



**BERKELEY HEIGHTS BOARD OF EDUCATION
REGULAR MEETING MINUTES
AUGUST 21, 2025**

Board Goals
The Board of Education will improve planning and the Committee Structure
The Board of Education will work to improve communication, both internally and externally
The Board of Education will evaluate the CSA in a timely manner
The Board of Education will promote all District Goals by providing the support and resources necessary to achieve the goals
The Board of Education will develop and implement a plan for continuous Board Professional Development with ongoing Board training

CALL TO ORDER

The Berkeley Heights Board of Education held a meeting on Thursday, August 21, 2025, in the Governor Livingston High School Cafeteria. The meeting was called to order by the Board President, Ms. Gale Bradford, at 6:30 p.m.

MEETING NOTICE STATEMENT

Adequate notice of this meeting of the Berkeley Heights Board of Education was given as required by the Open Public Meetings Act as follows:

On January 9, 2025 notice of the Board of Education Meeting schedule was sent to the *Star Ledger* and the *Courier News* and was also provided to all schools, PTO Presidents, the BHEA President, and posted at the Administration Building. A copy was also provided to the Public Library and filed with the Municipal Clerk.

ROLL CALL

Ms. Bradford	Dr. Feltre, Superintendent of Schools
Mrs. Akiri (arrived at 6:52 p.m.)	Dr. Marr, Assistant Superintendent of Schools
Mr. Dillon	Ms. Jennifer Nicholson, Business Administrator/Board Secretary
Dr. Foregger	Mr. David Disler, Board Attorney
Mrs. Joly	
Mrs. Khanna (arrived at 7:29 p.m.)	
Mrs. Stanley	
Mrs. Terrero	

FLAG SALUTE

Ms. Bradford led the Board and the public in the Pledge of Allegiance.

ADJOURN TO EXECUTIVE SESSION

WHEREAS, the Berkeley Heights Board of Education seeks to adjourn to Executive Session in full compliance with the Open Public Meetings Act, N.J.S.A. 10:4-6 et seq.; and

WHEREAS, the Open Public Meetings Act provides that a public body may exclude the public from that portion of the meeting at which it discusses matters related to those identified below:

- a. Matters rendered confidential by Federal Law, State Law, or Court Rule
- b. Individual privacy
- c. Collective bargaining agreements
- d. Purchase or lease of real property if public interest could be adversely affected
- e. Investment of public funds if public interest could be adversely affected
- f. Tactics or techniques utilized in protecting public safety and property
- g. Pending or anticipated litigation
- h. Attorney-client privilege
- i. Personnel – employment matters affecting specific prospective or current employees.

BE IT RESOLVED, that the Berkeley Heights Board of Education adjourns to Executive Session to discuss matters related to students and personnel; and

BE IT FURTHER RESOLVED, that the minutes of the discussion of any of these items will be disclosed to the public when matters have been determined and confidentiality is no longer applicable.

MOTION to enter into Executive Session.

MOTION by: Mrs. Joly

SECOND by: Dr. Foregger

VOICE VOTE: Mrs. Joly, Dr. Foregger, Mrs. Terrero, Mr. Dillon, Mrs. Stanley, Ms. Bradford- *All Ayes*
Mrs. Akiri & Mrs. Khanna- *Absent*

- **The Board entered into Executive Session at 6:35 p.m.**

MOTION to return to Public Session.

MOTION by: Mrs. Khanna

SECOND by: Mrs. Joly

VOICE VOTE: Mrs. Khanna, Mrs. Joly, Mrs. Akiri, Dr. Foregger, Mrs. Terrero, Mr. Dillon, Mrs. Joly,
Mrs. Stanley- *All Ayes*

- **The Board reopened Public Session at 7:30 p.m.**

REPORT OF THE SUPERINTENDENT

Dr. Feltre gave the following report:

- Welcome Back from summer break. I hope that everyone found some time to relax and enjoy the summer. We've been busy this summer preparing for the upcoming school year.
- According to statute, I have some statistics about our graduates to convey to the Board. I have to do so by September 30th of every year. The total number of students that we had graduating in 2025 was 224 students. We had 20 students who graduated under a substitute competency test in ELA and 52 students who graduated under a substitute competency test in mathematics. We had 7 students who graduated under the portfolio appeals for ELA and we had 5 students who graduated under the portfolio appeals for math. We had 7 students who received a state endorsed high school diploma as a result of meeting alternative requirements for graduation as specified in their individualized IEP for ELA and then we also had 7 for mathematics. We had one student who was

denied graduation and we had zero students who were denied graduation solely because of the failure of any of the NJDOE approved high school assessments.

- We held an administrative retreat for the admin team on August 13th and 14th. It was a wonderful two day event where we engaged in team building activities, in depth conversations on instruction, set expectations for supporting staff and students and set district goals for the 2025-2026 school year.
- My school year began on Wednesday with the New Staff Institute, a three-day program for first, second, and third-year teachers. This institute, organized by Dr. Marr's office and led by teachers Maria Graziano, Alexis Bellardino, Kelsey Cicchino, and Lindsey Gismonde, aims to prepare and empower our new staff. All administrators conducted training sessions to help new staff become acclimated to the district and facilitate learning effectively.
- Our theme for this year is Who Owns the Learning? You will notice that this is a question to invite inquiry and remain curious as we strive to best meet the learning needs of our students. As the year progresses, we will be communicating strategies for families to support their children. For example, when helping your child study for a quiz or a test, instead of rote memorization of facts, ask your child the essential questions from the unit of study. Essential questions can be found in the curriculum guides posted on the website.
- We wanted to make the community aware that we will be engaging in strategic planning this fall with community meetings being held Wednesday, September 24th from 6:30-8:30pm, Tuesday, October 28th from 6:30-8:00pm, and Monday, November 24th from 6:30-8:00 pm.
- The Board appreciates hearing from the community. When communicating with the Board, please be sure to email using the email address boe@bhpsnj.org so that all Board members receive the email.
- At this time, I'd like to welcome Corinne Morrison, Senior Class President, to the podium to speak about Open Campus at GL.

Corinne Morrison, Senior Class President, spoke in support of Open Campus for the GLHS Class of 2026.

Mrs. Joly made the following comment:

Having a Senior recently graduate, I think he really appreciated the Open Campus and I don't recall hearing any issues with it, just that it was a positive experience for the kids and kind of gives them a little more independence as they progress through their Senior Year moving on to college.

Mrs. Akiri asked the following question:

How long is the Open Campus?

Dr. Feltre made the following statement:

It depends on the periods, if it's the first period, late arrival, it's roughly 56 minutes. If it's the end of the school day, same type of thing, early dismissal, it's about 56 minutes. Lunch period is the same thing. Every once in a while, a student may have a block that butts up to lunch and then they get a nice little long break.

Mrs. Akiri asked the following question:

So it's different for different students?

Dr. Feltre made the following statement:

Yep, depending on their schedule.

Mrs. Akiri made the following statement:

Thank you. Good luck.

Mr. Dillon asked the following question:

What's the protocol around safety? I know they all come back through the main door, do they leave that way? Make sure that there's not everybody leaving through other exits, potentially propping the door open, so what's the protocol around leaving the building and re-entering?

Dr. Feltre made the following statement:

I don't know, I will have to find out from Mr. Nixon what those protocols are. Do you know?

Corinne Morrison made the following statement:

Kind of. So when you're leaving there's certain exits that you can usually use and I believe you have to hand in your ID to them and then when you come back after being on Open Campus, that's when you get your ID back. The exits that you can leave out of there, there's a teacher there or some staff working there so it's only specific ones.

Dr. Feltre made the following statement:

So there are specific exits where you have to turn in your ID and then when you come back, you come back through that same exit to meet that same teacher or those get turned in somewhere and you come in and pick them up somewhere else?

Corinne Morrison made the following statement:

I think you just go through the main entrance because you're not allowed to go through any other entrance.

Dr. Feltre made the following statement:

Ok so when you come back you come through the main entrance and wherever you've left your ID when you left, that teacher has now brought it to the main office. But safety is paramount so I agree with you.

Mrs. Stanley made the following statement:

They take it pretty seriously because I know Mr. Nixon he'll make sure those kids get in real big trouble if they leave through the wrong door and the kids are like but it's just a door and he's like but if that thing gets let open, it's a security issue, so they definitely take it seriously. Thank you so much.

Dr. Feltre made the following statement:

I believe that I am privileged to say that yes, you have the privilege for Open Campus for the Class of 2026. At this time I'd like to present my District Goals.

Dr. Feltre presented the 2025-2026 District Goals.

Mrs. Joly made the following statement:

Dr. Feltre, I know that these are what we saw in the professional development plan however, I guess for the presentation I thought it'd be a little more fleshed out. How do we know, how are they measurable? What are the specifics of achieving those goals, what are the metrics around it, how do we measure the goal success, how do we know if we made it 50% of the way? Like a goal needs to be, like I'm used to SMART goals, that they kind of have those attributes associated with them because in this, I don't see that, I have no idea, because I think the District goals become Superintendent goals but I have no idea how we measure success here.

Dr. Feltre made the following statement:

Right, these are the goals and then there's an action plan that goes along with the goals. So the action plan we actually talked about last week in our admin retreat and our measurement tool is tied to the Danielson Model of Evaluation as well as the data speaks for itself. All the data that we're using and how we're using the data and measuring student progress will be part of that. But in terms of the other goals, we have developed a look force, who owns the learning lookforce, we created a Google Form for that so as we're doing walkthroughs and as we're doing evaluations, we're collecting data so that we can say, 50% of the classrooms we walked into we saw this, this and this. We will be having conversations with teachers. Teachers can take a look at that data and have those conversations and we'll be reporting out all of that when we report our updates on the District Goals.

Mrs. Joly made the following statement:

I guess like the one thing that I was hoping to see given that we are implementing a new math program, with the start of the year with the five sections of Math 8, was to see some sort of goal associated with that because that is a fairly significant initiative that should translate into some higher math scores for our kids so I would think that that would certainly be a District Goal for the year.

Dr. Feltre made the following statement:

Well that falls under the culture of student centered learning. You know, we can speak to the growth in each of the subject areas and then to me, the strategies that we used when we rolled out that program would be what we would be reporting out on.

Mrs. Joly made the following statement:

I guess I would be very interested to see the action plan and the metrics that are associated with these goals. I'm not an educator so a lot of this is very, I don't know, philosophical nature for me, so I would like to see how exactly we're going to accomplish these things and how we're going to measure this.

Dr. Feltre made the following statement:

Absolutely.

Mrs. Khanna made the following statement:

I'm gonna echo a little bit of what Natasha said in terms of how do we make sure these, do we know what the measure of success is and then what are the steps to get to that measurement? The one thing, I love the fact that data literacy and using that to influence or impact instructional decision making, I think it's a great idea. That's great when you want to track progress of how well the student is doing, my only thought here is making sure that you're also looking at the high achievers and making sure that you look at the data to keep them challenged, to keep them engaged, so that they are performing at a level that they can and do much better than that. I would love to understand how you would translate that goal into an action or something that you would track in terms of helping students just do better and keep leveling up so to speak.

Dr. Feltre made the following statement:

That's why we look at the data and you set goals based on the data. We have all the data in Linkit and we'll also be looking at which data is going to be most informative because state assessment data isn't. Classroom data is what we're going to be looking at.

Mrs. Khanna made the following statement:

I think it's a little bit of both.

Dr. Feltre made the following statement:

It is a little bit of both.

Mrs. Khanna made the following statement:

Those tests are what they are.

Dr. Feltre made the following statement:

They're snapshots.

Mrs. Khanna made the following statement:

Like it or not, everybody has to take them. But then in the classroom tests or what their proficiency levels are, the way we are able to test them, I feel it's a little bit more personalized than everybody take these 100 questions.

Dr. Feltre made the following statement:

I agree.

