	11-000-270-515-000-10-00	Contracted Special Ed Transportation	\$10,000
17.	11-000-270-518-000-10-00	Contracted Special Ed Transp. - ESC	11-000-270-593-000-10-00	Transportation - Purchased Services	\$2,562
18.	11-190-100-320-030-03-99	Purchased Educational Svcs. - CS	11-190-100-610-030-03-99	Instructional Supplies - CS	\$6,000
19.	11-402-100-500-033-07-00	Sports - Purchased Services	11-402-100-600-033-07-00	Sports - Supplies	\$195
20.	12-000-261-730-030-09-03	Required Maintenance - CS	11-000-261-420-030-09-03	Maintenance Repairs - CS	\$7,670
21.	12-000-261-730-030-09-03	Required Maintenance - CS	11-000-262-520-000-01-00	Insurance - Property & Liability	\$11,960

B.8. 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
Melissa Smolenski	CS	New Jersey Association for Supervision & Curriculum Development Early Childhood Conference	Monroe Twp	Nov 2023	\$192
Alison Tugya	CS	2024 Association for Supervision & Curriculum Development Annual Conference	Washington, DC	Mar 2024	\$1,576
Stacey Hann-Modugno	District	2024 Association for Supervision & Curriculum Development Annual Conference	Washington, DC	Mar 2024	\$1,730
Scott Cook	MTH	2024 Association for Supervision & Curriculum Development Annual Conference	Washington, DC	Mar 2024	\$1,773

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.9. Acceptance of Grant Award - Warren Township Youth Services Commission
RESOLVED, that the Board of Education accepts the annual grant award from the Warren Township Youth Services Commission in the amount of \$6,000. The funds will be utilized for a team building conflict resolution program for our 6th grade students.
- B.10. Transportation- Out-of-District Students - SCEESC - 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 #	Cost
Hunterdon Preparatory School	3816114245	\$11,635.58

- B.11. Comprehensive Maintenance Plan (CMP)
Annual Maintenance Budget Amount Worksheet (Form M-1)
RESOLVED, that the Board of Education approves the following motion:

WHEREAS, the Department of Education requires New Jersey School Districts to submit the Comprehensive Maintenance Plan (CMP) and the Annual Maintenance Budget Amount Worksheet (M-1) which documents "required" maintenance activities for each of its public school facilities, and

WHEREAS, the required maintenance activities as listed in the attached document for the various school facilities of the Warren Township Schools are consistent with these requirements, and

WHEREAS, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid, and

Now, therefore be it RESOLVED that the Warren Township School District hereby authorizes the School Business Administrator to submit the Comprehensive Maintenance Plan (CMP) and the Annual Maintenance Budget Amount Worksheet (M-1) for the Warren Township Schools in compliance with Department of Education requirements.

B.12. Capital Planning Support Proposal (Phase I Only)

RESOLVED, that the Board of Education approves a proposal from Parette Somjen Architects to complete a Capital Improvement Plan (Phase I of the proposal), at a cost not to exceed \$12,600.

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
Laura Richards	Family and Consumer Science Teacher 02-33-22/aja	WMS	MA+30	21-22	\$97,828	January 2, 2024 through June 30, 2024	Yes	To replace employee #1312
Sarah Medina	Special Education Teacher 02-30-19/ago 02-30-19/bha	CS	MA	15-16	\$82,982	On or about December 15, 2023 or upon release from contract through June 30, 2024	Yes	To replace employee #3247

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.

Names	
Joseph Burcat	Dominick Sanguiliano
Carlo Palumbo	Felice Goldman
Amy Obuch	Michael Einiger

Jill Patetta

- C.3. 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 October 25, 2023	#0470
Grace Jackson	November 6, 2023 through December 7, 2023	#0470

- C.4. Leave Request
RESOLVED, that the Board of Education approves the following leave requests:

