

WARREN TOWNSHIP SCHOOLS

Board of Education Meeting * October 28, 2024 * 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/85794187925?pwd=gc01DwB94mLZQC1HBt3qVkJRb7DZIXD.1>

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

Re: Chapter 231 P.L. 1975: "The adequate notice of this regular meeting as required by the Open Public Meetings Act was provided by the posting, mailing/delivery, and filing of this notice on January 12, 2024. This notice was on that date posted on the bulletin board in the Township Office, sent to the Courier News, and TAP into Warren, and filed with the Township Clerk of the Township of Warren, all in accordance with the requirements of the Open Public Meetings Act."

II. Pledge of Allegiance

III. Roll Call

___ Nicole Dalton	___ Richard Molfetta	___ Ryan Valentino
___ Mehul Desai	___ Scott Otto	___ Todd Weinstein
___ Laura Keller	___ Stephen Toor	___ Patricia Zohn

IV. 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:

- a matter rendered confidential by federal or state law
- a matter involving the purchase, lease, or acquisition of real property with public funds

Action will be taken upon return to public session;
the length of the meeting is anticipated to be approximately 30 minutes; and be it
FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists.

V. Motion to return to Open Session

***NOTE: It is anticipated that the regular business portion of the meeting will begin at approximately 7:00 P.M.**

VI. Minutes

- RESOLVED, that the Board of Education approves the public and private session minutes of the September 16, 2024 Board Meeting.

VII. Correspondence and Information

· **HIB Information**

Total # of Investigations:

Total # of Determined Bullying Incidents:

4

2

· Suspension Report

In School:

Out of School:

3

4

· *Fire Drills*

ALT
September 5

Central
September 4

Mt. Horeb
September 4

Woodland
September 4

Middle
September 10

· *Security Drills*

ALT
September 6
Lockdown

Central
September 9
Lockdown

Mt. Horeb
September 16
Lockdown

Woodland
September 6
Lockdown

Middle
September 19
Lockdown

ALT
September 17
Bus Evacuation

Central
September 12
Bus Evacuation

Mt. Horeb
September 18
Bus Evacuation

Woodland
September 10
Bus Evacuation

Middle
September 20
Bus Evacuation

VIII. President's Remarks – Mrs. Patricia Zohn

IX. Superintendent's Remarks – Dr. Matthew Mingle

X. Presentation

- Special Recognition for Warren Middle School - Presented by American Heart Association
- Student Achievement Report - Mr. Kimmick

XI. Discussion

XII. Committee Reports

- Curriculum and Technology Committee - September 16, 2024
 - Stephen Toor - Chair, Mehul Desai, Rich Molfetta, Laura Keller - Alternate
- Finance, Operations, and Security Committee - October 7, 2024
 - Patricia Zohn - Chair, Scott Otto - Vice Chair, Ryan Valentino, Rich Molfetta - Alternate
- Personnel, Negotiations, and Communication Committee - October 7, 2024
 - Laura Keller - Chair, Nikki Dalton, Todd Weinstein, Stephen Toor - Alternate
- Ad Hoc Strategic Planning Committee - No Meeting
 - Laura Keller, Stephen Toor, Patricia Zohn

XIII. Public Commentary (agenda items only)

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

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, address, and group affiliation, if applicable;

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

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

The Board of Education welcomes and encourages input from the public. Being mindful of privacy rights regarding students and board employees and to avoid any potential liability on the part of the speaker, the board discourages references to specific individuals. While directing your comments or questions to the board president, please understand that the public comment portions of the meeting are not structured as question and answer sessions but rather are offered as opportunities for you to share your thoughts with the board. The board president may need to refer an issue to the superintendent if the particular issue has not been handled through the appropriate chain of command with the school district. However, responses may be provided at the end of this session. There are times when comments and questions will require additional fact gathering before a response is provided.

XIV. Items for Board Consideration/Action

The Superintendent recommends that it be:

A. Education

A.1. HIB Report

RESOLVED, that the Board of Education accepts the HIB Report submitted by the Superintendent for the period ending on September 16, 2024.

A.2. Board Goals

RESOLVED, that the Board of Education approves the following Board Goals for the 2024-2025 School Year:

1. Comply with Board norms and represent the Board at school and community events.
2. Draft communications/messaging strategies for key community topics (eg., enrollment growth, strategic planning, referendum).
3. Support the implementation of year five strategic plan priorities and adopt a new five-year strategic plan.