Dr. Foregger made the following statement:

I think if some foster district wide culture of student centered learning, that sounds fine. Build capacity for data literacy and instructional decision making, that sounds fine. Although I mean, both of these, I have to agree with Natasha and Dipti, I don't know how you're gonna measure this but great. Now we come to support the whole child and it says, integrate evidence based social emotional learning, SEL practices and self regulation frameworks, such as zones of regulation to ensure all students are emotionally ready to engage, connect and succeed academically. So that's SEL, so then I go to the net to find out about SEL and I find a speech, testimony, this is by Max Eden to the House Committee on appropriations, labor, health and human services, education and related agencies, April 6, 2022, "The Trouble with Social and Emotional Learning" so now I get a little nervous. What is this, what's going on here? I sent this out to the Board, you can read the link. I just want to read a little bit of it. I was gonna read a lot of it, but I think it'll take too much time. "No one is opposed to the notion that it is good for students to develop social and emotional skills, or the idea that schools have a role to play in the realm of human development. But many parents are, and I expect more parents will become alarmed by and opposed to an effort to leverage the word social and emotional to promote ideological and political ends and many parents will be perturbed by the resemblance of SEL practices to the practice of unlicensed therapy rather than uncritically, embracing another buzzword fad and condescending to parents with serious and substantive concerns. Policymakers should address the political data privacy and ethical concerns that SEL raises." What happened was there was a transformation and they merged CRT, Critical Race Theory, with the original social and emotional learning and I want to make sure that we're just gonna follow the original, not the transformative one. You can read the testimony, he talks in some detail about what happened here, but if you start putting CRT in, I don't think a lot of parents are going to be happy with that. I'm not going to be happy with it. Yeah, it's Critical Race Theory.

Dr. Feltre made the following statement:

When we're speaking about supporting the whole child, I spoke to, we have precepts every month, and I can read them to you. September is *We Learn As A Community*, this is supporting the whole child. October is *Learning to Be a Friend*, November is *Learning to Be Thankful*, December is *Believe You Can and You Will*, January is *Keep Learning and Never Give Up*, February is *We Learn and Grow with Kindness*, March is *Learning and Making Good Choices*, April which is Autism and Neurodiversity acceptance month is *Celebrate our Differences, Who We Are and How We Learn*, May is *Learning to Be*

Kind to Your Mind and June is *Learning to See the Good*. So those are the types of things that we're focusing on for SEL when we're talking about supporting the whole child.

Dr. Foregger made the following statement:

It sounds okay, I think that, I mean, the article calls SEL 1.0 so maybe it's alright.

Mrs. Akiri made the following statement:

I think Dr. Foregger's asking which version are you following? That 1.0 on SEL or if we can get more information.

Dr. Feltre made the following statement:

Right, and what I'm saying is we're not following either one of those models if you will. We have our own approach to SEL in terms of the zones of regulation which is a strategy to help students manage their emotions and then these precepts which are themes that we're following each month to help promote the whole child, to help support the whole child so they're ready to learn.

Mrs. Akiri made the following statement:

Do we, I know some districts across the nation and around us also have as part of social emotional learning, got the concepts of yoga or a quick meditation starting from elementary. Do you have any plan of incorporating that when you say social?

Dr. Feltre made the following statement:

I know when speaking with Dr. Janasko when she provided the training for the new staff as well as in the lessons that her counselors do, there's chair yoga, mindfulness, during the brain breaks that the students have in the classroom, those are the types of strategies that we promote. I know BrainPop and other little technology enhancements that we have also promote those types of things.

Mrs. Akiri made the following statement:

I want to echo what Natasha said, if we can get a follow up on how actionable, how are we going to measure them and this was the first presentation on August 21st, are we going to get quarterly updates on where we are, so the next one could be expected like January?

Dr. Feltre made the following statement:

I would hope December. That's fair right? I will take a look at the observation cycles because we're gathering data in our observation cycles because it just makes the most sense.

Mrs. Akiri made the following statement:

Also, do these have to be adopted by the Board? Because I know the District goals become the Superintendent goals and they get onto your performance appraisal so if we want to make any additions or we want to add the math programs specifically, how are we going to go about it?

Dr. Feltre made the following statement:

You're not. I mean, I'll make sure to address those things in terms of reporting out on math but the District goals do not have to be Board approved because they become mine, you evaluate me on the goals that the District sets. They become my goals and that's how you evaluate me so, I will make sure that there is a math goal in my Superintendent goals so it gets addressed.

Mrs. Akiri made the following statement:

So the District goals are coming from the administration, I get that, and if we want to see actionable items because I don't know if it's a state law or I was going to ask David but, where does this come from that District goals automatically become Superintendent's goals?

Dr. Feltre made the following statement:

It's good practice I believe.

Mrs. Akiri made the following statement:

It's a practice so, if you want to see actionable goals, we cannot make any amendments or any recommendations to change any of these?

Dr. Feltre made the following statement:

I think when I present my goals to you, that's typically the time when we have a conversation about it.

Mr. Disler made the following statement:

I think that's generally the practice. I think the District goals come from the Superintendent. Superintendent's goals also come from the Superintendent with input from the Board.

Mrs. Akiri made the following statement:

So we can only make amendments to the Superintendent goals, ask for amendments. We cannot ask for any changes to be made to these goals? The Board can or cannot?

Mr. Disler made the following statement:

District goals traditionally have come from the Superintendent as they are again. I don't believe that the Board can make any such motion it so desires but I traditionally District goals fall within the purview of the Superintendent.

Mrs. Khanna made the following statement:

I have a quick follow up. So not to change the goals or edit them in some way, because I understand that they come from you but when we look at the action plan, does the Board have an input into what goes into the action plan or you know, what gets measured?

Dr. Feltre made the following statement:

No. You can provide me feedback, I always want to hear feedback because I obviously want to give you the information that you want. When we do the strategic plan, then the District goals come from the strategic plan, the Superintendent goals come from the strategic plan, and it's very active and measurable. This is one of those bridge years I think we talked about so I am trying to make sure that we address goals that we're going to be doing, that are going to be moving the District forward as we're trying to develop a strategic plan, so that we're not doing double work if you will. Obviously if there's things that the Board wants to be measured, I want to hear that feedback because if we're doing the work already and we're going to be doing the work on measuring the success of the math program so that's not a problem to make sure that we provide that information to you.

Mrs. Khanna made the following statement:

Got it. Thank you.

Mrs. Stanley made the following statement:

So I was a little disappointed that we had some misinformation coming from Board members tonight but, when we talk about the District goals, I would like to talk about, how did you compare these to our goals

of the past? Because some of these goals are very broad and some of them have been covered in other District goals in other years and I was just wondering how we came about with these three goals this year?

Dr. Feltre made the following statement:

Yes, I did look at the prior year's goals. In terms of fostering a District-wide culture of student centered learning that came out of conversations with administration, it came out of actually the PD that's been done with regards to the math program, the changes that the Supervisors have been working with the teachers on already. We want District goals that are already in motion that can be moved forward. These were things that were already put into play and teachers are already familiar with working on but need more support, more guidance. Goals take 2-3 years or 3-5 years to fully master so that's where that came from. We're in various stages. I also needed goals that all teachers can be impacted by because to only narrowly focus on one subject or another, then we're not giving the attention to all teachers and the support to all teachers that we need to be doing in the District. In terms of building capacity for data literacy, same thing, the two go hand in hand. You can't foster a culture of student centered learning if you're not actually looking at data in terms of what's working and what's not working in the classroom and if students aren't actually looking at and learning how they best learn. If they don't have a voice and a choice in the classroom then you can't promote all of this and data is an important part of that. In terms of supporting the whole child, that was a goal last year. So my understanding from the administrators, the zones of regulation, the precepts, are something that have been working for several years. It's pretty new, is my understanding so it was something that was requested to continue to grow. We had great success at K-2, we wanted to grow it at 3-5 and you know 6-12 as well. So that's how they came about in collaboration with the administration.

Mrs. Stanley made the following statement:

I think supporting the whole child is something that our District believes deeply, like we believe that every kid in Berkeley Heights is worth putting our effort and energy into and making sure, like we've talked about before, that the highest achieving student has all the opportunities they need but then also that middle student who needs to find that thing that connects them and I think that's where we come into this support the whole student. School might not be their favorite thing but they do love something and what can we do to make sure that they feel welcome here, so they can learn what they need to to move on to whatever they want to do. And then I know for data literacy we're kind of changing how we're looking at data which I think, for me, is different than other years, tell me if I'm wrong but in previous years we were trying to figure out if we had too much data, if we're over testing, what are we using this data for? So for that one in particular, I think that's where I think some of my colleagues have said, I think we're missing the action piece, what makes this one different, and so the public knows, I might know that we're working on some data stuff that's different but I think that for the public, to show this is what we're trying to look at differently than we did in previous District goals.

Dr. Feltre made the following statement:

Right and with regards to data, it depends on the subject matter so what we need to work on with the teacher is what data do we have? I'm a big fan of building on what we're already doing and then leveraging it to give us information to do better which is why the District goals are related to the PDP. The District PDP feeds into the school PDP, feeds into the teacher PDPs right? So we all should be moving in the same direction, but, if I'm an English teacher versus a Math teacher versus a Music teacher, it's gonna look different, I'm gonna have different data. I personally do not know what each teacher has. Are they experts in formative assessment? They do something every day and they take a look at it at the end of the day. Do they only look at their tests and quizzes, their summative assessments at the end of, in music it's going to be performance whereas in Math and English you're going to have a product, so it's gonna look different, so the data's gonna look different. So while I understand the Board's need to see the action

plans, when I say you'll see what we mean when we report out because it's gonna look different. I can't say I'm gonna report out that we're gonna measure 3 tests a marking period and show progress from this to this because I might be able to do that in math but I won't be able to do that in music. I want all students and all teachers, the logo says, include, inspire, empower and I'm trying to invest us in include, inspire, empower in our District goals, in the PDP, you know that filters down, so that we're all moving in the same direction, students, staff, administration, Board and the Strategic Plan.

Mrs. Joly made the following statement:

Sorry, I don't want to belabor the point but just so I understand, the goals, they do have action plans and we are going to be able to maybe measure some, not all, but there will be some.

Dr. Feltre made the following statement:

You can measure, yes.

Mrs. Joly made the following statement:

Based on the action steps that are associated.

Dr. Feltre made the following statement:

Yes.

Mrs. Joly made the following statement:

I guess what I would ask, as opposed to just report outs, if that is something that's available or when it's available, is that we can update this existing document, with here's our goal and here's a couple of slides that show what the action plan is along with the measures of success and then we can publish that out so that the public can see as well. It's just hard again for me to visualize without actually seeing it.

Mr. Dillon made the following statement:

So hearing everything you said, what my comment may not be related to a District goal, but maybe we figure out where it goes. As I've sat here or watched over the years, I believe that the data tells us that the number of high school students that are choosing to go outside of our District is increasing therefore our enrollment at the high school is decreasing except for people moving into town. What I fail to see here or in any of our goals is us trying to figure out why that is. Why are students at the high school level choosing to go elsewhere? And what struck me is your comments around some of these goals will take 1 or 2 years, 3 years, 5 years to even flesh out in a time where I sit here and I know we've got to be doing some work to extend the high school relationship between Mountainside and Berkeley Heights. I think that information and having that information from a KPI perspective, as I heard about data and such, will be important to have those meaningful conversations moving forward. So I encourage, whether it's a sub-bullet here or in another set of goals, I'm not sure exactly where it goes but we really gotta get to either seeing if the data aligns with the narrative that our high school students are choosing to go elsewhere at least for year one and why that is and what we're doing about it.

- *Dr. Feltre invited Dr. Marr up to present the NJGPA Scores Presentation.*
- *Dr. Marr presented the Spring 2025 assessment results for the New Jersey Graduation Proficiency Assessment, the Access for Multilingual Learns and the Dynamic Learning Maps Assessment.*

Mrs. Joly made the following statement:

When we're looking at the breakdown by program, it would seem that it's primarily the children that are in the special education program, so what does it mean for these kids? Are they able to graduate by maybe

taking some of the other...because this is just for the NJGPA right? So how do they kind of I guess move forward if it's not through this test.

Dr. Marr made the following statement:

That's a great question Mrs. Joly and I will go back in my slide deck and show you. So students will have an opportunity to take it their senior year again in the fall. And there are 3 graduation pathways including right here. So this outlines the secondary pathways that are available for students outside of passing the NJGPA.

Mrs. Joly made the following statement:

So in theory though, they are supposed to be somewhat equivalent right? Because it's just a different type of test, maybe it's a different format, different types of questions, but the essence is to really ensure that the kids are at a certain level so I guess, do we track, I guess based on the graduation results I guess the kids do make it through. What is, out of these pathways, the most common for the special education kids?

