

# WARREN TOWNSHIP SCHOOLS

Board of Education Meeting \* September 16, 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/84584206758?pwd=15laFMfDIxwvZxwaNfd4elkzrva81n.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

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

IV. Interview Candidates for Board Vacancy

V. 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:

material the disclosure of which constitutes an unwarranted invasion of individual privacy.

Action will be taken upon return to public session;

the length of the meeting is anticipated to be approximately 20 minutes; and be it

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

VI. Appointment/Oath of Office

RESOLVED, that the Board of Education appoints \_\_\_\_\_ to the Board, for a term of September 16, 2024 to December 31, 2025.\*

~~(\*Remaining year of the seat's term will be on the ballot in November 2025.)\*~~

Mr. Heagele will administer the Oath of Office.

- VII. Minutes
  - RESOLVED, that the Board of Education approves the public and private session minutes of the August 26, 2024 Board Meeting.

VIII. Correspondence and Information

- HIB Information

Total # of Investigations:	Total # of Determined Bullying Incidents:
0	0
<hr style="width: 50%; margin: 0 auto;"/>	<hr style="width: 50%; margin: 0 auto;"/>

- Suspension Report

In School:	Out of School:
1	0
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IX. President's Remarks – Mrs. Patricia Zohn

X. Superintendent's Remarks – Dr. Matthew Mingle

- XI. Presentation
  - 2024-2025 Enrollment Update

XII. Discussion

XIII. Committee Reports

- Curriculum and Technology Committee - August 26, 2024
  - Stephen Toor - Chair, Mehul Desai, Rich Molfetta, Laura Keller - Alternate
- Finance, Operations, and Security Committee - September 9, 2024
  - Patricia Zohn - Chair, Scott Otto - Vice Chair, Ryan Valentino, Rich Molfetta - Alternate
- Personnel, Negotiations, and Communication Committee - No meeting
  - Laura Keller - Chair, Todd Weinstein, Stephen Toor - Alternate
- Ad Hoc Strategic Planning Committee - No Meeting
  - Laura Keller, Stephen Toor, Patricia Zohn

XIV. 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.

XV. 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 August 26, 2024.

A.2. Curriculum and Technology Committee Goals - 2024-2025

1. Support the implementation of strategic plan priorities that focus on Curriculum, Instruction, and Technology:

a. Student Achievement

- i. Prioritize district efforts to improve academic outcomes in ELA and mathematics while supporting the whole child.
- ii. Prioritize social emotional learning as a foundational component of academic growth and success

b. Belonging

- i. Increase the cultural responsiveness of educators.
- ii. Prioritize a culture that values belonging and community that prioritizes and values individual student backgrounds and voice.
- iii. Prioritize improvements in middle school culture.

A.3. Ad Hoc Strategic Plan Committee Goals - 2024-2025

1. Identify potential facilitator(s) for the strategic planning process for Board consideration.
2. Work with the administration to plan the timeline and goals with defined milestones for the strategic plan development process.
3. Represent the Board on the strategic planning steering committee.

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 #701580	Central	August 29, 2024 through June 30, 2025	\$450.50

A.5. Educational Research Project

RESOLVED, that the Board of Education approves Mariel O'Brien to conduct an Educational Research Project with Warren Middle School students and staff in partial fulfillment of the requirements for a doctoral dissertation at

Rutgers - The State University of New Jersey, pending approval of the University's Institutional Review Board.

- A.6. Home Instruction  
RESOLVED, the Board of Education approves bedside instruction as follows:

Students	School	Start Date	Amount
1230201882	EI,US (LearnWell)	September 10, 2024	Not to exceed \$6,200

B. Finance/Operations/Transportation

- B.1. Payment of Bills  
RESOLVED, that the Board of Education approves the payment of bills for the month of September 2024 in the amount of \$3,410,808.56.