A.3. Fieldwork Site

RESOLVED, that the Board of Education approves the following supervised clinical fieldwork at Warren Township BOE for the 2024-2025 School Year:

School	Clinical Field
Rowan University College of Education	Educator Preparation Program

A.4. Tuition Contract

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

Student	School	Dates	Monthly Revenue
ID #701598	Central	October 21, 2024 through June 30, 2025	\$450.50

A.5. HIB Self-Assessment
RESOLVED, that the Board of Education approves the HIB Self-Assessment for the 2023-2024 school year.

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 2024 in the amount of \$6,985,944.02.

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 August 2024.
WHEREAS, this report shows the following balances on August 31, 2024

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$2,866,327.51		\$1,906,544.35
(10) General Current Expense		\$21,499.00	
(11) Current Expense		\$1,928,694.99	
(12) Capital Outlay		\$757,582.53	
(13) Special Schools		\$47,740.48	
(20) Special Revenue Fund	(\$177,581.17)	\$130,187.17	\$0.00
(30) Capital Projects Fund	\$118,968.06	\$0.00	\$315,288.46
(40) Debt Service Fund	\$0.00	\$0.00	\$0.00
TOTAL GOVERNMENTAL FUNDS	\$2,807,714.40	\$2,885,704.17	\$2,221,832.81
Wealth Mgmt - Capital Reserve	\$4,900,000.00		
Wealth Mgmt - Operating	\$3,000,000.00		
Wealth Mgmt - Capital Projects	\$3,711,000.00		
TOTAL WEALTH MANAGEMENT	\$11,611,000.00		
(62) Food Service Account	\$114,431.37	(\$374,231.08)	\$81,162.03

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

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

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

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

WHEREAS, the Board of Education has received the report of the secretary for the month of August 2024.

WHEREAS, this report shows the following balances on September 30, 2024

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$3,712,680.05		\$1,906,544.35
(10) General Current Expense		\$21,499.00	
(11) Current Expense		\$1,829,254.99	
(12) Capital Outlay		\$729,407.54	
(13) Special Schools		\$47,577.98	
(20) Special Revenue Fund	(\$147,781.82)	\$75,298.80	\$0.00
(30) Capital Projects Fund	\$118,968.06	\$0.00	\$315,288.46
(40) Debt Service Fund	\$0.00	\$0.00	\$0.00
TOTAL GOVERNMENTAL FUNDS	\$3,683,866.29	\$2,703,038.31	\$2,221,832.81
Wealth Mgmt - Capital Reserve	\$4,900,000.00		
Wealth Mgmt - Operating	\$5,000,000.00		
Wealth Mgmt - Capital Projects	\$3,711,000.00		
TOTAL WEALTH MANAGEMENT	\$13,611,000.00		
(62) Food Service Account	\$154,358.33	(\$374,329.20)	\$81,162.03

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

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

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

B.4. Budget Transfers for Month of August 2024

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.	11-000-100-561-000-08-01	Tuition - Other LEAs - GenED	11-000-100-566-000-08-01	Tuition - Private Schools	\$59,790
2.	11-000-219-320-030-08-00	CST - Purchased Services - CS	11-209-100-320-040-08-00	SEED - Purchased Services - ALT	\$24,000
3.	11-000-219-320-033-08-00	CST - Purchased Services - MS	11-209-100-320-040-08-00	SEED - Purchased Services - ALT	\$24,000
4.	11-000-219-320-035-08-00	CST - Purchased Services - MHS	11-209-100-320-040-08-00	SEED - Purchased Services - ALT	\$24,000
5.	11-000-219-320-040-08-00	CST - Purchased Services - ALT	11-209-100-320-040-08-00	SEED - Purchased Services - ALT	\$24,000
6.	11-000-219-320-050-08-00	CST - Purchased Services - WS	11-209-100-320-040-08-00	SEED - Purchased Services - ALT	\$24,000
7.	11-000-223-500-030-12-00	Staff Training - Purchased Svcs - CS	11-000-223-580-030-12-00	Workshops & Travel-Staff Training - CS	\$1,200
8.	11-000-223-500-033-12-00	Staff Training - Purchased Svcs - MS	11-000-223-580-033-12-00	Workshops & Travel-Staff Training - MS	\$1,200
9.	11-000-223-500-035-12-00	Staff Training - Purchased Svcs - MHS	11-000-223-580-035-12-00	Workshops & Travel-Staff Training - MHS	\$1,200
10.	11-000-223-500-040-12-00	Staff Training - Purchased Svcs - ALT	11-000-223-580-040-12-00	Workshops & Travel-Staff Training - ALT	\$1,200