Dr. Marr made the following statement:

So NJGPA remains the most common pathway. One of the things that Governor Livingston does, that is an intervention program. So the Assistant Principals and Mr. Nixon as well, work with students who have not passed the NJGPA and they are enrolled in targeted intervention during their lunch block in the IMSA program and so not only are they receiving any remediation that they need within their courses, but they are receiving specific remediation and intervention as it relates to NJGPA and those test scores. And that includes all students regardless of their programming or classification.

Mr. Dillon asked the following question:

You said they'll be taking the test in the fall?

Dr. Marr made the following statement:

Correct, there is a fall NJGPA assessment as well.

Mr. Dillon asked the following question:

What month?

Dr. Marr made the following statement:

October.

Mr. Dillon asked the following question:

How often are they meeting at lunch to prepare themselves? 6 weeks?

Dr. Marr made the following statement:

So that's a really good question. I met with the administration this summer and from my understanding, I believe it is, with the drop rotate schedule. It's not every time that they're meeting that they're there but they do meet regularly, two to three times a week.

Mr. Dillon asked the following question:

We got about six weeks with these kids?

Dr. Marr made the following statement:

Correct.

Mrs. Terrero made the following statement:

Yeah, you answered a lot of the questions that I had and I'm kind of following what Mr. Dillon is saying, what are we doing to give these kids the right tools to get them there?

Dr. Feltre made the following statement:

So this is where the goals come in, where we're looking at the data. The goal would be to look at the data, look at these students and then, hold on I need my cheat sheet, and then this is where we're looking at what's going on in the classroom. I'm going to suspect, based on our theme, "Who Owns the Learning", we as adults tend to unintentionally steal the learning from students and I do mean unintentionally and as a teacher I was guilty of it as well. And being cognizant of that and asking this question because sometimes, and I have not been in enough of the classrooms to be able to say that this is happening here, but sometimes, with the supports that we have, we support our children to the point where they're not actually doing the learning. They're supported but they're not actually doing the learning. And we want them to be able to do this. In some of my graduation stats, if they don't pass in October and they don't meet these pathways then it's the portfolio appeals. So we are successful in helping the students passing because we had 7 who needed portfolio appeals in ELA and 5 who needed in math. So out of all the numbers that she just said, you know last year, we were successful in getting them to pass in another pathway.

Dr. Marr made the following statement:

And I would just like to add, I think that what I'm hearing from both of you is a sense of urgency right? We need to make sure that the students are prepared when they're working and they're taking the exam and I can tell you that the high school administration has already set the groups and so as soon as the results came in that was their main focus to make sure the students had the intervention not only personalized to the subject area that they were struggling in, but the administration pulled those other data points..

Dr. Feltre made the following statement:

Evidence statements.

Dr. Marr made the following statement:

Well yes evidence statements but also the classroom data and those other things to see what standards those students were struggling with in order to personalize and target their interventions between tests.

Mrs. Stanley made the following statement:

When it comes to special education, I want to ask you to clarify like in this category, what are we talking about? Because we also have students that graduate in 5 years, 6 years, are these students in those numbers?

Dr. Marr made the following statement:

So any student that is not taking the dynamic learning maps is looking at these numbers. So any student with an IEP that is not taking an alternate assessment would be in these numbers.

Mrs. Stanley asked the following question:

Are any of those some of our students who will end up doing our 6 year program?

Dr. Feltre made the following statement:

Likely not.

Dr. Marr made the following statement:

I would say those students would be in the alternate assessment.

Mrs. Stanley asked the following question:

So these are, if we're looking at the numbers, it's about 55 are taking the test, about 30 of them still need help in order to get that fall assessment under their belt. Are these students, I would assume most of them are given summer school?

Dr. Marr made the following statement:

I would tell you that I am certain there is crossover between the summer opportunities at the high school, but not specific to this, no.

Mrs. Stanley asked the following question:

And I know that summer opportunities are just that, opportunities and we do have kind of a problem sometimes with families actually accepting their kids into the program like we offer it but not everyone takes advantage of it. So I do think that we need to kind of work with families to help them really understand what it is and why we're offering it and that doesn't mean that their kid isn't having a major issue but that by giving these extra supports and this one on one time, because you get a much smaller classroom in the summer, that it can help in some of these instances.

Dr. Marr made the following statement:

I think you're right. I think that community outreach in that respect is very important, that they understand what that means and what that means for their students and the value behind it.

Mrs. Stanley asked the following question:

I know we've personally talked about the special ed program and kind of once we get to middle school, how do we change this idea of wanting them to become more independent so they can get ready for whatever comes after high school but then also making sure that we're not missing anything right? Like if a grade goes down who's there to make sure that they contact that kid and find out what's going on, like why did that grade go down? Did they just misunderstand this one concept, or was there something more going on, that they're not bringing their homework back or what is it? Oftentimes these kids are doing well and then something happens and kind of who's watching that? I think sometimes that's the concern that families have is that there's these kids that feel like the parents feel like their kids are falling in the crack because they're not so needy but they're not so high achieving and then it's like middle right? And I feel like Berkeley Heights has always kind of felt that, like we did a lot to make sure that we have our AP classes and our opportunities but what about those kids who just kind of fall in that middle, who's tracking them? I don't know, is it that our staff need more professional development in that or is it that we're understaffed in that area? And I think that for me, is my overall long term question is how do we address that?

Dr. Marr made the following statement:

I think that's a great question and I think that we can begin and that work has already begun but I think that we can continue to address that by looking at the data and teaching the teachers how to take a look and triangulate the data that they're seeing in the classrooms and make those connections with families and then that's also the role of the supervisors, to provide the professional development that you're speaking of and the directors. In order to support them in that effort.

Mrs. Stanley asked the following question:

Because parents, especially parents of special ed kids, they're used to having to advocate for their children, especially by the time they get to high school, but I think sometimes it feels like they're

constantly well this happened, who reached out to my kid, who helped them? And it just feels like they want it to be the opposite, they want the school to reach out before they even look at the grade and say hey we saw that this test didn't go well, this is what we're gonna do, you know, and kind of help them through that. We want our kids to advocate for themselves but if their test grades are not doing great they start to feel that they're behind and what's the point, right? And that's really hard as a parent to sit there and see your kid struggle like that so I just want to keep encouraging us to keep looking at that and I know we, looking at these numbers and looking at the whole child and how to get them engaged and getting them to be more self advocating is really important.

Dr. Marr made the following statement:

Agreed. Yes it is.

Mrs. Joly made the following statement:

Also, like to Bill's point, it doesn't seem like 6 weeks is a lot of time to you know bring somebody up to the right level so I'd be kind of curious to see, going backwards in time, what happened in ninth grade, what happened in tenth grade, to kind of build them up because when we're addressing it in eleventh grade it's already too late. And just to, I would actually take a look like how effective is our special education program if more than 50% of the kids who are in special education don't meet the requirements of the NJGPA. And not just that year but going back in time and seeing what could be done better in the earlier grades.

Dr. Marr made the following statement:

And I think so, and that's part of how we use this data is to look at our curricular focuses and how we're moving forward like 9th, 10th, 11th and how that vertical alignment works within the two core areas.

Mrs. Terrero made the following statement:

So kind of the same question but do we typically prep our kids for this test before they take it and if we have special ed children who are kind of falling in that category of we're not really sure, are we proactive in trying to prep them for this test beforehand so their not failing it and feeling defeated, and only have six weeks to recover, are we doing anything to kind of identify things at an earlier stage if we can target and know that we need to do this intervention earlier.

Dr. Marr made the following statement:

So I think I struggle sometimes with the word test prep because what that used to mean was they would get a workbook that would look like the test that they were about to take and that's certainly not what's happening. However, the level of questioning, the complexity of questioning, the students working on their stamina in reading and mathematics and making sure that they can last because these tests are not quick so they're having to sit with content for an extended period of time so those sorts of scaffolds are built into the year to ensure in the curriculum they're exposed to questions like they'll see on the test, whether it's math or ELA, and not just this, any of our state assessments. It's a part of what we do in education, and then it has to be a part of how we teach and one thing that I can say about these is they do put really good, solid math problems and good, solid, complex texts in front of students, which is what we do in the classrooms as well.

Dr. Feltre made the following statement:

But what I can also say, this is also part of the data literacy. There are reports that we can get from LinkIt on comparing scores to Mrs. Joly's point, looking backwards, we can look at growth, and get specific student growth data to see where they've been so we can identify the students that we can actually grow in the 6 weeks. Because sometimes it could be a bubble, right? You don't need to teach them everything. You need to find out where it is that or what are the concepts that they're not understanding and targeting

those. You don't need to teach everything, you need to know specifically what they got wrong, and that's where the evidence statements come in, so that we can focus on that.

Dr. Marr made the following statement:

I can also say, to that point, that what the public data doesn't show is how close these students are to passing, so it doesn't always mean that a student is at a starting point. We have a lot of students that are very close to being able to pass, and that's part of the data that GL pulls in order to target that intervention in those six weeks.

Dr. Foregger asked the following question:

Do you have the cut scores for the NJGPA in ELA and Math to pass?

Dr. Marr made the following statement:

725.

Dr. Foregger asked the following question:

725 each? And what percentile does that correspond to?

Dr. Marr made the following statement:

I don't think there is a percentile. The percentiles that are represented in the presentation are the percentile of students that met that 725 cut score.

Dr. Foregger made the following statement:

No, I mean, when a state has to set a cut score, they set 25... you said 725 for each. So what they're basically saying is some percentage of the kids will pass if we set it here, maybe 50%, maybe 75%, I don't know what they use. Do you know what they use?

Dr. Marr made the following statement:

I don't know. I would tell you that oftentimes it's a formula so I'll be happy to provide that.

Dr. Foregger made the following statement:

It would be interesting to see what percentile they use to say yes you passed the test. Because then you can go to the other alternate things, like ACT, PSAT, SAT, right? All these other tests and we know their cut scores and we can look up their percentiles. I did some of that, like for ACT at 17, it's like 48th percentile. I think the PSAT was very low cut scores like 33% or something so that gives you some idea of how difficult this test is compared to the alternate.

Dr. Marr made the following statement:

I appreciate that feedback.

Dr. Foregger made the following statement:

It would be interesting to know what they're using for a percentile. Thank you.

Mrs. Joly made the following statement:

Just a comment on the test prep So, all of these tests ask different types of questions, and they're different and they're timed, right? And so, part of taking a test is time strategy as well. So it's just to your comment oh you know test prep doesn't...but I think test prep is important to see the format of the test to kind of go through it maybe once, maybe twice to understand are the questions easier and then they get harder progressively, how much time do I need to spend here versus there? And it's still the same knowledge

that the child has but it's just test taking strategies which is not bad in and of itself because every standardized test is different.

Dr. Marr made the following statement:

Right and I would agree with that because that kind of speaks to the stamina that I was talking about because these tests are...the students do have to sit for a significant amount of time and so making sure they're prepared to enter that environment. And a lot of that happens with the assessments that teachers provide through the year to mimic that environment and mimic that complexity and to make sure that they're exposed so good point.

Mrs. Akiri asked the following question:

Have we thought of comparing how we did with NJGPA with our neighboring districts? New Providence.

Dr. Marr made the following statement:

We can certainly make that comparison.

Mrs. Akiri made the following statement:

Just for the, like where you showed us for the last 3 years with New Jersey at the state, but New Providence, is a similar size district as well.

Dr. Marr made the following statement:

Yes, to look at our peer districts as well.

Mrs. Akiri made the following statement:

Yes, to look at our peer districts. That way we know how we are faring and maybe that can also answer one of Bill's questions like why are we losing some of our kids at high school, maybe that's a reason. The other question is not related to NJGPA. When are the NJSLA results out?

Dr. Marr made the following statement:

We are awaiting that from the state.

Mrs. Akiri asked the following question:

Will we get a presentation on NJSLA?

Dr. Marr made the following statement:

Yes, NJSLA is required within 60 days of receipt as well.

Mrs. Akiri asked the following question:

In that presentation can you include the peer districts?

Dr. Marr made the following statement:

Yes.

