

# WARREN TOWNSHIP SCHOOLS

Board of Education Meeting \* September 18, 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/86259613232?pwd=WVdpMFJQYW15V3ZyZitGeE4zenpRdz09>

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

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

IV. Minutes

- RESOLVED, that the Board of Education approves the public session minutes of the August 21, 2023 Board Meeting.

V. Correspondence and Information

· HIB Information

Total # of Investigations:

Total # of Determined Bullying Incidents:

0

0

· Suspension Report

In School:

Out of School:

2

0

VI. President's Remarks – Mr. David Brezee

VII. Superintendent's Remarks – Dr. Matthew Mingle

- VIII. Presentation
  - District Demographic Snapshot - Dr. Matthew Mingle
- IX. Discussion
- X. Committee Reports
  - Curriculum and Technology Committee - No Meeting
    - Ryan Valentino - Chair, Mehul Desai, Natalie Feuchtbaum, Todd Weinstein
  - Finance, Operations, and Security Committee - September 11, 2023
    - Patricia Zohn - Chair, David Brezee, Scott Otto, Ryan Valentino
  - Personnel, Negotiations, and Communication Committee - September 13, 2023
    - Laura Keller - Chair, David Brezee, Stephen Toor, Todd Weinstein
- XI. Public Commentary (agenda items only)

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

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

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

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

XII. Items for Board Consideration/Action

The Superintendent recommends that it be:

- A. Education
  - A.1. HIB Report  
RESOLVED, that the Board of Education accepts the HIB Report submitted by the Superintendent for the period ending on August 18, 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	Transportation Cost
Barnstable Academy	5308770314	\$54,800	\$10,375.00
Bright Beginnings Learning Center	1872585496	\$55,565	\$103,341.00 (quote)

A.3. School Safety Data System (SSDS) Summary Report  
RESOLVED, that the Board of Education approves the SSDS Summary Report submitted by the Superintendent for the Report Periods 1 and 2 of the 2022-2023 school year.

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

Students	Vendor	Amount
#3781680892	Brookfield Schools/For KEEPS Program	Not to exceed \$3,200
#2725435926	Silvergate Preparatory LLC	Not to exceed \$3,200

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 2023 in the amount of \$3,362,129.10.

B.2. Board Secretary's and Treasurer's Report - Tentative  
WHEREAS, the Board of Education has received the tentative report of the secretary for the month of July 2023.  
WHEREAS, this report shows the following tentative balances on July 31, 2023 where available

FUND	CASH BALANCE	APPROPRIATION BALANCE	FUND BALANCE *
(10) General Current Expense Fund	\$4,582,037.62		
(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	
(30) Capital Projects Fund	\$2,404,549.56	(\$7,093.97)	
(40) Debt Service Fund	\$ .53	\$0.12	
TOTAL GOVERNMENTAL FUNDS	\$7,027,928.71	\$3,807,464.79	
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	

(61) Juice and Water Fund	\$34,465.37	\$0.00	
TOTAL ENTERPRISE FUNDS	\$50,225.82	\$0.00	

\* Pending final audit results

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 tentative reports and certifications and be it

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

**B.3. Budget Transfers for Month of July 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.	11-000-230-339-000-01-00	Purchased Professional Services- Administration	11-000-291-260-000-00-00	Worker's Compensation	\$4,200
2.	11-000-251-330-000-01-00	Business Office - Professional Services	11-000-251-592-000-01-00	Business Office - Miscellaneous Services	\$500
3.	11-000-251-330-000-01-00	Business Office - Professional Services	11-000-251-890-000-01-00	Miscellaneous Expenses - Business Office	\$150
4.	11-000-251-580-000-00-00	Travel - Business Office	11-000-222-300-050-11-01	Ed Media-Prof. & Technical Services - WS	\$4,800
5.	11-000-266-580-000-00-00	Security - Travel	11-000-266-300-000-09-00	Security - Purchased Technical Services	\$1,000
6.	12-000-252-730-000-11-01	Equipment - Technology	11-190-100-610-030-11-01	Supplies - Instructional Hardware - CS	\$2,249
7.	12-120-100-730-035-11-01	Instructional Equipment - Technology - MHS	11-190-100-610-050-11-01	Supplies - Instructional Hardware - WS	\$7,600