Employee ID	Paid/Unpaid
#3799	Leave - January 2, 2024, through January 19, 2024 (unpaid)
#2942	FMLA - October 19, 2023 through November 3, 2023 (paid) FMLA - November 13, 2023 through November 17, 2023 (paid)
#2693	FMLA - August 28, 2023 through October 11, 2023 (paid) FMLA - October 12, 2023 through October 20, 2023 (unpaid) Extended Leave - October 23, 2023 through December 8, 2023 (unpaid)
#0472	FMLA - October 2, 2023 through October 27, 2023 (paid)
#3693	FMLA - September 15, 2023 through October 13, 2023 (paid) FMLA - October 17, 2023 through October 27, 2023 (unpaid) NJFLA - October 30, 2023 through December 22, 2023 (unpaid) (This motion supersedes the previous motion approved April 24, 2023)

- C.5 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
Aubrey Pellerin	September 26, 2023, through December 22, 2023	PE Teacher CS .5 - 02-30-22/ayw MH .5 - 02-35-22/ayx	PE Teacher CS 1.0 - 02-30-22/ahv	To replace employee #0470
Laura Lamson	September 26, 2023, through December 22, 2023	PE Teacher CS 1.0 - 02-30-22/ahv	PE Teacher CS .5 - 02-30-22/ayw MH .5 - 02-35-22/ayx	To replace employee #3452
Aubrey Pellerin	December 23, 2023 through June 30, 2024	PE Teacher CS 1.0 - 02-30-22/ahv	PE Teacher CS .5 - 02-30-22/ayw MH .5 - 02-35-22/ayx	To replace employee #0470
Laura Lamson	December 23, 2023 through June 30, 2024	PE Teacher CS .5 - 02-30-22/ayw MH .5 - 02-35-22/ayx	PE Teacher CS 1.0 - 02-30-22/ahv	To replace employee #3452

Michele Wolkun	On or about October 17, 2023, through June 30, 2024	Special Education Teacher, CS 02-30-19/ago 02-30-19/bha	ASAP Math, CS 02-30-22/bbu	To replace employee #2574
Christina Barlik	October 17, 2023 through June 30, 2024	1.0 Leave Replacement Speech Therapist MH/CS	1.0 Speech Therapist CS 02-30-22/bpf	New Position
Celeste Massa	August 28, 2023 through June 30, 2024	WMS Multi-Duty Paraprofessional, 7.5 hrs per week 08-33-15/bpl \$6,761.25	WMS Multi-Duty Paraprofessional, 10 hrs per week 08-33-15/bpo \$9,015	Updated hours
Andrea Fazio	August 28, 2023 through June 30, 2024	WMS Multi-Duty Paraprofessional, 7.5 hrs per week 08-33-15/bpm \$6,761.25	WMS Multi-Duty Paraprofessional, 10 hrs per week 08-33-15/bpp \$9,015	Updated hours
Felice Goldman	October 26, 2023 through on or about November 20, 2023	MH Multi-Duty Paraprofessional, 8 hrs per week \$6,532	ALT Multi-Duty Paraprofessional, 20 hrs per week \$16,323	To replace employee #3621
Jennifer Sifert	October 26, 2023 through on or about November 20, 2023	MH Multi-Duty Paraprofessional, 12 hours per week \$9,994	MH Multi-Duty Paraprofessional, 20 hrs per week \$16,656	To replace employee #3722

C.6. Retirement/Resignation

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

Name	Position	Location	Retirement/Resignation	Dates of Service
Dianne Harris	Special Education Teacher 02-35-19/anc 02-35-19/anb	MH	Retirement	September 1, 1998 through December 31, 2023
Mary T. Russo	Multi-Duty Paraprofessional, 30 hrs 08-35-15/bpn	MH	Retirement	January 2, 1997 through December 31, 2023
Austin Wimbush	1:1 Paraprofessional 08-40-08/bjb	ALT	Resignation	November 26, 2019 through December 31, 2023

C. 7. Virtual Multilingual Learners Parent Information Nights - Staff

RESOLVED, that the Board of Education approves the following employees for their participation in the Multilingual Learners Parent Information Nights at the WTEA contractual rate of \$50 per hour per employee, for a total cost not to exceed \$1,000.00 fully funded using Federal Funds.