Mrs. Terrero asked the following question:

This is just an edification question. If you can use alternatives like the ACT or SAT, if a child has taken an SAT or ACT in the fall of their 11th grade and they knock it out of the park, why even take the NJGPA test?

Dr. Marr made the following statement:

Because it's required by the state.

Mrs. Terrero asked the following question:

Ok so that's a graduation requirement.

Dr. Feltre made the following statement:

The alternate pathways do not come into play unless you take the NJGPA, you have to take it.

Mrs. Khanna asked the following question:

I have a question on the timing of this. This test happens in the spring, is that right?

Dr. Marr made the following statement:

Yes.

Mrs. Khanna asked the following question:

So you're talking about the class of 2026? These are their results correct? In 11th grade. I wonder why do we not have this test administered in the fall of 2024 and if they need an intervention, if they need help, if they need a strategy to help them get up, you know improve their scoring, their knowledge then they take the test in the spring of 2025.

Dr. Marr made the following statement:

I would say because it's mandated by the state that it has to be done by their eleventh grade year. But I hear what you're saying.

Mrs. Khanna made the following statement:

It is still their 11th grade year, they would just take it in the fall so whatever the October or November timeframe.

Dr. Marr made the following statement:

The windows are set by the state.

Dr. Feltre made the following statement:

Well and the content. The content that is being assessed is the content that is through the end of the 11th grade year, so part of the challenge is and something that we need to look at globally is what are our students missing? Because sometimes if all the students are missing one particular topic then we're not teaching it before the assessment. So if we're teaching it in June and the assessment is in May, they're getting it wrong because they haven't learned it.

Mrs. Khanna made the following statement:

That's fair. Looking at the trend, I was trying to understand the trend of the 2023, 2024 and 2025 and for whatever reason, the 2024 numbers show a dip and then it picks up. I don't know if there was an analysis done to figure out why the dip and then the scores sort of go back up. And does any of this go back to the middle school in terms of looking at the math program or the English classes that will help us start something sooner or do something different so that it's not getting too late in the process.

Dr. Marr made the following statement:

So any assessment that is provided by the state or nationally normed provides us information about how we're doing with our curriculum and so the answer is yes, we do use that to look backwards and to use this endpoint as backwards planning to see where our student gaps are and is that a gap for a certain subgroup of students, is that a gap for all students, and then where can we address that in curriculum so that we can intervene before the next cohort gets there. And as for the 2024 dip, these are three different

groups of students that took the test and so those comparisons, there are dips and shifts in the student populations but it's certainly something to look at because I saw it too, I agree.

Mrs. Khanna made the following statement:

I guess the question in my mind is, I want to say maybe 2 years ago or more, the concept of the building thinking classrooms that was implemented formally, informally whatever be the fashion and that certainly had an impact in the way students were learning specific subjects, you know, math and whatnot. So I'm curious if sort of this trend, does that tell us something, and you're closer to the data so I'd be curious to understand, is there a correlation in the instruction and the methodology that is being followed that is leading and it's not an immediate effect, it's going to show up perhaps with some sort of delay, so I would be curious to see or hear any analysis that would correlate why the trend is what we see and what we are doing about it.

Dr. Marr made the following statement:

Sure, certainly.

Mr. Dillon made the following statement:

And just to add on, it's not just the classrooms, it's the support in the classrooms.

Mrs. Khanna made the following statement:

It's the support in the classrooms right, I mean it's the entire.

Mr. Dillon made the following statement:

We talked about this at a previous meeting, right? So there are a lot of things that are changing across this cohort, hard to tell but it'd be great to know all of them.

Ms. Bradford thanked Dr. Marr.

COMMITTEE AND LIAISON REPORTS

Finance and Facilities Committee Report 7.21.25

Dr. Foregger gave the following report:

I sent this out. You all have a copy of it so I don't want to read the whole thing. I'll just cover a few items.

- A recreation grant for \$88,000. We did not have cost estimates for each playground, but are working on getting them.
- This is an email from the Buildings and Grounds and Architect. I met with both principals and reviewed both playgrounds. I also met with Dylan from Ben Schaefer Recreation. He'll be visiting this site tomorrow to assess the existing conditions, and we'll provide a cost estimate one week from tomorrow for both locations.
- For your reference, the current lead time for playground equipment is 8 to 10 weeks, so this would be a fall project.
- Facility Fees, we have to set facility fees and we asked for kind of a survey on other districts, what do they charge and so we're waiting on that.
- The water meter that was asked for by the Environment Commission, they had planted about 200 trees up at GL and that was installed but we asked them take it out and essentially, it stayed but the billing is now moved to the Environmental Commission so we're not going to be charged for any of that water.
- Referendum projects, those would start, if we passed the referendum, the referendum projects would start in the summer of 2027 and probably finish in the summer of 2028 but there are no deadlines to finish all the projects.

- Finally the cafeteria enterprise fund ran a deficit of \$60,000 in the most recent fiscal year and we need to transfer some funds to cover that deficit.
- There was some discussion about complications of the failure to pass that resolution to allow summer payments in July. We have one bill left from a roof that will not be paid within the required 30 days. Other complications from the failed resolution include lease payment penalties of \$1,337 and additional costs incurred for a Google contract.

That's all I have on hand.

Mrs. Joly asked the following question:

I just have a question regarding something that was discussed in finance and facilities. Just as an aside, with respect to the referendum projects, Dr. Feltre, can we maybe, either at the next meeting, get an update because those applications were submitted. When do we expect to hear back from the state as to what projects were accepted or not?

Dr. Feltre made the following statement:

We actually met with the architects today. They were assigned their reviewer and they expect to hear in November but the Facilities and Finance Committee will meet next Friday and the architects are planning a presentation.

Mr. Dillon made the following statement:

Just a follow up there. The election's in March. You're okay with not knowing the final results until November? Is that enough time?

Dr. Feltre made the following statement:

Well the architects say yes. We would have preferred it sooner but the projects didn't get submitted to the DOE until July.

Mrs. Akiri made the following statement:

Dr. Feltre, can we ask the architects after they make the presentation to the committee, can they come and present at our next Board meeting?

Dr. Feltre made the following statement:

Absolutely, yes. We have already asked them for September 18th.

Mrs. Akiri made the following statement:

Ok great.

Policy Committee Report 7.12.25

Mrs. Stanley gave the following report:

First Read:

- P2200 Curriculum Content (M): Failed the first read last Board meeting. We took a look at Strauss Esmay's alert and they did not discuss removing the processed items that were listed that were removed from the regulation. I did ask for the Strauss Esmay updates to the Policy 2200 which we had not been looking at and in their newest update they also got rid of the processes in the policy. So there must have been an update that the Board had missed, that they removed this. We have reached out to Strauss Esmay to find out why they've removed these items and we are just waiting for them so we are going to bring it to our next meeting in September.
- P155 Board Committees: We had a really good discussion on committees and the Superintendent's hope for changes that again that we are not looking to implement until January when we would have our new Board members sworn in after the elections this year.

- We discussed having 4 main committees: Administration, Business, Education and Personnel. These would align with the agenda so every item that is on the agenda under administration would go to that committee, administration, it would policy and such. You would have more understanding of what each person is discussing and where it is on the agenda. Again, I have this on for discussion tonight under new business so we can talk as a whole together so it's not on the agenda for a vote tonight.
- P0174 Legal Services (M): This is a revision to a policy we already have. The committee had a discussion on the Board President's role in the policy and their responsibility to notify Board members on all legal matters brought to them by the attorney, and whether language should be added to address such. There were only two Board members in attendance so no language was added to that effect. However, there is language at the end of the policy that talks about informing the Board of all legal updates. I'm going to read it, so if you do look at the attachments, unfortunately the policy was pulled prior to these changes being made but Strauss Esmay does not have this last paragraph. So on Policy 174 it reads, "all communications between designated contact persons and legal counsel regarding threatened or pending actions, claims, or investigations against the Board of Education must be communicated to the Board by the applicable designated contact persons at the following board meeting. Such designated contact persons shall continue to update the board as such matters on a regular basis." So this is not a Strauss Esmay language so this must have been added by our Board in probably the year of 2022. It was struck out by the staff, so the committee realized that we want this language still in, we all agreed to that but unfortunately when they pulled it it still had the strikethrough but you are voting tonight to keep it in. If you want I can make a motion to actually do that but it is part of the policy and it is in the committee minutes if you read it. They just pulled the PDF before we got there.
- P0177 Professional Services (M): There were minor changes to language and the committee agreed with those changes.
- P1636.01 Notification of Promotion, New Job and Transfer Opportunities: This is a new policy to the Board. It is not a mandated one. We agreed with the new policy but we asked that our staff be made aware of the new policy and to make sure that we are complying with everything in there, especially when it comes to salary language because I don't believe a lot of our postings do put salary guidelines in there so we're going to have to start making sure we do that once we accept this policy.
- P5339.01 Student Sun Protection (M): This is mandatory and it is new. We agreed to the policy, we also added both of the optional language options that Strauss Esmay offered. We also added an extra sentence on aerosol sprays to make sure that they are not being used inside to cause issues.
- P1648.15 Record Keeping for Healthcare Settings in School Buildings-Covid 19 (M): This is being abolished because it is no longer applicable as we're not under the Covid 19 laws and regulations.
- P5120 The Assignment of Students: This is a revision. This policy the committee had looked at in two previous meetings but after our exec session last Board meeting, we felt that maybe we did need to actually change language and clarify it so that all parents are on the same page and we can have a conversation. So if you can please look at that language and make sure. We took Tom's suggestion of adding some headings into it to help split it up and we also added some language to that, I think it's the second paragraph to make sure that everybody's on the same page on what conditions we're talking about.

Second Read:

- R2430 Co-Curricular Activities: Went through the first print out that you received and it did have some missing items. That one has been fixed and added onto tonight.

- P9160 Reserved Seats at Promotions and Graduations: Parent request. There was a lot of discussion and disagreement with how to move forward with this item but Dr. Feltre is going to discuss with the principals to see how we would like to address the concerns of parents moving forward. So we'll hear more from Dr. Feltre in our September meeting on what we want to do with that one.

Mr. Disler made the following statement:

Just one comment, on 0174 you asked do we need a motion because of the strikeout language, so since the policy in the attachments does not match, I think you should make a motion to include the strikeout language.

Mrs. Stanley made the following statement:

We'll make the motion once we get there. I also know Natasha, you had some concerns about whether or not it should come to tonight for a first read but again, there was only two Board members in the meeting and we can't just sit the policy there so I thought in policy committee we discussed about bringing it to the full Board and letting them vote upon it whether or not they wanted to add any other language so if you want to offer up your opinions on that one once we get to the vote.

Mrs. Joly made the following statement:

Sure, I don't have prepared language but I will certainly discuss my concerns.

Mrs. Stanley made the following statement:

Again, it's very hard when we're only gonna have two people in a committee because it's just gonna sit there.

Personnel Committee Report 8.18.25

Mrs. Stanley gave the following report:

- We're hiring a BA consultant. It is on the agenda for tonight. This is to help mentor our staff in the BA office as we get ready for a possible referendum, an audit and a QSAC year.
- We also had to update our special education staff and move two of our staff members to full time because of the needs at both GL and Mary Kay McMillan. We have a budget to accommodate these increases because we had a large breakage of staff from long-time retirements and resignations. We agreed to move forward with these moves.
- We also are adding a full-time teacher and a new behavioral based resource program at Mountain Park because we have students, one who is in the district, one who is moving in and they have significant needs. The cost for the change for the full time staff and the full time teacher could be subsidized this year by new students coming in to the Deaf and Hard of Hearing program revenue.
- We did ask some questions about whether this was in the best interest of our staff and the staff believe this is the best way to go forward. Paras are already needed and will be supporting the teacher in the classroom. All Board members in attendance agree that we like to see students stay in the district if possible, not only for cost but to keep them in their community.
- We are changing the Reporting, Accounting, and Budgeting Specialist Assistant to Assistant BA. The candidate would be able to be in the district quickly. They have a license to cover the loss of the Treasurer of Monies position that was voted down. Not much savings in salary but we'll be replacing a 20 year retiree. Committee did push back a little on their hiring process itself. We asked what the long term goals of the business are and we have high expectations for what they can accomplish with these new staff members.
- We also had two Supervisor searches and potential candidates. Only one was available, the recommendation was only for one available at the meeting. We do have another one on tonight

which you guys all discussed, the Supervisor of ELA and Music and Art but we did in the meeting talk about the Supervisor of World Language and Studies. They have a strong background in world language. We hope to look at our World Language Program and support our current staff and hopefully encourage new recruitment.