11.	11-000-223-500-050-12-00	Staff Training - Purchased Svcs-WS	11-000-223-580-050-12-00	Workshops & Travel-Staff Training- WS	\$1,200
12.	11-000-230-331-000-01-00	Legal Services	11-000-230-530-000-01-21	Postage	\$636
13.	11-000-230-890-000-01-01	Dues & Memberships - Admin	11-000-230-895-000-01-02	BOE Membership Dues	\$210
14.	11-000-240-580-030-03-00	Travel - Central	11-000-240-600-030-03-10	Admin Supplies - CS	\$850
15.	11-000-240-580-035-04-00	Travel - MHS	11-000-240-600-035-04-10	Admin Supplies - MHS	\$850
16.	11-000-240-580-040-05-00	Travel - ALT	11-000-240-600-040-05-10	Admin Supplies - ALT	\$850
17.	11-000-240-580-050-06-00	Travel - WS	11-000-240-600-050-06-10	Admin Supplies - WS	\$850
18.	11-000-252-600-000-11-01	Admin Technology - Supplies	11-000-252-500-000-11-01	Technology - Purchased Services	\$1,000
19.	11-000-261-610-033-09-07	Maintenance Supplies - MS	11-190-100-610-033-12-00	Instructional Supplies (Kits) - MS	\$13,656
20.	11-000-270-514-000-10-00	Special Ed Transportation - Contracted	11-000-270-518-000-10-00	Contracted Special Ed Transp. - ESC	\$2,191
21.	11-000-270-517-000-10-00	Contracted Transportation - Non-Public	11-000-270-518-000-10-00	Contracted Special Ed Transp. - ESC	\$40,225
22.	11-214-100-500-030-08-00	Autism - Purchased Services - CS	11-214-100-320-030-08-00	Autism - Purchased Services - CS	\$900
23.	11-216-100-600-035-08-00	Preschool - Supplies - MHS	11-216-100-500-035-08-00	Preschool - Purchased Services - CS	\$2,000
24.	11-216-100-600-035-08-00	Preschool - Supplies - MHS	11-000-216-320-033-08-00	Speech - Purchased Services - MS	\$6,000
25.	11-401-100-500-033-07-00	Co-Curricular Club-Purchased Svcs - MS	11-402-100-600-033-07-00	Sports - Supplies	\$500
26.	12-000-261-730-030-09-03	Required Maintenance - CS	11-000-261-420-033-09-07	Maintenance Repairs - MS	\$13,910
27.	12-000-261-730-035-09-04	Required Maintenance - MHS	11-000-261-420-033-09-07	Maintenance Repairs - MS	\$6,643