**B.4. Travel Approval**

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

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

Name	School	Workshop/Conference	Location	Month/Yr	Cost
Alison Tugya	CS	New Jersey School Boards	Atlantic City	Oct 23 - 26, 2023	\$1,182.00

		Association Workshop			
Jeffrey Heaney	WS	New Jersey Principals and Supervisors Association Fall Conference	Atlantic City	Oct 11 & 12, 2023	\$788.00
Scott Cook	MH	New Jersey Principals and Supervisors Association Fall Conference	Atlantic City	Oct 11 & 12, 2023	\$749.00

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

- B.5. Transportation- Out-of-District Students-SCESC - ESY & Regular School Year  
**RESOLVED**, that the Board of Education approves the transportation contract with Somerset County ESC for 2023-24 ESY and RSY transportation for Out-of-District students as follows:

School	Student ID #	Cost
The Community School	1363196692	\$63,873.00 SY
PG Chambers	5958837794 and 3138342376	\$49,295.44 SY each
Newmark	7614294272	\$20,201.37 SY
Montgomery Academy	3745725982	\$2,056.92 (ESY) *
DLC New Providence	1688687297	\$15,645.60 SY
Celebrate The Children	8830524421	\$2,301.36 (ESY) * \$54,712.40 (SY)

\* Supersedes the previous motion approved on July 17, 2023

- B.6. Disposal of Obsolete Item  
**RESOLVED**, that the Board of Education declares as obsolete the following item:

Item	Description	Identification Number
Piano	Everett at WMS	Tag # 000699

- B.7. Finance Committee Goals  
**RESOLVED**, that the Board of Education approves the Finance, Operations, & Security goals for the 2023-2024 School Year:
1. Support the implementation of year four 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 2024-2025 budget.
3. Review the impact of new residential development on district operations.

**B.8. New Jersey High Impact Tutoring Competitive Grant Application  
RESOLVED, that the Board of Education approves the New Jersey High Impact Tutoring Competitive Grant application submission to the New Jersey Department of Education.**

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
Sajel Kapadia	Part-Time Multi-Duty Paraprofessional 15 hrs 08-33-15/bep	WMS	N/A	5	\$12,997	August 28, 2023 through June 30, 2024	No	To replace employee #3362
Laura Colantoni	Leave Replacement Teacher	WMS	BA	8	\$68,433	October 30, 2023 (or sooner if released from contract) through April 30, 2024	No	To replace employee #2056
Alexis Grabell	1:1 Paraprofessional 32.5 hrs 08-30-08/bkq	CS	N/A	6	\$31,503	September 7, 2023 through June 30, 2024	No	To replace employee #3822
Gerardo Rodriguez	Part-Time Custodian (night) 10 month 20 hrs 04-35-10/apd	MH	N/A	N/A	\$16,000	September 5, 2023 through June 30, 2024	No	To replace employee #3543
<b>Shelton Bryant</b>	<b>Part-Time Custodian (night) 10 month 20 hrs 09-33-10/aiz</b>	<b>WMS</b>	<b>N/A</b>	<b>N/A</b>	<b>\$17,600</b>	<b>On or about September 19, 2023 through June 30, 2024</b>	<b>No</b>	<b>To replace employee #1174</b>

C.2. Substitute Teachers/Nurses

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

Names	
Alexandra Terry	Zeina Hammoud
Barbara Savage - Nurse	Christine Khalil

Faith Lettire	Maeghan Robertson
Linda Hatcher	Kerry Lancey
Rachida Ghodbane	Barbara Petrillo
Maureen Schroeder	Meghan Locker
Sophie Weaver	<b>Kirsten Gartner</b>
<b>Kristina Martins - Nurse</b>	

C.3. Affirmative Action Officer  
 RESOLVED, that the Board of Education approves the appointment of William Kimmick as the district's Affirmative Action Officer.  
 (This motion supersedes previous motion from May 23, 2023.)