- We have the Treasurer of Monies. We discussed that, who in the Business Office should be approved. We are looking at the new Assistant BA if they are hired tonight.
- Discussion on whether or not this will be an independent audit when it's in-house.
- We also had some staff issues that we had to address. You can see them in the minutes, they are confidential.
- The alternate attorney was voted down. We had a discussion on concerns that sometimes there are complaints against staff and how are we going to address them without having an attorney that has already been Board approved? And not using a Board attorney that obviously sits with us at the dias. So we asked how we are going to move forward and the Business Office is going to look into ways that we could, if needed, reach out to other legal firms when we come across that.

Please read your minutes. Hopefully I addressed everything that was on tonight either here or at exec session.

Mrs. Joly made the following statement:

If I could just ask a question Pamela, about the last point. Sorry, you said that if there are teachers, like I guess I'm missing the need for potentially having an alternative law firm.

Mrs. Stanley made the following statement:

So if you read the minutes, there are multiple points in there, but one of the things that was brought up is that there have been times where we have had the attorney, the alternate attorney, even Porzio, when they were our alternate attorney, have looked into complaints by employees against Board, staff, anybody. And it doesn't seem very independent when you have the Board attorney who sits and has a close relationship to these people, to look into that because it doesn't seem very independent which is why you usually have an alternate attorney. You don't have to use the alternate, you just have a contract with them so you can use them at any time. That's really the point of having an alternate attorney. So there were some concerns and there were some examples given of when that was needed and times we have used them and we discussed how we're going to move forward. If something comes up, what are our options? Does it need to be Board approved in order to call an attorney when we run into this situation? Do we need a contract? We also talked about, we also have Chaudry who is special education, would they be willing to look at their contract, if their contract says only special education, would they be willing to be that backup for us? So we did look at different options but I do personally have a lot of concern about that and you know, they were the cheaper of the attorneys so I don't really understand why, cause you don't have to use the alternate but you have them on contract so if something happens you have them so I really don't understand that, but my concern is how do we move forward? It was already voted down so how do we move forward? The business office is going to look into ways so we don't get ourselves into trouble.

Mrs. Akiri made the following statement:

On the last point I believe, when Boards appoint a Board attorney, I think professionally they're supposed to be acting as non-biased or unbiased. I think it's just an appearance, I think the statements being made are you know, just because the Board attorney sits at the Board meetings he might have a relationship and then he cannot handle it. I think in the past other school districts, if the Board attorney determines that there is a need, the Board attorney advises as such. So I don't think that we need an alternate Board attorney and we have raised the concerns with the administration on why and what's happening in terms of the review of OPRA bills. We haven't had any, this has been going on for 6 months, because once documents are released under Open Public Records Acts, they are public and I reviewed the bills today.

Mrs. Joly made the following statement:

Sorry, this is a little off topic. We know why they're not here anymore.

Mrs. Akiri made the following statement:

I'm just saying, the tiny red flag that came up to me today, we are, I think the Business Office is forwarding basic requests of simple OPRA requests from a parent to an OPRA attorney and charging us. You know, to make a statement that their fees are low but when they add up every month.

Mrs. Stanley made the following statement:

So in all due respect, getting rid of the alternate attorney did not solve that problem because now the OPRAS are just going to go to the more expensive attorney right? I'm just going to say that because I don't understand it, but again, it has nothing to do with the personnel minutes. The personnel minutes were about what we do to move forward so we don't get ourselves into trouble. But again, the logic here, that doesn't follow.

Mrs. Joly made the following statement:

Just again because Pam said the more expensive attorney, David, I believe we had a conversation about OPRA's and it's not your rate, you would typically have someone who is a Paralegal handle that at a lower rate.

Mrs. Akiri made the following statement:

Also, there is no requirement, I don't think in the past precedent, that it's up to the Business Administrator to make the determination that every OPRA has to go to an attorney's review. So this is a new practice and we have a new Business Administrator and she's aware of our concern so I'm hoping that this past practice will not continue but we'll wait and see.

Mrs. Khanna made the following statement:

I do have, less on the minutes but I'm curious why this topic came up in personnel given it's not personnel technically.

Mrs. Stanley made the following statement:

So I had asked after the last meeting like a month ago or two months ago no, for it be added to the personnel because it is a hiring and firing.

Mrs. Khanna made the following statement:

This has always been a finance committee.

Mrs. Stanley made the following statement:

So the agenda that Dr. Feltre sent you, had this on there.

Mrs. Khanna made the following statement:

I'm not asking you, I'm asking Dr. Feltre.

Mrs. Stanley made the following statement:

But you're the Chair of the Personnel.

Mrs. Khanna made the following statement:

I'm not here to argue with you, I'm here to move forward with the discussion so I'm just curious why this particular topic made its way into the personnel committee.

Dr. Feltre made the following statement:

Because a Board member asked me to put it on as personnel.

Mrs. Khanna made the following statement:

I mean I get a Board Member asked but I'm curious, are we now going forward, going to discuss these in personnel or is this a one time thing?

Dr. Feltre made the following statement:

I think that would depend where the committees want this to be discussed because sometimes topics are discussed in multiple committees.

Mrs. Khanna made the following statement:

I mean this is a very specific topic hence I'm trying to understand. Are we moving to having these items discussed in a different committee from what it was before? And it's ok if you don't answer that right this minute, think about it and let's as a Board agree where we want to have these discussions.

Mrs. Terrero made the following statement:

Can I just suggest something? And it's just that one little topic that people are concerned with. If there's a concern for the need of an attorney that's a third party, could we agree if we find somebody, that they don't do anything else other than sit there in a holding pattern? So that if they're needed we at least have somebody? And they are not sent OPRAs, they just are there on contract in case and then that would alleviate the concern.

Mrs. Stanley made the following statement:

That's actually what the alternate attorney is. This Board just got upset because the Business Office wanted to be fiscally responsible and send the OPRAs to the cheaper of the attorneys. But again, we're getting off topic because I think working with the Business Admin is the way to go right? Because the issue was never the attorney, the attorney was there as an alternate, so if we needed them the staff member just happened to use them because they thought it was more fiscally responsible. You don't have to agree with that but that's exactly what the alternate attorney is. So, if we want to hire a new one and say we only want this for certain things, that's totally in our prerogative.

Mrs. Joly made the following statement:

Sorry, this keeps perpetuating because I cannot let that comment, sending every single OPRA request to an attorney is not fiscally responsible. Sending an OPRA request for curriculum minutes, which I'm about to read and being charged for that is not fiscally responsible. The reason why we voted down that firm was because after repeated requests, at least from me, to understand why they are reviewing OPRAs that they had previously reviewed for OPRA requests, I have not gotten any satisfactory written response.

Mrs. Stanley made the following statement:

But anyway, does that stop the BA from sending it to Porzio?

Mrs. Joly made the following statement:

So that's a separate conversation.

Ms. Bradford made the following statement:

Mrs. Joly, Mrs. Stanley, we are off topic. Moving on. Just as a reflection on Policy 5539.01 Sun Protection, that was the initiative of our local assembly person in Summit and she got feedback from the community and she took it to the state legislature, came through Strauss Esmay and here we are. So that's how that process worked.

Negotiations Committee Report:

Ms. Bradford gave the following report:

- The committee will be meeting on Monday, August 25th with representatives from the head custodian's contract team as discussions continue.

Union County Educational Services Commission:

Ms. Bradford gave the following report:

- I attended as an alternate for Mrs. Khanna for the Union County Educational Services Commission on Wednesday, August 13th.
- There was an update on the plans for the building expansion on the property next to 45 Cardinal Drive in Westfield. They are using Solutions Architecture.

Berkeley Heights Town Council:

Ms. Bradford gave the following report:

- This summer the Berkeley Heights Town Council met to acknowledge the successful season of the GL baseball team,
- Following the torrential rainstorms in July, the Town Council has been evaluating the damage to roads and property. The process continues as well as how to pay for the repairs.
- Street paving projects within the town have been adjusted.
- The Council continues to work on the municipal affordable housing plans. Please refer to the website for information.

Mountainside/Berkeley Heights Send/Receive Agreement:

Ms. Bradford gave the following report:

- Members from both committees had an introductory meeting on July 8th. The next step is to gather data and have a meeting of just Berkeley Heights members. The next joint meeting is scheduled for Tuesday, September 16th.

Board Goals:

Ms. Bradford gave the following report:

- The process for updating board goals will begin with the Board members completing an online self-evaluation through NJSBA. That site is down right now, but Mrs. Cleary's gonna let me know when it is up, and the Board President will keep the Board members informed of a start and ending date to complete the self-evaluation. That will be sometime in September.
- Mrs. Jean Cleary will share the results and assist the Board in creating new goals for the January 2026 meeting. The Board officers and Dr. Feltre will be discussing options for a retreat to discuss and define these goals.
- Mrs. Jean Cleary, the board's NJSBA field representative, met with the district to review a checklist on the five-year strategic planning process in support of the district. The tentative dates Dr. Feltre mentioned in September, October, and November for community meetings were discussed. There'll be more information coming up on that soon.

Athletics and Co-Curricular Committee Meeting 8.12.25:

Mr. Dillon gave the following report:

- The majority of the meeting was spent on discussing the GL turf area.
- The fall sports season will kick off a week from tonight, 8/28 and we had a couple of topics related to that that came to the top of the agenda.
- The Athletics Director and the football team requested a move on their first home game on Thursday to be a night game which then required lights to be secured and brought in. So we

discussed that as an opportunity. They shared with us that they had donors so it would be no cost to the district. So we approved moving that forward onto tonight's agenda so you'll see on the agenda you have the right to vote to accept the donation that will cover the cost of the lights for the first game next week to be played under the lights. I believe, while we didn't get into this specifically, I believe it is heat related in terms of playing a game in the middle of the day kind of in the August weather.

- On that topic, we also discussed the fact that the press box here at GL, is officially deemed unsafe, and will be closed. So we talked about what that meant. How do we get out in front of this fact and update the community and the teams and the students that will be attending the game, I assume, at night, and so that nobody was shocked that if for whatever reason the team and the officials needed to take and rope off a portion of the bleachers that would happen because the press box itself is no longer available to us. I will save any further press box construction updates.
- Reviewed some vacancies when we came to coaching positions, we approved moving forward, there's a lacrosse coaching position that's vacant, we agreed to move forward with the interview process.
- We also discussed the launch of, which we've talked about here in the past, the online ticketing solution. So hopefully you guys have all now seen, ahead of any games this fall, you'll be able to purchase a ticket through an app ahead of time, skip the lines. There are also options to buy discounted student passes and both discounted, I believe, discounted student and adult season passes, so if you intend to go to every football game you could prepay and buy a season pass and get a discount there.
- Topics that we had discussed but we didn't have answers on that we need to follow up on. I'll bring this up every meeting until we have a full answer.
 - Where are we at with adding boys volleyball and girl's flag football as active clubs here at GL for the 25-26 school year? Still some facts that need to be worked out that Dr. Feltre and CJ will get back to us on/
 - We discussed and wanted an update on how communication was improving, specifically the protocol for students that are not on the GL or Berkeley Heights campus during the day. Specifically, the Union County Vo-Tech students who don't actively use the same Google Classroom network and Coaches like to use the Google Classroom network to communicate changes to practice, changes to times, we're not going, buses early, whatever. There's a gap there, so we asked for an update on the protocol for those students that may be using other tools throughout the day.
 - The topic came up around lower Columbia. With fall sports about to start the committee was questioning and making sure that, now that we've leased this property to the town, who would be responsible for making sure that the CMS soccer field was playable for practices and games? A little bit of ambiguity there I think from our perspective and the administration owes us an answer there.
 - We discussed the status of some issues that had been brought up previously, specifically the conditions of certain areas of Governor Livingston, where there is county construction debris that may be hazardous to our students. Whether or not that's on GL property and working with the county to get that removed.
- We also discussed how to potentially change the current format of the GL Varsity Sports Awards. Potentially, there are some opportunities to make it more engaging or inviting to these athletes. We were noticing that attendance is starting to dip a little bit. I think CJ does a great job with his videos and getting the kids all engaged, a lot of them are seen maybe before we get there but just something we're going to continue looking at as a committee moving forward.