- 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 June 2024 - FINAL.  
WHEREAS, this report shows the following balances on June 30, 2024

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$4,435,303.29		\$1,906,544.35
(10) General Current Expense		\$0.00	
(11) Current Expense		\$2,493,742.18	
(12) Capital Outlay		\$905,726.93	
(13) Special Schools		\$238.93	
(20) Special Revenue Fund	\$0.00	\$47,623.50	\$0.00
(30) Capital Projects Fund	\$778,559.07	(\$1,634,019.62)	\$315,288.46
(40) Debt Service Fund	\$0.00	\$0.12	\$0.00
TOTAL GOVERNMENTAL FUNDS	\$5,213,862.36	\$1,813,312.04	\$2,221,832.81
Wealth Mgmt - Capital Reserve	\$4,900,000.00		
Wealth Mgmt - Operating	\$0.00		
Wealth Mgmt - Capital Projects	\$3,711,000.00		
TOTAL WEALTH MANAGEMENT	\$8,611,000.00		
(60) Milk Fund	\$0.00		\$0.00
(61) Juice and Water Fund	\$0.00		\$0.00
(62) Food Service Account	\$56,136.34	(\$301,599.91)	\$81,162.03
TOTAL ENTERPRISE FUNDS	\$56,136.34	(\$301,599.91)	\$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 July 2024.

WHEREAS, this report shows the following balances on July 31, 2024

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE
(10) General Current Expense Fund	\$4,058,535.40		\$1,906,544.35
(10) General Current Expense		\$21,499.00	
(11) Current Expense		\$2,528,687.66	
(12) Capital Outlay		\$202,899.55	
(13) Special Schools		\$5,351.33	
(20) Special Revenue Fund	(\$143,358.40)	\$101,292.74	\$0.00
(30) Capital Projects Fund	\$130,162.96	\$0.00	\$315,288.46
(40) Debt Service Fund	\$0.00	\$0.00	\$0.00
<b>TOTAL GOVERNMENTAL FUNDS</b>	<b>\$4,045,339.96</b>	<b>\$2,859,730.28</b>	<b>\$2,221,832.81</b>
Wealth Mgmt - Capital Reserve	\$4,900,000.00		
Wealth Mgmt - Operating	\$1,000,000.00		
Wealth Mgmt - Capital Projects	\$3,711,000.00		
<b>TOTAL WEALTH MANAGEMENT</b>	<b>\$9,611,000.00</b>		
(62) Food Service Account	\$80,615.48	(\$3,101.82)	\$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 July 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.	11-000-218-500-030-12-00	Guidance - Purchased Services - CS	11-000-222-300-030-11-01	Ed Media-Prof. & Technical Svcs. -CS	\$850
2.	11-000-218-500-033-12-00	Guidance - Purchased Services - MS	11-000-222-300-033-11-01	Ed Media-Prof. & Technical Svcs.s-MS	\$850
3.	11-000-218-500-035-12-00	Guidance - Purchased Services - MHS	11-000-222-300-035-11-01	Ed Media-Prof. & Technical Svcs.-MHS	\$850
4.	11-000-218-500-040-12-00	Guidance - Purchased Services - ALT	11-000-222-300-040-11-01	Ed Media-Prof. & Technical Svcs.-ALT	\$850
5.	11-000-218-500-050-12-00	Guidance - Purchased Services - WS	11-000-222-300-050-11-01	Ed Media-Prof. & Technical Svcs.-WS	\$850