Names	
Minelli De Matos	Sandra Rama
Lauren Valera	Paula Williams

- 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	Total Cost Not to Exceed
Danielle Buzby	5 Ways to Engage Your Students in the Classroom!	11/14/2023	1.5	.5	\$100
Danielle Buzby	Universal Design of Learning- Why it's important to implement in your classroom	11/15/2023	1.5	.5	\$100
Lyndsay Carroll	Promoting Math Discourse	11/28 & 11/29/2023	4	2	\$300
Lyndsay Carroll	iReady Math: Refine Session Supports	11/14 & 11/26/2023	4	2	\$300
Lyndsay Carroll	iReady Math: Develop Session Supports	11/1 & 11/2/2023	4	2	\$300
Lyndsay Carroll	iReady Math: Explore Session Supports	10/25 & 10/26/2023	4	2	\$300
Celeste Ostry	Incorporating the Orton-Gillingham Method	2/27/2024	3	1	\$200
Michele Wolkun Sara Kolesar	Collaborative Teaching Strategies: Maximizing Student Success through Co-Teaching	10/24 & 12/5/2023	4	2	\$300 each
Cynthia Cassidy	Positive Parent Communication	11/30/2023	1	1	\$100
Cynthia Cassidy	Google Updates: Part 2	11/14/2023	3	1	\$200
Celeste Ostry	Goal Setting: Practical Tips & Ideas	1/16/2024	3	1	\$200
Christine Cirrotti	Fostering Independence in Students	11/16/2023	3	1	\$200

- C.9 CPR / First Aid Instructor Stipends
RESOLVED, that the Board of Education approves the following staff as a CPR/First Aid Instructor. Each instructor will be reimbursed at the WTEA contract rate \$50 per hour. The total cost shall not exceed \$575.00.

Staff Member	Course	Prep Hours	Cost Total
Christine Agresti Doris Zanchelli Anne Isedeh	First Aid	2	\$100 each
Lisa Lontai Jan Brennan	CPR/AED	2	\$100 each
Lisa Lontai	First Aid	1.5	\$75

C.10. Clubs/After School Activities

RESOLVED, that the Board of Education approves the following 2023-2024 after school activities/clubs, and the instructors, at the negotiated stipend rate.

Name	Club	School	Cost
Hildegard Jackson Carla Annese	Drama Club	Mt. Horeb	\$1,430 each
Hildegard Jackson Laura Rodaman	Drama Club	Central School	\$1,430 each

*This motion supersedes previous motion on September 18, 2023.

C.11. WTEA Stipend Position 2023-2024 - Resignation

RESOLVED, that the Board of Education accepts the resignation of the following Middle School Lunchroom Supervisor effective October 15, 2023:

Name	Grade	Position
Helen Scully	6	MS Lunchroom Supervisor

C.12. WTEA Stipend Position 2023-2024

RESOLVED, that the Board of Education approves the following WTEA stipend position per the contracted rate for the 2023-2024 school year effective October 16, 2023:

Name	Grade	Position
Samantha Dock	6	MS Lunchroom Supervisor

C.13. Business Administrator Merit Goals

RESOLVED, that the Board of Education approves the following 2023-2024 merit goals for Christopher Heagele, Business Administrator, at the following payout rate:

- Qualitative Goal: 2.5%
 - Develop updated district personnel handbooks by June 30, 2024.
- Quantitative Goal: 2.5%
 - Maintain programs to generate new district revenue in the amount of \$120,000 between July 1, 2023 and June 30, 2024.

C.14. Approval to Abolish Positions

RESOLVED, that the Board of Education hereby approves to abolish the following positions for 2023-2024 school year:

Location	Position	Full-Time Equivalent
WMS	Multi-Duty Paraprofessional 08-33-15/bpl	7.5 hrs
WMS	Multi-Duty Paraprofessional 08-33-15/bpm	7.5 hrs

- C.15. 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
WMS	Multi-Duty Paraprofessional 08-33-15/bpo	10 hrs
WMS	Multi-Duty Paraprofessional 08-33-15/bpp	10 hrs
MH	Classroom Paraprofessional 08-35-08/bpq	30 hrs

D. Policy

- D.1. Policies – First Reading
RESOLVED, that the Board of Education approves the first reading 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

XIV. Unfinished Business

XV. 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.

XVI. 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:

protection of public safety and property and/or investigations of possible violations or violations of law

Action will not be taken upon return to public session;

the length of the meeting is anticipated to be approximately 60 minutes; and be it

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

XVII. 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.