Dr. Foregger made the following statement:

You mentioned something about GL turf was under discussion, GL turf area. You said you discussed that, what's going on there?

Mr. Dillon made the following statement:

I was referring to the turf field in its totality. Specifically around two things, if there was a request for these lights or to put more lights up, we traditionally only have one game, we've approved that budget. If they wanted to put up lights how would that happen, what impact would it have and who would pay for it? And then secondarily we did discuss this press box and the safety of the press box and what if in any way the safety of that press box impacted the rest of the area for our student athletes, our students that are just coming to watch and our parents.

Dr. Foregger made the following statement:

Ok, then you mentioned, it went a little fast for me, I couldn't pick this up. You mentioned boys volleyball and then girls something.

Mr. Dillon made the following statement:

Flag football. We've brought this up several times.

Dr. Foregger made the following statement:

Ok yeah I remember.

Mr. Dillon made the following statement:

We're trying to work through the policies as to what is an active club, how do we get them kicked off year one.

Dr. Foregger made the following statement:

There's something on formal clubs. Is this considered a formal club?

Mr. Dillon made the following statement:

As part of the policy changes, I think we're working through that.

Mrs. Joly made the following statement:

Just with respect to the turf, I recall we had some discussion about the maintenance of the GL field. Was that discussed at all?

Mr. Dillon made the following statement:

It was not part of this agenda. I will make sure it's on a future agenda. It wasn't time sensitive like the other topics were.

Mrs. Khanna made the following statement:

I just want to go back to the CMS field topic. Do we not have clarity if the field will be ready for fall sports? Or rather who should be looking at that?

Mr. Dillon made the following statement:

I certainly left the meeting being unclear. That was a follow up question we had. I guess what I wanted to make sure is, given what I read, like everyone else reads, kind of what's going on at the Berkeley Heights town, and what appears to be very little movement there to do anything to CMS and also our agreement post the lease agreement and what was in or out. I just want to make sure all the parties know who is responsible for making sure that those fields are ready for CMS come the fall season right?

Mrs. Khanna made the following statement:

Because I'm sure it's written in some agreement but it is only as good as somebody following up and making sure that hey, you know, here's the date, here's a game and we need to make sure that the fields are ready so I'm just curious.

Mr. Dillon made the following statement:

Which is exactly why we brought it up, just to get it on the agenda, get an answer, put it out there and get it resolved within the next 2 weeks that we've got.

Mrs. Joly made the following statement:

I mean I think the agreement that we put in place after was meant to keep status quo so whoever was doing it before whether it was the district, the rec department, needs to continue to do it. I don't know Dr. Feltre, it should be a fairly quick conversation with Mr. Romano right?

Mr. Dillon made the following statement:

I guess my concern would be, even if it's in writing, I'd love to have somebody from both parties verbally get together and say yeah, we're all on the same page because I'd hate to rely on a document and then our student athletes are impacted unintentionally. So I think that just making sure all the T's are crossed and the I's are dotted.

Technology and Communications Committee Meeting 8.12.25

Mrs. Terrero gave the following report:

- The committee reviewed the current need for 28 new UPS battery backups to replace old and non-working units. These UPS units are critical for the district during power outages. Total cost for replacement is \$54,069.57.
- The committee discussed a new product called CyberNut that would be used to assist in training staff members in cyber security. The product is specifically designed for K-12 school districts, and would be used to run various phishing simulations for staff members, and it is just for staff members, just so everybody knows, this won't go to the students. The initial simulation would be used to create a baseline, and then subsequent training simulations would trigger phishing emails to try to trick the staff. For example, vendors could come from iReady, BrainPop, etc, attempting to trick staff into clicking onto something and if the staff fails a simulation test, then training would be provided to the staff member.
- The committee requested the administration provide feedback on any issues that may have arisen as a result of failed Resolution AC from the 6-26-25 meeting. One issue that came up was the district's contract with Google. In mid-July, this contract with Google was up for renewal. The current contract from the school calendar year 24-25, consisted of the contract with Google has the district paying \$5 per student plus free staff licenses. This contract remains in place through the 25-26 school year. Total cost for the district is about \$14,000 per year. Google proposed a new contract in July, but the district would have to sign a 3-year contract. The proposed contract would have a district pay \$4.50 per student, plus free staff licenses. This rate would be locked in through 2028. Total cost for the district would have been about \$12,600 per year. If the district chose not to sign the newly proposed contract, the following numbers would apply. The new contract would be effective for the school calendar year 26-27. The district would pay \$6 per user, as we would now have to pay for licenses for both students and staff. Total cost for the district would be about \$20,400. Just so you guys know, I made a little modification to the numbers that I originally emailed you, because I actually didn't use a calculator the first time. So if you're seeing a little bit of a different number, that's why. The numbers provided above are based on the current enrollment numbers, which are roughly 2,800 students and 600 staff members. Unfortunately, the

district was unable to sign the new contract offered by Google, so the district will be paying \$6 per user starting in the school calendar year 26-27.

- The committee also had a brief discussion to further discuss the Highlander link on the district website, directing users to tap into. The topic has been tabled so that staff would be able to provide input on the topic, because obviously the staff was on vacation over the summer.

Mrs. Akiri made the following statement:

Any of these contracts with financial numbers, you said, do you make the decision? I see some of the items that you spoke about, like the phishing, the cyber whatever, they are already on the agenda to be voted on but they never made the finance and facilities committee agenda. So if there's a financial impact from the budget, like we are signing contracts and some of these are multi-year contracts, so technology can discuss, I think last year when I was on the technology committee, we would discuss new things. I think we were talking about voice over IP phones and stuff like that. Once they discuss and make a recommendation and if there is a multi year contract, they should come to finance and facilities. Dipti, you were the Chair last year, didn't they come to finance?

Mrs. Khanna made the following statement:

That was the process.

Mrs. Akiri made the following statement:

And now it almost feels like some of these items are going to different committees and automatically making the agenda even though they have a line item impact to the budget.

Mrs. Terrero made the following statement:

So we didn't approve that, I think it was just presented from a technology perspective. Dr. Feltre, I don't know, is that more of something that falls within the budget of the technology bucket? I don't have any idea.

Dr. Feltre made the following statement:

I would have to look back at prior agendas and it's not fair to ask Jen because she hasn't had an opportunity to look at that.

Mrs. Terrero made the following statement:

I think CyberNut is on the agenda tonight.

Dr. Feltre made the following statement:

Yeah, it is.

Mrs. Akiri made the following statement:

I think some of the backup stuff that you mentioned is on the agenda. Like these are finance and facility upgrades, so in the finance committee if something like this comes up what we like to see is, did you compare different vendors? How long is the term? I specifically asked in the last finance committee, there was this mention of the resolution not passing, the Google contract, I asked Dan Gallagher if I can get some additional information on when was this signed and stuff like that but I didn't know that we are just going ahead and approving stuff that was discussed on technology without making the finance and facilities.

Dr. Feltre made the following statement:

Ok so that could be my misunderstanding in terms of that you have multi-steps and everything's gonna flow through finance and facilities, if that's the case, we need way more meetings than we're actually

having because we have more things to do in between and we don't have enough time to get through everything. Otherwise, we won't have supplies for staff and students to use.

Mrs. Akiri made the following statement:

Just the multi-year contracts Dr. Feltre.

Dr. Feltre made the following statement:

We can't get through the agenda items that we actually have and you want me to add more from other committees too.

Mrs. Akiri made the following statement:

I don't intend to take anything additional. I asked the previous finance Chair and I think they used to have more committees, it was longer and most of the multi-year contracts were definitely looked at from a finance and facilities perspective. That's all I'm saying.

Dr. Feltre made the following statement:

Ok, that's fine and if that's the case for me to be able to do that I need the finance and facilities committee meetings to happen after these other committee meetings so that they can flow before the Board meetings so that the cadence is such that you have what you need before the Board meetings.

Mrs. Stanley made the following statement:

I'm just going to back Dr. Feltre up on that one because we have a meeting that was scheduled for tomorrow and it got canceled.

Mrs. Akiri made the following statement:

Rescheduled, not canceled.

Mrs. Stanley made the following statement:

So I'm going to just support that this, we have to work together, we can't keep pointing fingers. We gotta work together and say hey, let's solve this issue and the issue really isn't which committee it went to. Like that's not really the issue and I think that we need to start working together. Because right now we're just trying to point, you didn't do this or you didn't do that and that's not really helping right? And it's not helping the students at all. What I wanted to say about the actual process is the Google thing seems to be a real disappointment, we aren't able to sign the contract right?

Mrs. Terrero made the following statement:

That's what was conveyed to us in the meeting. I don't know how much we pushed that, I have no idea.

Mrs. Stanley made the following statement:

Are we going to try to push back with Google because we weren't able to sign this contract over these two months?

Dr. Feltre made the following statement:

We tried. Google is Google.

Mrs. Stanley made the following statement:

I mean they're a huge corporation, I don't know they'd make an exception for a small district, but it's really disappointing. I know how much we have started to rely on Google and how much professional development we've done to get our teachers and staff and students all up to date. The last topic though, the Highlander and TAPinto relationship, I don't understand why the Board would be involved in this.

This seems like an issue that is for the Principals and the staff that run our Highlander publication and I feel like this is overstep. It's one thing to ask them, you know, do we think this is the most efficient, what do you want to do? But it's another when we're starting to get involved and say this is what you should do, I think this is an overstep of the Board's role and so I would push back on the technology committee that this is a little bit of an overstep and maybe when you do get the feedback from the staff just remember that. They need to make the best decision for the students and some of this micromanaging is too much. They gotta be able to make the best decision for the students.

Mrs. Terrero made the following statement:

I think one of the concerns, just to address that, it was brought up in a prior meeting, that because they were an external third party, and they were a news source, that there was concerns because you could get from TAPinto to other locations and see maybe opinion pieces or whatever and so the question that came of it was not so much saying you can't use it or whatever, it was more about, are there alternatives out there that we've explored to see if maybe something would be a better product to use for our journalism students or whatnot. So that was really, it wasn't so much as you can't use this, it was more about, is this the best product and have we looked? I don't know how long, I don't know a lot about the Highlander, I'll be honest with you so I don't know how long we've used it. I know there was original feedback provided from Dr. Feltre to me and I actually read it to the committee that it was loved by the initial advisor. I don't know if it's the same advisor or if they feel the same way.

Dr. Feltre made the following statement:

It is.

Mrs. Stanley made the following statement:

I think asking the question, is this the best platform or asking is there a different program that you would like to see, I think is different than saying this specific program, we want to look at this one. I think especially when it comes to the Board and the Board that has to run politically and use some of these sources, there's going to be opinions and I think that that shouldn't be involved because this is about the students, not about us and I think asking that question saying is there another thing that we could support you guys in, it's different than trying to micromanage which one they use. That would be my suggestion.

Mrs. Terrero made the following statement:

I think that's the direction we originally talked about.

Mrs. Stanley made the following statement:

At previous Board meetings that was not the direction it has gone so when I saw this, I was surprised and I would have expected more pushback from the district on this.

Mrs. Joly made the following statement:

So it's come up in several minutes, respecting the Google contract and some other things because at the last Board meeting there was a resolution that wasn't passed. So that resolution was about the way it was worded to allow to pay July, August bills. We don't know why that resolution was on the agenda because it was not in the past and all bills were paid just fine. In January the Board did pass a resolution that allows the district to pay bills that it deems important to pay in a timely manner in between Board Meetings so that is why in the past there was no issue. So I guess I had asked for feedback and I think Dipti had as well back in July 3rd, which we still haven't received, given that we had the January resolution, what impact did voting down the resolution, again, because we didn't know why it was there in the last meeting, did it negate the January resolution that did allow the district to pay bills in between meetings?