6.	11-000-230-339-000-01-00	Purchased Professional Svcs.- Admin.	11-000-230-334-000-01-00	Architect & Engineering Services	\$13,200
7.	11-000-251-330-000-01-00	Business Office - Purchased Services	11-000-251-100-000-01-01	Salaries- Business Office Support Staff	\$1,700
8.	11-000-251-890-000-01-00	Miscellaneous Exps. - Business Office	11-000-251-100-000-01-01	Salaries- Business Office Support Staff	\$525
9.	11-000-252-600-000-11-01	Technology - Supplies	11-000-252-500-000-11-01	Technology - Other Purchased Svcs.	\$10,000
10.	11-000-252-600-000-11-01	Technology - Supplies	11-190-100-610-050-11-01	Supplies - Instructional Hardware - WS	\$15,700
11.	12-000-252-730-000-11-01	Equipment - Technology	11-000-252-330-000-11-01	Technology - Professional Services	\$5,305
12.	11-000-266-800-000-09-00	Security - Miscellaneous	11-000-262-622-000-09-01	Electricity - Admin	\$2,000
13.	11-000-270-511-000-10-71	Contracted Transportation	11-000-270-515-000-10-00	Special Ed Transportation - Jointure	\$4,830
14.	11-190-100-500-035-04-00	Other Purchased Services - MHS	11-190-100-610-035-04-10	Instructional Supplies - MHS	\$500
15.	11-190-100-500-033-11-01	Other Purchased Services - Tech - MS	11-190-100-610-050-11-01	Supplies - Instructional Hardware - WS	\$3,200
16.	11-190-100-500-040-11-01	Other Purchased Services - Tech - ALT	11-190-100-610-050-11-01	Supplies - Instructional Hardware - WS	\$1,500
17.	11-204-100-610-033-08-00	LLD Supplies - MS	11-204-100-500-033-08-00	LLD - Purchased Services - MS	\$4,800
18.	11-214-100-610-030-08-00	Autism Supplies - CS	11-214-100-500-030-08-00	Autism - Purchased Services - CS	\$3,500
19.	11-214-100-610-030-08-00	Autism Supplies - CS	11-216-100-500-030-08-00	Preschool - Purchased Services - CS	\$2,500

**B.5. 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
Simone Miller	MS	New Jersey Science Convention	Princeton	Oct 2024	\$357

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.6. 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 student as follows:

School	Student ID #	Transportation Cost
Banyan Elementary	6633536241	\$295.05 per diem

**B.7. Finance, Operations, and Security Committee Goals - 2024-2025**

1. Support the implementation of year five strategic plan priorities that focus on Finance, Operations, and Security:
  - a. Evaluate the district's safety and security procedures and identify opportunities for enhancement.
  - b. Implement referendum projects.
  - c. Plan for long-term lunch program implementation.

- d. Update the long-range capital plan.
2. Advise the board regarding the development of the 2025-2026 budget.
3. Advise the board regarding school facilities needs to serve a growing student population.

B.8. Maintenance Roof Application to NJDOE

WHEREAS the Board has previously authorized the Business Administrator to enter into an agreement with Parette Somjen Architects for professional services related to the Roof Replacement at the District Maintenance Building,

NOW THEREFORE BE IT RESOLVED that the Warren Township Board of Education, upon the recommendation of the Business Administrator, approves Parette Somjen Architects to prepare and submit all necessary plans and paperwork to the Department of Education concerning the Roof Replacement at the District Maintenance Building to serve as an application to the Office of School Facilities and an amendment to the District's Long Range Facility Plan; and

BE IT FURTHER RESOLVED, this project shall be an "Other Capital" project and the Board of Education is not seeking State funding, but will fund the project through the District's Capital Reserve Account; and

BE IT FURTHER RESOLVED, that the Board authorizes the Business Administrator and Parette Somjen Architects to solicit bids for the purpose of completing this project.

B.9. 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.10. Donation - Mt. Horeb Front Lobby Display

RESOLVED, that the Board of Education accepts, with gratitude, a donation in the amount of \$946 from an anonymous donor for the purchase of a front lobby display at Mt. Horeb School.

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
Grace Jackson	Classroom Paraprofessional (30 hours)	MTH	N/A	1	\$27,105	September 3, 2024 through June 30, 2025	No	Replacing Employee #3854
Emily DelSordo	*Grade 3 Teacher	CS	BA	1	\$62,465	On or around October 1, 2024 through June 30, 2025	Yes	Replacing Employee #3442
Jacqueline Quatrone	<b>Multi Duty Paraprofessional (30 hours per week)</b>	<b>MTH</b>	<b>N/A</b>	<b>18</b>	<b>\$30,375</b>	<b>October 1, 2024 through June 30, 2025</b>	<b>No</b>	<b>Replacing Employee #3840</b>