B.5. Budget Transfers for Month of September 2024

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.	11-000-216-600-030-08-00	Speech & OT - Supplies - CS	11-000-216-320-030-08-00	Speech - Purchased Services - CS	\$1,000
2.	11-000-216-600-035-08-00	Speech & OT - Supplies - MHS	11-000-216-320-035-08-00	Speech - Purchased Services - MHS	\$1,000
3.	11-000-216-600-040-08-00	Speech & OT - Supplies - ALT	11-000-216-320-040-08-00	Speech - Purchased Services - ALT	\$1,000
4.	11-000-216-600-050-08-00	Speech & OT - Supplies - WS	11-000-216-320-050-08-00	Speech - Purchased Services - WS	\$1,000
5.	11-000-218-600-050-06-00	Guidance Supplies - WS	11-000-218-390-030-08-00	Guidance - Purchased Services - CS	352
6.	11-000-218-600-050-06-00	Guidance Supplies - WS	11-000-218-390-050-08-00	Guidance - Purchased Services - WS	\$750
7.	11-000-223-500-030-08-00	Staff Training-Purchased Svcs.-SPS - CS	11-000-216-320-030-08-00	Speech - Purchased Services - CS	\$800
8.	11-000-223-500-033-08-00	Staff Training-Purchased Svcs.-SPS - MS	11-000-216-320-033-08-00	Speech - Purchased Services - MS	\$800
9.	11-000-223-500-035-08-00	Staff Training-Purchased Svcs.-SPS - MHS	11-000-216-320-035-08-00	Speech - Purchased Services - MHS	\$800
10.	11-000-223-500-040-08-00	Staff Training-Purchased Svcs.-SPS - ALT	11-000-216-320-040-08-00	Speech - Purchased Services - ALT	\$800
11.	11-000-223-500-050-08-00	Staff Training-Purchased Svcs.-SPS - WS	11-000-216-320-050-08-00	Speech - Purchased Services - WS	\$800
12.	11-000-230-630-000-01-00	BOE - Meeting Supplies	11-000-230-610-000-01-00	Administration - Supplies	\$1,500
13.	11-000-270-512-033-07-99	Field Trip Transportation - MS	11-000-240-600-033-07-10	Admin Supplies - MS	\$1,000
14.	11-000-270-512-033-07-99	Field Trip Transportation - MS	11-190-100-610-033-07-10	Instructional Supplies - MS	\$700
15.	11-190-100-320-030-03-99	Purchased Prof. Educational Svcs. - CS	11-190-100-610-030-03-99	Instructional Supplies - CS	\$2,750
16.	11-190-100-320-050-06-99	Purchased Prof. Educational Svcs. - WS	11-190-100-610-050-06-99	Instructional Supplies - WS	\$8,575
17.	11-190-100-580-033-07-00	Travel (Instructional) - MS	11-190-100-610-033-07-10	Supplies - Instructional Supplies - MS	\$500
18.	11-190-100-800-030-03-00	Field Trip Admission - CS	11-190-100-610-030-03-10	Instructional Supplies - CS	\$1,882
19.	11-190-100-800-035-04-00	Field Trip Admission - MHS	11-190-100-610-035-04-10	Instructional Supplies - MHS	\$1,665
20.	11-190-100-800-050-06-00	Field Trip Admission - WS	11-190-100-610-050-06-10	Instructional Supplies - WS	\$1,172
21.	11-190-100-800-033-07-99	Field Trip Admission - MS	11-190-100-610-033-07-10	Instructional Supplies - MS	\$4,900
22.	11-190-100-800-033-07-99	Field Trip Admission - MS	11-401-100-600-033-07-00	Co-curricular Supplies - MS	\$500
23.	11-204-100-106-033-07-00	Salaries - LLD Aides - MS	11-000-217-106-033-07-02	Salaries - Extraordinary Paras - MS	\$103,800
24.	11-209-100-106-040-05-00	Salaries - SEED Aides - ALT	11-213-100-106-040-05-00	Salaries - RC Aides - ALT	\$37,620
25.	11-214-100-106-030-03-00	Salaries - Autism Aides - CS	11-000-217-106-033-07-02	Salaries - Extraordinary Paras - MS	\$72,070
26.	11-240-100-101-033-07-00	Salaries - Bilingual Teachers - MS	11-230-100-101-035-04-00	Salaries - Basic Skills Teachers - MHS	\$1,313

B.6. 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
Jamie Einiger	MS	Association of Mathematics Teachers of New Jersey Fall 2024	Lincroft	Nov 2024	\$229

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.7. District School Street Zoning

RESOLVED, the Board of Education approves zoning the following street to Central School Zone, beginning in November, 2024:

- King George Road #171 and above

No current students are affected by this change.

B.8. 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.9. **Shared Services Agreement - Watchung Hills Regional High School**

RESOLVED, that the Board of Education approves a shared services agreement with the Watchung Hills Regional High School to provide a Public Relations Specialist.

B.10. Transportation - Out-of-District Student-SCESC - School Year

RESOLVED, that the Board of Education approves the transportation contract with Somerset County ESC for 2024-2025 School Year for Out-of-District students as follows:

School	Student ID #	Transportation Cost
Somerset Academy	4909472105	\$190.95 per diem*
Center for Lifelong Learning	9043525165	\$411.45 per diem*
Pillar Elementary	1872585496	\$485.30 per diem*
The Community School	1363196692	\$377.24 per diem
PG Chambers	3138342376	\$555.71 per diem
Developmental Learning Center - New Providence	1688687297	\$89.97 per diem

School	Student ID #	Transportation Cost
Banyan Elementary	6633536241	\$296.45 per diem

(*This motion supersedes the previously approved motion from August 26, 2024.)