Mr. Disler made the following statement:

It did not negate it. So if you look at the two different resolutions, the first one is a little more narrow. The January one is a little more narrow, it says only bills that must be paid that are in the best interest of the district. Then we had the June meeting specifically the bill list for July and August so I don't know why the resolution was put on either, I think it's important the Board remembers that that was the last meeting of your former BA and then it was implemented by an interim BA so the person who drafted the resolution was not implementing it. When I spoke to the individual, the interim who was implementing it, again, I think it's important when a Board votes on a resolution or votes it down, that is a message to your administration that there is some intent related to that. When your interim BA looked at anything, his view of that was, I should not pass any bill, if it's on the bill list I shouldn't pass it because that's the intent of the Board. I don't know if that was or was not the intent of the Board but I don't think that was an unreasonable interpretation considering he wasn't part of the process of putting that on. So if you're asking, I think your question was, does it negate the first one? I don't think it does. Moving forward when there's a resolution like that, I think the real problem was, again, the person who drafted it, we don't know the intent of it and I don't think then the person who implemented also know the intent and I think the resolution was when it was voted down, it was unclear then what would be the intent of the Board.

Mrs. Joly made the following statement:

Sorry to interrupt, again, my rationale and I think others had spoken to say, why do we need this if in the past bills were paid just fine? So it was confusion on our part to say why are we voting for this when we didn't need it because bills over the time period were paid just fine. So in reality, if we went back to the January resolution, the Board did authorize the district to pay bills, so I just want to make that clear. There was a resolution and the district could have paid the bills that it needed to pay in the best interest of the district.

Mr. Disler made the following statement:

I think these are unique circumstances right? In that the person implementing it is not the person who originally put it on and was also not at the meeting. I think that did lead to some confusion of what was the Board's intent. I think it's important for the Board to understand that even if a member, an individual Board member says, this is why I'm voting it down, does not mean that's the Board's reasoning and so I think moving forward if there's something like this, my guess is you will not have a resolution like this in the future, my guess is if you did though, it would be helpful at least again speaking to the interim, that when you vote it down you at least amend the resolution to say something to the effect of but all necessary bills will need to be paid. Again, I think that was the intent of the Board but again even if a member makes a comment, you never know what that intent is and when you implement it, specifically again, you have a prior BA who put it on and interim implementing and it puts that individual in a precarious position and their interpretation was, this resolution must have intent, I didn't feel comfortable moving forward. Again, I don't want to put words into his mouth but that was my understanding from the conversation.

Mrs. Khanna made the following statement:

I have a follow up to the whole conversation about the Highlander and linking to an external website. Do we have some sort of a formal relationship with that organization that we are directing anybody who clicks on the BHPSNJ website to an external page? Are they a vendor?

Mrs. Terrero made the following statement:

From what I read it says that we have a partnership with them and there was some level of mentoring from a journalism perspective but that's, I don't know much about it other than the material that I read.

Mrs. Khanna made the following statement:

So in my experience, if we have any kind of a partnership, that would be something that gets on the agenda and that becomes a Board approved action. Is that fair?

Ms. Bradford made the following statement:

Thank you, we can put that on the agenda. Mrs. Terrero, could you put it on the agenda for next time?

Mrs. Joly made the following statement:

Well, it may have been. We just don't know how far to go back in history.

Mrs. Akiri made the following statement:

So on the Highlander/TAPinto, I think the concern was raised because TAPinto is a for-profit.

Mrs. Khanna made the following statement:

Yeah I completely understand the concern. That's why I was trying to get to the bottom of, did we get into this partnership officially with this organization or was it on the basis of a decision made by one individual?

Mrs. Akiri made the following statement:

Yeah and there are state and national level news organizations and if we have a partnership, are we opening up this partnership with other news vendors local or national? And also there was a statement made that for the Board to work politically we need this relationship. First of all the Board is nonpartisan, the Board is not political so I don't know where that statement came from. I just want to understand if we have a partnership with TAPinto are we opening it up to other news agencies with the same criteria? I think we are a publicly funded school district. I went and did the bills today, I think there is a line item in the bills where we're paying a third party almost \$16,000 for website maintenance so if we are allowing and the thing was we are micromanaging, I have no intent of crossing that line but as a publicly funded school district we spend taxpayer money in maintaining our website and if we are going to allow a local news outlet which is for-profit and during the election time takes donations and runs ads which are for either party candidates and that's going to be advertised on a publicly funded non-political school district, that is concern.

Ms. Bradford made the following statement:

Thank you. We'll refer that back to our technology committee.

Mrs. Akiri made the following statement:

No, I want to ask the administration for an answer, a written documented answer. If we do not have a partnership, will this continue to be shown on the website and if it is yes, what are we doing during the election time and are we going to open it up for other organizations? We've sent it to the committee, it sat in the committee for awhile, I think it is up to the administration to answer us if this connection is going to continue on our district website, open it up to everybody and see if there are other organizations that want to partner up or say why are we preferring only one entity.

Ms. Bradford made the following statement:

Thank you for your opinion. Mrs. Terrero, we're going to close this conversation on this and leave it with the administration, we're in the committee and liaison time and now it's up to Mrs. Joly.

Mrs. Akiri made the following statement:

I want to know from Dr. Feltre when we will get an answer on this. Before the next Board meeting?

Dr. Feltre made the following statement:

I was charged with following up with the technology committee meeting on this. I need to speak with the advisor. I pulled up something, the partnership started in 2018 so there's a lot of information that I need to gather before I can even begin to figure out how to answer that question.

Mrs. Akiri made the following statement:

You have a month. We want to know if we're opening this up to others.

Dr. Feltre made the following statement:

It's not up to me, it's up to the teacher who teaches the journalism class.

Mrs. Akiri made the following statement:

But we are paying for the website to be maintained.

Dr. Feltre made the following statement:

I don't believe so, it's free.

Mrs. Akiri made the following statement:

No not paying the TAPinto but TAPinto is connected to our district website for which we use taxpayer dollars. On the agenda today we are paying a third party entity to manage our website. So they're getting free advertisement or free linking to a publicly funded school district website. That's the concern here.

Ms. Bradford made the following statement:

Thank you, we're gonna look into that. Mrs. Joly curriculum committee minutes.

Dr. Foregger made the following statement:

Can I just ask a quick question?

Ms. Bradford made the following statement:

Quickly Dr. Foregger, we need to move on.

Dr. Foregger made the following statement:

I'll go as fast as I can, I just want to know, is there a written contract with the TAPinto people?

Ms. Bradford made the following statement:

Thank you, we'll look into that.

Curriculum Committee Meeting 8.1.25

Mrs. Joly gave the following report:

There are a number of items that you'll see on the agenda for Board approval.

- We have the emergency virtual remote or remote instruction plan, this has been required since COVID and the only update from prior version is just personnel on page 10 for new joiners to the administrative team.
- Approval of summer curriculum, two new courses added in CMS. These courses have been approved previously, Investing and Podcasting and Outreach. Also we discussed the new Math 8 courses. There will be 5 sections based on a placement test and there's approximately 20 kids per section so 100 students that will be entering Math 8.
- Approval of submission, of statements of assurance for professional development and mentoring plans. The plans are required by the state, including state-mandated professional development

activities. The professional learning plans align to the district goals we saw earlier, student-centered learning, data literacy, and support the whole child.

- The mentoring plan includes activities to facilitate new staff acclimation to the district, there's also training the trainer and feedback loop to continuously improve the plan.
- Approval of the 5-year curriculum cycle. The update was a rollover from the 24-25 document, and it was updated for 25-26. The administration's looking to streamline the document in order to facilitate the budget process and put it into a program of studies, in parentheses, of a course catalog. Next time there's a state revision, the district will do a full K-12 curriculum revision.
- Approval of evaluation practice instruments for certified staff members. We discussed the Danielson Model for teachers. There's no changes to that model, and will continue as is. It's a rate and score approach. The Marshall model for principals, it's more of a narrative format versus Danielson, and the Strong, I think I'm pronouncing it right, Strong model for supervisors and directors.
- Also you'll see on the agenda, there are currently four, low enrollment classes that require approval of the Board to continue. AP Italian, AP French, Music Theory, and Digital Media.
- We talked about some informational items, the NJGPA results. I think we had already discussed, The Collaborative Consultative presentation, that's going to happen in October by the Special Services Department. We had a discussion on how the presentation needs to address the questions of how well the model is working, the measured results as well as the transition of Mountainside students.
- With respect to Columbia Middle School scheduling, the committee, I forget the acronyms of the committees, but the committee which are comprised of Mr. Kobliska and teachers and such will visit different districts in the fall to understand various scheduling models. During the winter, work will be done to determine which model will work best for CMS. The goal is to implement the new schedule for the 26-27 school year. Again this is to allow for more in-classroom instruction and potentially give kids more hallway time a little bit so they can break up their really long periods now.

Mrs. Terrero made the following statement:

I am so proud of the district for throwing together an explanation of your five year plan. That was something that was kind of a big deal to me last year and you really mapped it out in terms of exactly what you were doing for each course and I just applaud you guys for doing that because that was really great.

Mrs. Khanna made the following statement:

Just a quick follow up for the CMS schedule, is the idea that we study what might work for our schools in the fall and then maybe implement it like next year, 2026, 2027?

Mrs. Joly made the following statement:

Yeah that's the idea, is to assess over I guess the winter time period, the information gathered from the fall visits and then see what we can do for the following school year.

Mrs. Khanna made the following statement:

Specifically, are they looking at how you do not use a drop schedule or something else?

Mrs. Joly made the following statement:

It could be various models, I don't think there's a limitation.

Dr. Marr made the following statement:

We're not committed to any model. What the administration at the middle school is committed to do is to go and see. We have the presentation from the difference in the number of minutes in core subjects. It was focused on math that was done last year, and so looking to see what is most beneficial for our students, taking the teachers around to see some of these different models in practice, because that's really what it's about. And then making a decision about what works best for our community moving forward in the 26-27 school year so no, no commitment to any particular model or no exclusion of any particular model right now.

Dr. Foregger made the following statement:

Talking about the curriculum committee, we never did see the curriculum for Math 8 but now we see it and I see it as a BTC component to it.

Mrs. Joly made the following statement:

Sorry Tom, I can't understand you.

Dr. Foregger made the following statement:

We never did see the curriculum proposed for Math 8 until this came out. I think of BTC as sort of a pedagogy, a method of teaching, do we usually embed pedagogy into the curriculum documents? Are we mandating that BTC has to be used for this course?

Mrs. Joly made the following statement:

I just wanted to say, BTC, Building, Thinking Classrooms?

Dr. Foregger made the following statement:

Building, Thinking, Classrooms yeah, are we mandating a particular teaching method for this course?

Mrs. Joly made the following statement:

My understanding in past conversations, because you know I'm not a fan of BTC at all. Historically in terms of how it was done here in the district, although you know, people will say it was never done. But in my conversations with Dr. Curtis, it's really not, it's certain aspects, like you're not taking BTC as a whole you're just putting together best practices. So ultimately it's in the implementation and if we're going to see results. My understanding is BTC as the book and as the 14 whatever things that were there, is not what's being implemented so we'll see.

Dr. Foregger made the following statement:

My question is, are those methods to be used in this course, is that how it's supposed to be taught? And it's more for the administration I guess, I'm wary of putting a pedagogy into a curriculum document.

Mrs. Joly made the following statement:

So from a curriculum perspective, from the way that in the past I've been told, as a Board we don't really have control as to how a teacher chooses to teach.

Dr. Foregger made the following statement:

Exactly but here we are adopting, we're about to adopt a curriculum which mandates a pedagogy and we're not supposed to be mandating pedagogy as a Board.

Mrs. Joly made the following statement:

Can you, sorry, where does it mandate?

Dr. Foregger made the following statement:

It's mentioned in the curriculum document and I don't have that in front of me.

Ms. Bradford made the following statement:

Dr. Foregger, would you like Dr. Marr to address that?

Dr. Foregger made the following statement:

Yes, I'd love that.

Dr. Marr made the following statement:

The Math 8 curriculum was written over the summer, because obviously it's a new course and so, as all of our other courses, new and continuing, the teachers got together and created a curriculum. It is best practice in curriculum writing to provide teachers with strategies that they can use to teach the content of what they're teaching. The curriculum may link to resources and say that when we're teaching a particular topic, some things that you may find helpful are doing a gallery walk with students, or creating stations for students to go to for the different learning levels. So, to that aspect, that yes, pedagogy is often linked into curriculum but it's never mandated because there's no one way that a teacher's gonna teach a course. This isn't a scripted course, but they are provided with strategies that may be beneficial, depending on the units.