\*(This motion supersedes the motion from July 22, 2024)

C.2. 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
CS	1:1 Paraprofessional	1.0

C.3. 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	Step	Salary	Stipend	Total Salary
Heather Coon	On or around September 17, 2024 through June 30, 2025	Multi-Duty Paraprofessional CS (20 hours per week)	1:1 Paraprofessional CS (32.5 hours per week)	5	\$31,492	\$2,000	\$33,492

C.4. Substitutes

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

Name	
Nomisha Sheth	Donna Caira
Cheryl Coffin	Allison Palcsesz - Nurse
Kathleen Lariviere	<b>Carla Annese</b>



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

Name	Dates	Employee #
Darcy Passaro	*September 16, 2024 through November 15, 2024	#2954
Emily Hold	September 3, 2024 through October 10, 2024	#2085

\*This motion supersedes the motion from August 26, 2024

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

Employee ID	Paid/Unpaid
#3223	Administrative Leave - May 31, 2024 through October 28, 2024(Paid) (This motion supersedes the motion from August 26, 2024)
#0562	FMLA - October 15, 2024 through December 16, 2024 (Paid)
#3580	FMLA - October 8, 2024 through January 13, 2025 (Paid)
#3323	Intermittent FMLA - On or around September 30, 2024 (Mondays Only) - To be determined (Unpaid)
#1680	FMLA - September 25, 2024 through November 26, 2024 (Paid)
#2649	FMLA - August 29, 2024 through September 13, 2024 (Paid) (This motion supersedes the motion from August 26, 2024)
<b>#2823</b>	<b>FMLA November 27, 2024 through January 22, 2025 (Paid)</b> <b>NJFLA January 23, 2025 through April 11, 2025 (Unpaid)</b>

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

Name	Position	Location	Retirement/Resignation	Dates of Service
Karen Riggi	Classroom Paraprofessional	MTH	Resignation	*November 20, 2023 through August 30, 2024
Kelsey Miller	1:1 Paraprofessional	CS	Resignation	August 29, 2022 through October 3, 2024

\*(This motion supersedes the motion on August 26, 2024)

- C.8. 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
Emily Niclas	MA+30	MA+45	09/01/2024

Minnelli De Matos	MA+30	MA+45	09/01/2024
Kimberly Lopes	MA+30	MA+45	09/01/2024
Meagan Praul	BA+15	MA	09/01/2024
Richard Bardy	BA+15	MA	09/01/2024

- C.9. Personnel, Negotiations, and Communications Committee Goals - 2024-2025
1. Review and advise on Superintendent recommendations for adjustments to nonaligned staff compensation.
  2. Conduct the Superintendent evaluation process.
  3. Draft a communications/messaging strategy for key community topics.

- C.10. Non-WTEA Stipend Position 2024-2025  
 RESOLVED, that the Board of Education approves the following Non-WTEA Stipend Position for 2024-2025:

Name	Position	Amount
Jessica Decelle Catherine Lazas	After-School Activities Coordinator	\$3,200 (split)

\*This motion supersedes previous motion from July 22, 2024

- C.11. Appointment of WTEA-Eligible Staff 2024-2025 School Year  
 RESOLVED, that the Board of Education approves the WTEA-eligible staff employment below for the 2024-2025 school year. (This motion supersedes the May 13, 2024 and the June 10, 2024 resolution for the named employees only.)