C. Personnel/Student Services

C.1. Employment for the 2024-2025 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
Johanna Calle	Multi-duty Paraprofessional (20 hours per week)	CS	N/A	1	\$16,360	October 4, 2024 through June 30, 2025	No	Replacing Employee #3834
Mary Ellen Raiti	ASAP Math	WS	MA+30	20	\$99,258	January 1, 2025 through June 30, 2025	Yes	Replacing Employee #0482
Danielle Lader	Grade 1 Teacher - Leave Replacement	MTH	MA	6	\$73,849	August 29, 2024 through June 30, 2025	No	Replacing Employee #2055
Nicole Sharkey	Leave Replacement - ASAP Math	ALT	MA+30	5	\$79,248	November 25, 2024 through April 11, 2025	No	Replacing Employee #3679

C.2. Substitute

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

Name
Barbara Savage - Nurse

C.3. Long Term Substitutes

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

Name	Dates	Employee #
Emily Hold	September 3, 2024 through November 27, 2024	#2085

(This motion supersedes the previous motion from September 16, 2024.)

C.4. Approval to Abolish Positions

RESOLVED, that the Board of Education hereby approves the abolishment of the following positions for 2024-2025 school year:

Location	Position	Full-Time Equivalent
WMS	1:1 Paraprofessional	1.0
CS	1:1 Paraprofessional	1.0

- C.5. Approval to Create Positions
RESOLVED, that the Board of Education hereby approves the creation of the following positions for 2024-2025 school year:

Location	Position	Full-Time Equivalent
ALT	1:1 Paraprofessional	1.0
CS	1:1 Paraprofessional	1.0
MTH	Classroom Paraprofessional	1.0

- C.6. Transfer/Change in Assignment
RESOLVED, that the Board of Education approves the transfer/change in assignment of the following district staff:

Name	Position	Effective Date	From	To	Base Salary	Stipend	Total Salary	Notes
Lisa Cohen	1:1 Paraprofessional (32.5 hours)	October 4, 2024 through June 30, 2025	CS	CS	\$33,811	\$2,000	\$35,811	Replacing Employee #3707
Shawna Slater	1:1 Paraprofessional (32.5 hours)	October 4, 2024 through June 30, 2025	WMS	ALT	\$32,056	\$2,000	\$34,056	N/A

- C.7. Summer Fun Positions - 2025
RESOLVED, that the Board of Education approves the following Summer Fun/ESY 2025 positions.

Name	Position	Location	Salary
Jessica Decelle	Summer Fun/ESY Principal/Supervisor	District	\$15,450
Kristen Stoyanov	Summer Fun/ESY Assistant Principal	District	\$10,300

- C.8. Leave Request
RESOLVED, that the Board of Education approves the following leave requests:

Employee ID	Paid/Unpaid
#3223	Administrative Leave - May 31, 2024 through November 18, 2024 (Paid) (This motion supersedes the previous motion from September 16, 2024)
#3534	FMLA - February 18, 2025 through March 6, 2025 (Paid) FMLA - March 7, 2025 through April 25, 2025 (Unpaid) NJFLA April 28, 2025 through June 30, 2025 (Unpaid)

#2055	FMLA - August 27, 2024 through November 15, 2024 (Paid) Extended Leave - November 18, 2024 through January 9, 2025 (Paid) Extended Leave - January 10, 2025 through June 30, 2025 (Unpaid) (This motion supersedes the previous motion from August 26, 2024)
#2823	FMLA - November 11, 2024 through January 31, 2025 (Paid) NJFLA February 2, 2025 through May 2, 2025 (Unpaid) Extended Leave - May 5, 2025 through May 30, 2025 (Unpaid) (This motion supersedes the previous motion from September 16, 2024)
#2078	FMLA - September 3, 2024 through September 17, 2024 (Paid)
#1952	FMLA - October 1, 2024 through October 15, 2024 (Paid)
#2818	FMLA - April 8, 2024, through May 20, 2024 (paid) FMLA - May 21, 2024, through June 7, 2024 (unpaid) NJFLA - June 10, 2024 through June 17, 2024 (unpaid) NJFLA - August 27, 2024 through November 1, 2024 (unpaid) (This motion supersedes previous motion from March 18, 2024)
#2085	FMLA - March 7, 2024 through May, 31 2024 (Paid) Extended Leave - June 3, 2024 through June 30, 2024 (Paid) Extended Leave - August 27, 2024 - November 27, 2024 (Paid) (This motion supersedes previous motion from August 26, 2024)
#2737	FMLA - August 27, 2024 through October 11, 2024 (Paid) (This motion supersedes the previous motion from July 22, 2024)
#3246	FMLA - February 10, 2025 through April 18, 2025 (Paid) NJFLA - April 21, 2025 through June 30, 2025 (Unpaid)