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

Employee ID	Paid/Unpaid
#2056	FMLA - August 28, 2023 through November 17, 2023 (paid) Extended Leave - November 20, 2023 through April 30, 2024 (paid/unpaid)
#2693	FMLA - August 28, 2023 through October 6, 2023 (paid) FMLA - October 9, 2023 through October 20, 2023 (unpaid) Extended Leave - October 23, 2023 through October 27, 2023 (unpaid)
#3534	FMLA - August 28, 2023 through on or about September 15, 2023 (paid) NJFLA - September 18, 2023 through December 8, 2023 (unpaid) (This motion supersedes the motion approved on April 24, 2023)
#3364	FMLA - January 2, 2024 through February 23, 2024 (paid) NJFLA - February 26, 2024 through May 27, 2024 (unpaid)

C.5. Advancement on the Salary Guide  
 RESOLVED, that the Board of Education approves the following staff for amended placements on the 2023-2024 salary guide:

Name	From	To	Effective
Debbie Yankowicz	MA+30	MA+45	09/01/2023
Madison Mueller	MA	MA+15	09/01/2023
Linnea Middleton	MA	MA+15	09/01/2023

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
David Spiller	1:1 Paraprofessional 32.5 hrs 08-30-08/bpe	CS	Resignation	February 13, 2023 through September 22, 2023

				(or sooner if a replacement is found)
Linda Hatcher	Classroom Paraprofessional, 30 hrs 08-50-08/bfe	WS	Resignation	December 13, 2013 through December 22, 2023
<b>Beverly MacGorman</b>	<b>Family and Consumer Science Teacher</b> <b>02-33-22/aja</b>	<b>WMS</b>	<b>Retirement</b>	<b>September 1, 2001 through December 22, 2023</b>

C.7. New Staff Induction Mentors

RESOLVED, that the Board of Education approves the following employees for their participation as mentors in the New Staff Induction Program orientation for 6 hours on August 24, 2023, at the WTEA contractual rate of \$50 per hour per employee, for a total cost not to exceed \$900.00.

Names
Cristina Trump
Michelle McMahon
Sarah Caldwell

C.8 Long Term Substitutes

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

Name	Effective Date	Replacing Employee #
Alexandra Terry	August 28, 2023 through on or about October 27, 2023	#2693
Nicole Kolb	August 28, 2023 through on or about October 27, 2023 (unless new teacher can begin assignment sooner)	#2056

C.9 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
Monika Rosinski	August 28, 2023 through December 8, 2023	Leave Replacement Paraprofessional 30 hrs, CS	Leave Replacement Paraprofessional 30 hrs, CS	End date has been updated
Laura Colantoni	May 1, 2024 through June 30, 2024	Leave Replacement Teacher - WMS	Grade 7 Science Teacher - WMS	To replace employee #2056
Theresa Blaesser	August 28, 2023 through June 20, 2024	0.6 Speech Therapist, MA, Step 23-24 \$55,237	0.6 Speech Therapist MA, Step 21-22 \$53,805	Correction of Step
Danine Albanese	August 28, 2023	Grade 8 ELA/ASAP	Grade 6 Social Studies	Position update

	through June 20, 2024			
Gina Banks	August 28, 2023 through June 20, 2024	Grade 6 ELA/ASAP	Grade 8 ELA/ASAP	Position update
Brenda Sasso	August 28, 2023 through June 20, 2024	Grade 6 Social Studies	Grade 6 ELA/ASAP	Position update
Maria Alvarado	September 1, 2023 through June 30, 2024	CS Night Custodian \$52,168 04-30-10/ais	CS Head Night Custodian \$52,668 04-30-10/ais	Head Custodian Stipend
Darrien Fields	September 1, 2023 through June 30, 2024	WS Night Custodian \$47,133 04-50-10/aad	WS Head Night Custodian \$47,633 04-50-10/aad	Head Custodian Stipend
Thea Moore	September 19, 2023 through June 30, 2024	WS .2 Occupational Therapist 02-35-22/bov MH .2 Occupational Therapist 02-50-22/bow \$34,953	CS .4 Occupational Therapist ALT .2 Occupational Therapist MH .2 Occupational Therapist \$69,905	Enrollment

C.10. WTEA Stipend Positions 2023-2024

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

Club/Activity	Names
Girls Soccer	Christopher Tavaglione
Boys Basketball	Scott Vaglio

Bus Arrival Supervision <i>Marking Periods #1, #2, #3 &amp; #4</i>
Donna Bardy
Eileen Sebor
Justina Thomson
Timothy Fabiano