Name	Position/PCR	Location	Degree	Step	Salary	Stipend	Total Salary	Effective Date
Emily Purkis	1:1 Paraprofessional (32.5 hours)	CS	N/A	3	\$30,404	\$2,000	\$32,404	August 27, 2024 through June 30, 2025
Lauren Nelson	1:1 Paraprofessional (32.5 hours)	CS	N/A	19	\$35,685	\$2,000	\$37,685	August 27, 2024 through June 30, 2025
Jean Vecchio	1:1 Paraprofessional (32.5 hours)	CS	N/A	2	\$29,884	\$2,000	\$31,884	August 27, 2024 through June 30, 2025
Lindsey Dolan	1:1 Paraprofessional (32.5 hours)	CS	N/A	1	\$29,364	\$2,000	\$31,364	August 27, 2024 through June 30, 2025
David O'Connor	1:1 Paraprofessional (32.5 hours)	CS	N/A	7	\$32,630	\$2,000	\$34,630	August 27, 2024 through June 30, 2025
Alethia Gallien	1:1 Paraprofessional (32.5 hours)	CS	N/A	2	\$30,940	\$0	\$30,940	August 27, 2024 through June 30, 2025
Joyce Pekarsky	1:1 Paraprofessional (32.5 hours)	CS	N/A	35	\$39,049	\$1,800	\$40,849	August 27, 2024 through June 30, 2025
Loriann Carbone	1:1 Paraprofessional	CS	N/A	13	\$33,811	\$0	\$33,811	August 27, 2024 through June 30,

	(32.5 hours)							2025
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- C.12. Multi-Duty Paraprofessional Extended Work Schedule Summer 2024  
RESOLVED, that the Board of Education approves an extended work schedule, to a maximum of five days total per school during Summer 2024, at the employee's per diem rate, as follows:

Name	Position	School	Amount
Maureen Holland	Multi-Duty Paraprofessional	MTH	Not to exceed \$190
Nancy Duffy	Paraprofessional	MTH	Not to exceed \$310

\*This motion supersedes previous motion from May 13, 2024

- C.13. After School Activities/Club Advisors  
RESOLVED, that the Board of Education approves the 2024-2025 after school activities/clubs, and the instructors for each, at the negotiated stipend rate.

- C.14. After-School Activities/Club Paraprofessional Support  
RESOLVED, that the Board of Education approves all certificated staff, paraprofessionals, and substitutes to be appointed as After-School Activities/Clubs aides to any student with an IEP requiring additional supervision for the 2024-2025 school year. All employees who accompany a student at all after-school clubs and/or sports connected to a particular IEP shall be compensated at a rate of \$30/hour.

BE IT FURTHER RESOLVED, this amount will not exceed \$27,000 for the 2024-2025 school year.

- C.15. Employment Contract Approval  
RESOLVED, that the Board of Education approves the contract of employment dated September 16, 2024 between the Warren Township Board of Education and Mr. Christopher Heagele for the position of Business Administrator for the period of July 1, 2024 through June 30, 2025. A copy of this contract is on file at the Board of Education office.

- C.16. 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
Danielle Buzby	Differentiated Instruction-How to engage all abilities in your classroom!	September 23, 24, & 25, 2024	9	3	\$600
Katie Cameron Eliana Glassman	Paraprofessional Rethink Refresher	October 8, 2024 November 13, 2024 December 10, 2024	2.5	1.5	\$200 each

Cynthia Cassidy	Get Creative with Canva	October 28, 2024	1	1	\$100
Cynthia Cassidy	60 Second Strategies to Build Effective Classroom Practices	January 6, 2025	3	1	\$200
Cynthia Cassidy	Lessons from Capstone	February 3, 2025	3	1	\$200

C.17. Special Education Service Provider List  
RESOLVED, that the Board of Education approves the following Service Provider additional service for the 2024-2025 school year:

Name	Rate
Pediatric Workshop	IEP Meetings at a rate of \$116.00 per meeting

D. Policy

D.1. Policies – First Reading

RESOLVED, that the Board of Education approves the first reading of the following policy:

Number	Name	New/Revision	Source of Changes
0145	Board Member Resignation and Removal	R	Board

D.2. 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
5516	Use of Electronic Communication and Recording Devices (ECDRD)	R	Curriculum Committee

XVI. Unfinished Business

- Board Retreat Item - Board Self-Evaluation and Goal Setting

XVII. New Business

- Election Calendar - April vs. November Elections

XVIII. 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.

XIX. Executive Session

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

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

- specific prospective or current employees unless all who could be adversely affected request an open session and
- a matter involving the purchase, lease, or acquisition of real property with public funds

Action will not be taken upon return to public session;

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

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

XX. 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.