C.9. Retirement/Resignation

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

Name	Position	Location	Retirement/Resignation	Dates of Service
Doris Zanchelli	School Nurse	MTH	Retirement	September 1, 2005 through December 31, 2024
Brittany Baillie	SEED Teacher	ALT	Resignation	August 28, 2023 through November 15, 2024

C.10. Sidebar - Employee #2055

RESOLVED, that the Board of Education approves the sidebar agreement between the Warren Township Board of Education and the Warren Township Education Association regarding employee #2055.

C.11. Special Education Service Provider List

RESOLVED, that the Board of Education approves the following Service Provider rate change for the 2024-2025 school year:

Name	Rate
Integrated Speech Pathology	- Evaluation of Speech & Language with Report: AAC Comprehensive-\$1,350 - Family Staff Mtg/IEP/Training \$140 per hour

C.12. Warren Academy Courses - Instructor Stipend 2024-2025
 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
Beth Alcaraz	Differentiation in the Classroom	November 5 & 11, 2024	2	2	\$200
Lyndsay Carroll	iReady: Making Use of the Prerequisite Skills Report	November 13, 2024	3	1	\$200
Cynthia Cassidy	Supporting Students with Read&Write	February 12, 2025	3	1	\$200
Cynthia Cassidy	Padlet Updates!	February 26, 2025	3	1	\$200
Cynthia Cassidy	Get Creative with Canva	February 20, 2025	1	1	\$100
Cynthia Cassidy	Google Classroom Updates	March 5, 2025	3	1	\$200
Sean Convery	Creating Rubrics in Google Classroom	November 14, 2024	3	1	\$200
Samantha Dock	Strategic Classroom Management and Advanced Organizational Strategies	November 11, 2024	3	1	\$200
Samantha Dock	Mastering Google Workspace for Educational Excellence	November 18, 2024	3	1	\$200
Francesca Frosioni	Classroom Management	November 4, 2024	1	1	\$100
Christina Mancino Celeste Ostry	Planning for Personalities in the Classroom	November 4, 2024	3	1	\$200 each
Celeste Ostry	Goal Setting- Practical Tips & Ideas	December 16, 2024	1	1	\$100
Celeste Ostry	Incorporating the Orton-Gillingham Method	November 12 & December 10, 2024	1	1	\$100
Christine Cirrotti	Smart Teaching: Harnessing AI To Personalize Student Learning	November 21, 2024	3	1	\$200

C.13. Clubs/After School Activities
 RESOLVED, that the Board of Education approves the following 2024-2025

after school club and the instructors, at the negotiated stipend rate.

Name	Club	School	Cost
Susan Cooper	Solar Car Club	MS	\$735
Timothy O’Heney	Solar Car Club	MS	\$735
Stacey Lederman-Kroll Helen Moore	Kids, Crafts, and Celebrations	Mt. Horeb	\$1470 (split)

(This motion supersedes previous motion from September 16, 2024.)

C.14. Maintenance Foreman Stipend

RESOLVED, that the Board of Education approves the following position for the 2024-2025 school year, effective October 1, 2024:

Position	Name	Annual Stipend
Maintenance Foreman	Ronald Budis	\$5,000

C.15. Multilingual Learners Parent Information Night - Staff

RESOLVED, that the Board of Education approves the following employees for their participation in the Virtual MLL Parent Information Night at the WTEA contractual rate of \$50 per hour per employee, for a total cost not to exceed \$200.00 fully funded using Federal Funds.

Names	
Minnelli De Matos	Sandra Rama
Lauren Valera	Paula Williams

C.16. Multilingual Learners Highlight Night- Staff

RESOLVED, that the Board of Education approves the following employees for their participation in the MLL Highlight Night at the WTEA contractual rate of \$50 per hour per employee, for a total cost not to exceed \$800.00 fully funded using Federal Funds.