C.11. 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
CS	1:1 Paraprofessional 08-30-08/bkq	32.5
WS	Occupational Therapist	.2

	02-35-22/bov	
MH	Occupational Therapist 02-50-22/bow	.2

- C.12. Approval to Create Positions  
RESOLVED, that the Board of Education hereby approves the creation of the following positions for 2023-2024 school year:

Location	Position	Full-Time Equivalent
CS	Occupational Therapist 02-30-22/bpg	.4
ALT	Occupational Therapist 02-40-22/bph	.2
MH	Occupational Therapist	.2
CS	Speech Therapist 02-30-22/bpf	1.0

- C.13. Summer Fun Positions - 2024  
RESOLVED, that the Board of Education approves the following Summer Fun/ESY 2024 positions.

Name	Position	Location	Salary
Jessica Decelle	Summer Fun/ESY Principal/Supervisor	District	\$15,000
Kristen Stoyanov	Summer Fun/ESY Assistant Principal	District	\$10,000

- C.14. Custodial Substitutes  
RESOLVED, that the Board of Education approves the following as a Substitute Custodians for the 2023-2024 school year (pending background checks) at the approved substitute custodian pay rate.

Names
Maria Rodriguez
Dora Vavarre
Kyle Holczer

- C.15. Summer 2023 Curriculum Projects  
RESOLVED, that the Board of Education approves the following staff for the Summer 2023 curriculum projects, as per the WTEA negotiated agreement, at a rate of \$50 per hour, at a cost not to exceed \$100.00:

Name
Michele Scott

- C.16. **Special Education Service Provider List**  
**RESOLVED**, that the Board of Education approves the following Service Provider rate changes for the 2023-2024 school year:

Name	Rate
Summit Speech School	\$225 per hour - Teacher of the Deaf

- C. 17. **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
Kristen Stoyanov	Reading and Writing Workshop Basics	9/27/2023	2	2	\$200
Kristen Stoyanov	Classroom Management	10/4/2023	1	1	\$100
Kristen Stoyanov Francesca Frosoni	Next Generation Read Aloud	10/11/2023	4	2	\$300 each
Susan Cooper	Bloom's Taxonomy for Middle School	9/27, 10/4, 10/11 and 10/18/2023	6	2	\$400
Cynthia Cassidy	Using Virtual Reality to Learn Languages	10/11 and 10/12/2023	3	1	\$200
Jessica Decelle Brittany Baillie	CPI Initial Training	10/9/2023	6	0	\$300 each

- C.18. **Employment Rescission**  
**RESOLVED**, that the Board of Education rescinds the appointment of Tyler Firestine as 1:1 Paraprofessional for Warren Township Schools effective September 5, 2023.

- C.19. **Personnel Committee Goals**  
**RESOLVED**, that the Board of Education approves the Personnel, Negotiations, and Communications Committee goals for the 2023-2024 School Year:

- Negotiate a successor collective bargaining agreement with the Warren Township Education Association.
- Revise and advise on Superintendent recommendations for adjustments to nonaligned staff compensation.
- Conduct the Superintendent evaluation process.
- Draft a communications/messaging strategy for key community topics.

- C.20. **After School Activities/Clubs**  
**RESOLVED**, that the Board of Education approves the 2023-2024 after school activities/clubs, and the instructors for each, at the negotiated stipend rate.

- C.21. **After-School Activities/Clubs**  
**RESOLVED**, that the Board of Education approves all district nurses and paraprofessionals to be appointed as After-School Activities/Clubs aides to any student with an IEP requiring additional supervision for the

2023-2024 school year. Paraprofessionals will be paid their hourly rate and nurses will be paid at the hourly rate contracted for After-School Activities/Clubs; and

**BE IT FURTHER RESOLVED**, that the Board of Education approves all other certificated staff to be appointed as substitute After-School Activities/Clubs aides to any student with an IEP requiring additional supervision for the 2023-2024 school year. Substitutes will be paid at the hourly rate contracted for After-School Activities/Clubs; and

**BE IT FURTHER RESOLVED**, this amount will not exceed \$27,400 for the 2023-2024 school year.

XIII. Unfinished Business

XIV. New Business

XV. Public Commentary (any topic)

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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).

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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 two hours; 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.