Names	
Minnelli De Matos	Sandra Rama
Lauren Valera	Paula Williams

C.17. Advancement on the Salary Guide

RESOLVED, that the Board of Education approves the following staff for amended placements on the 2024-2025 salary guide:

Name	From	To	Effective
Juliette Rayser	BA	BA+15	09/01/2024

- C.18. Approval of Inservice Day Presenters
 RESOLVED, that the Board of Education approves the following November 5, 2024 Inservice Day presenters at the WTEA contractual rate for prep per employee for a total cost not to exceed \$1950.00.

Names		
Nichole Kaller	Marylin Orejuela	Jaclyn Cohen
Rebecca Hartman	Lyndsay Carroll	Francesca Frosoni
Cynthia Cassidy	Kristen Stoyanov	Patricia Iannacone

- C.19. WTEA Stipend Position 2024-2025
 RESOLVED, that the Board of Education approves the following WTEA stipend position per the contracted rate for the 2024-2025 school year:

Club/Activity	Name
Girls Basketball	James C. Zilinski

- C.20. Shared Services Pay
 RESOLVED, that the Board of Education approves Katherine Gorski to act as Public Relations Specialist for Watchung Hills Regional High School and to receive compensation at an hourly rate of \$39.44 for work performed outside of contractual hours. This agreement is effective for the period October 1, 2024 through June 30, 2025.

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
0145	Board Member Resignation and Removal	R	Board

- XV. Unfinished Business
- XVI. New Business
- XVII. Public Commentary (any topic)

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

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, address, and group affiliation, if applicable;
2. Each statement made by a participant shall be limited to three minutes' duration. If

necessary, the public comment portion of the meeting may be extended fifteen minutes with Board approval;

3. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard;
4. All statements, questions, or inquiries shall be directed to the presiding officer and any questions or inquiries directed by a participant to another Board member shall be redirected to the presiding officer who shall determine if such statement, question, or inquiry shall be addressed by the presiding officer on behalf of the Board;

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

The Board of Education welcomes and encourages input from the public. Being mindful of privacy rights regarding students and board employees and to avoid any potential liability on the part of the speaker, the board discourages references to specific individuals. While directing your comments or questions to the board president, please understand that the public comment portions of the meeting are not structured as question and answer sessions but rather are offered as opportunities for you to share your thoughts with the board. The board president may need to refer an issue to the superintendent if the particular issue has not been handled through the appropriate chain of command with the school district. However, responses may be provided at the end of this session. There are times when comments and questions will require additional fact gathering before a response is provided.

XVIII. Adjourn

District Mission Statement

"The mission of the Warren Township School District is to provide, through a safe, nurturing yet challenging environment, all students with an outstanding education that engages students and fosters academic excellence, healthy social and emotional development, and a lifelong passion for learning."

2020-2025 Strategic Plan Goals

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

2024-2025 District Goals

1. Student Achievement
 - a. Improve student outcomes in:
 - i. English Language Arts (ELA) by focusing on a consistent set of best practices and standards alignment in all ELA classrooms;
 - ii. Math by focusing on a consistent set of best practices and standards alignment in all math classrooms; and
 - iii. Social-Emotional Learning competencies (SEL) by clarifying expectations for staff roles in implementing SEL to promote academic and social growth of students.
2. Belonging
 - a. Increase the cultural proficiency of educators by:
 - i. Engaging staff in conversations that help them recognize and improve their own cultural proficiency; and
 - ii. Engaging staff in lessons on culturally responsive teaching.
 - b. Increase student sense of belonging by:
 - i. Creating spaces where all are empowered to develop their authentic selves;
 - ii. Getting to know students' evolving stories, strengths, ambitions, and needs;
 - iii. Providing programs that foster student wellness and resilience;
 - iv. Ensuring dignity and kindness for all, in every situation; and
 - v. Building bridges across race, culture and identity to create a community where all are valued.
 - c. Improve Middle School culture by:
 - i. Engaging students in activities that foster student wellness and resilience;
 - ii. Building a culture of dignity and kindness for all; and
 - iii. Building bridges across race, culture and identity to create a community where all are valued.
3. Strategic Plan
 - a. Adopt a strategic plan for the years 2025-2030.

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.