Dr. Foregger made the following statement:

Ok, so it's still up to the teacher how to do it. If they want to use these BTC methods fine, if they want to use something else fine.

Dr. Marr made the following statement:

The teachers have autonomy in their classrooms, yes.

Mrs. Akiri made the following statement:

So in the Collaborative Consultative Model, one of the questions that Dr. Marr said we will get some responses by mid-July, I didn't hear back so the main question was, if a teacher does use the Building, Thinking, Classroom in the Collaborative Consultative Model, does it address the modifications of an IEP student, having them do like 4 questions or 5 math problems being given to four students on a whiteboard. We still have to get those answers back from the special ed department, I'm still waiting for those responses.

Dr. Marr made the following statement:

Right, so what was requested was when the presentation would be, and that request was in mid-July, and it was on the curriculum committee meeting minutes in mid-July, so the answer was provided in a timely manner. For the specifics of the Collaborative Consultative Model, as well as Building Thinking Classrooms, that's a very specific piece, every teacher is required to follow a student's IEP so whatever accommodations or modifications are within that IEP, all teachers that service that student are required to uphold those.

Mrs. Khanna made the following statement:

I just have a question on what I'm reading, this is I think the last page of the Math 8 curriculum and it references diversity, equity and inclusion curriculum statement. It's not very clear to me how any of those categories would be taught from a math standpoint. Is there clarity or a plan on what this means and is this a state mandate that we have to follow?

Dr. Marr made the following statement:

It is.

Mrs. Khanna made the following statement:

So are there specific questions or are there specific types of questions that will be included in instruction?

Dr. Marr made the following statement:

That's a great question. That is a mandated piece and again we're in QSAC so it's something that's highlighted across all of our curricula and what it looks like in practice is ensuring that the curriculum, whatever it is, is culturally responsive to the needs in the classroom. So what that might look like in math is that students are represented based on the population that's sitting there within word problems, or what it might mean is that there's equitable access to those instructional materials. But again, there's not a mandated piece of DEI within the math curriculum, it's making sure that our curriculums are culturally appropriate and responsible for the students in the classrooms.

Mrs. Akiri made the following statement:

I have a question about the scheduling. Two years ago at a coffee with the Principal at Columbia, one of the questions asked was about the drop schedule. This was right after the pandemic and how are we going to, you know, we do drop a core subject on the fifth day so we only teach math four days and the fifth day it gets dropped and then it comes back on. So we were asking how we are going to alleviate it especially with the learning loss from the pandemic. The response given by the administration then, two years ago was that there is a committee being formed, they're going to go look at various districts, this will be rolled out in two to three years. So my concern was, I have one kid, she's going to be out of Columbia, so I was hoping, now she did graduate Columbia and the new schedule which will address this learning loss, and especially in the drop, rotate and drop schedule, the core subjects should be taught five days a week or that was the ask from the parents, so now you're saying there is no specific model and did the committee ever visit different districts?

Dr. Marr made the following statement:

So the committee has not. The presentation that was done last year, there was a great deal of research done on alternative models and the time that students were in core content as compared to our peer districts. They did not visit which is why the ask from my understanding was that we work a timeline to make sure that we complete all of that for this year and so that's what we've done. So they'll visit in the fall and then they'll look at data and have conversations across the school in the winter and then make a decision about whether there are shifts and changes that need to be made to the scheduling model for the 26-27 school year.

Mrs. Akiri made the following statement:

The goal is to, I believe, give them more hall time, reduce the actual 55 minutes or 57 minutes or is the goal to incorporate core subjects 5 days a week?

Dr. Marr made the following statement:

The goal is for the administrator and the staff to determine the needs of the students and to choose and ensure the scheduling model that they use for their building fits the needs of the students that are there and obviously to maximize their time in the core subjects as well.

BOARD COMMUNICATIONS

- *There were no Board Communications.*

REPORT OF THE BUSINESS ADMINISTRATOR

Ms. Nicholson gave the following report:

I would like to start off by publicly thanking the Board Members, Dr. Feltre and Dr. Marr, employees of the Business and Superintendent's Offices, Administration and Staff of the Berkeley Heights Public School district for the amazing opportunity to join and serve your district and for being so welcoming during my first two weeks.

Summer Construction Update

- At Governor Livingston High School, the Red Gym floor is currently in the process of being sanded.
- At Columbia Middle School, the bleachers have been removed, the floor has been repaired, and a coat of sealer has been applied. The bulk of the repairs are complete, and sanding is scheduled to begin next week.
- The roofing project at William Woodruff School is approximately 90% complete. The contractor is awaiting millwork delivery, which has been delayed.
- All of these projects are set to be completed by the first day of school with the exception of the millwork at William Woodruff and the coping/millwork at Columbia Middle School. Both projects will be completed during after school hours in the month of September so as not to disrupt instructional time.

Press Box Update – Governor Livingston High School

- During the month of September, the existing press box at Governor Livingston will be removed, and the site will be prepped for the delivery of a new press box in early October.
- The installation is expected to take approximately 2–3 weeks. Our goal is to have the new press box ready for our use in the third week of October.
- We will be having weekly meetings to stay on target and mitigate any potential issues.

Water Infrastructure Improvement Grant Application

- The Business Office has been working with Maintenance to submit the Water Infrastructure Grant by the deadline of August 31.
- Each year, school districts are required to test lead levels on all drinking water faucets and fountains. If the results show levels above 15.0, that faucet or fountain must be shut down and cannot be used. Higher lead levels are often found in fixtures that are used less frequently.
- Applying for this grant gives our district the chance to cover the costs of any necessary remediation with outside funding instead of relying solely on our taxpayers. In addition, this grant opportunity not only covers the three outlets that exceeded the state standard, but it also allows us to improve existing water sources. While existing water sources are well below the state limit and safe to use, the grant gives us the chance to upgrade them at no cost to the district. We can also seek reimbursement for any past remediation work the district has already paid for since 2016.

Transportation

- As of today all transportation lists have been sent to the school principals. Our transportation department will be doing dry runs of routes next week- if you see a bus, don't fret, school does not start until September 2. All bus passes are set to be emailed out by tomorrow and then uploaded into powerschool by August 28. The district transportation webpage has been updated to include pertinent information for the start of the school year.

Audit Update

- The latest update from our auditor, Suplee, Clooney & Company LLC, is that the audit is progressing well. The fieldwork is expected to be completed within the next couple of weeks, and at this time the auditor does not anticipate any issues with meeting the required state deadlines.

Mrs. Khanna asked the following question:

Is there an orientation day for GL for incoming freshmen?

Mrs. Joly made the following statement:

That happened yesterday.

Dr. Feltre made the following statement:

That was today.

Mrs. Khanna made the following statement:

There were some questions on transportation, I don't know if that information was sent out.

Mrs. Akiri made the following statement:

I don't believe so. My daughter was supposed to come to GL. I got a call from a student who's acting as a liaison and he said that the buses were supposed to pick up the students early this morning today to bring them if you are a student who gets transportation but we did not receive that email. That was the first time I heard it on Tuesday night and the student basically mentioned he's been hearing it from other parents. He's working with the Board to make sure that the communication comes out from transportation, but I don't believe we got any emails. Most of the student's parents had to drop them. I don't believe buses were... at least I did not get any communication.

Ms. Nicholson made the following statement:

Communication to the parents for the buses actually went out on Monday. It was discussed with transportation not to have that as a last minute item the day before because there were some concerns on that. If you do not have a pass at this point or you do not have pass information contact transportation so we can check that.

Mrs. Akiri made the following statement:

No, my daughter will get busing. It was just for today for the orientation, I don't know if the buses ran and picked up the students for GL orientation.

Ms. Nicholson made the following statement:

They did. Yes, as far as I know they did so if there's an issue follow up.

Mrs. Akiri made the following statement:

None of the students on our street got a bus.

Mrs. Terrero made the following statement:

Just also so you know from a transportation, I've heard there's been a little bit of confusion that's been going on with the transportation and the buses. I know there have been some parents whose children go to UCVTS Vo-Tech schools and they have received emails about busing to come to GL but they don't have information about, I don't know a lot about how this transportation stuff works, but there's confusion about how their child is getting to UCVTS. So I guess a lot of times the buses pick the kids up at the elementary schools. I'm a little confused about it but there's been a lot in the community going on about confusion with the busing and the schedules and everything. Kids that aren't even coming to GL are getting emails about going to GL like if they are going to a private school, so there's some confusion going on just so you know.

Ms. Nicholson made the following statement:

Thank you.

Dr. Foregger made the following statement:

I just want to mention, I don't think you were here but we passed a resolution that the audit report for the district is due December 5th which happens to correspond with the state deadline. But if the state deadline moves, our deadline doesn't move so you might want to remind them. December 5th is the deadline independent of what the state thinks it is.

Ms. Nicholson made the following statement:

I will make note of that, I was actually I believe at that meeting. So I make sure that I've been following up with the auditor to make sure we're not going to miss that deadline because I know that it's important to everybody.

COMMENTS FROM THE PUBLIC ON AGENDA ITEMS

During this portion of the meeting, District residents and staff are invited to address the Board of Education on agenda action items only.

The Board requests that individuals state their name and town of residence (or school of attendance) for the record. All comments should be directed to the Board President and depending upon the nature and complexity of the question, it may or may not be answered during the meeting by the Administration. If so, the response would occur after this public portion of the meeting has concluded. Although the Board may not respond to all items raised during the public forum, all public comments will be considered.

The Board asks that members of the public be courteous and mindful of the rights of other individuals when speaking. Specifically, comments regarding personnel matters are discouraged and cannot be responded to by the Board. Students and employees have specific legal rights afforded by the laws of New Jersey. The Board bears no responsibility nor will it be liable for any comments made by members of the public.

Please note that if any member of the public becomes disruptive during the meeting the Board President may terminate the participant's statement. Continued disruptions may result in removal from, or adjournment of, the meeting.

Each speaker's statement will be limited to three (3) minutes in duration.

Time In: 10:29 p.m.

- *John Miguez (Berkeley Heights Resident):* Like you guys didn't really know it was me, John, like I'm here every night. Anyway, welcome to the new Business Administrator, I hope we can be friends, I really do. I wanted to touch upon two things. I had questions about electronic surveillance, you know, authorizing cameras, footage, all of that kind of stuff. So I did get a hard look at that but I have concerns about how that data is stored, under what circumstances police are going to have that and also with the camera I'm gonna reaffirm my concerns that taking the ability of students to record things can prevent them from gathering evidence that could be helpful for them in informing the public. Since the NJGPA results came out, I do want to kind of talk about testing as that is an agenda item. I would like to know from the district if they got any more clarification from the state on the adaptive testing. I know the community should have real concerns about that for three reasons. One, adaptive testing the new model makes it much harder to compare this year's results or those results to past years in terms of tracking proficiency. There could potentially be a loophole in the sense that this field test is "unofficial" so those results can be sort of brushed aside as being unofficial, regardless of how performance happens. We're not clear as to whether or not subgroups are going to be tracked and that leaves disadvantaged students or students that have sort of fundamental barriers more vulnerable to sort of falling in between the cracks. My hope is that the district demands clarity from the state on those issues. There's also a big question as to whether it's compliant with ESSA. New Jersey 21st emailed the U.S. Department of Education along with New Jersey, we have not heard back yet from them with a response as to whether it is compliant with ESSA and how these three questions are answered. So I wanted to put that on the record but I'd really be curious to hear if the district got any update on those three items.

Dr. Feltre confirmed the district has no update from the state.

Time Out: 10:35 p.m.

MINUTES

Resolution A: All Board Members.

A. APPROVAL OF MEETING MINUTES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, and the School Business Administrator, approves the meeting minutes for the following dates:

Meeting	Date
Regular Meeting Minutes	April 24, 2025
Executive Session Minutes	June 26, 2025
Regular Meeting Minutes	June 26, 2025

Motion to Approve Minutes Resolution A: All Board Members.

MOTION by: Mrs. Joly **SECOND** by: Mrs. Khanna

ROLL CALL: Mrs. Joly, Mrs. Khanna, Mrs. Akiri, Dr. Foregger, Mrs. Terrero, Mr. Dillon, Mrs. Stanley, Ms. Bradford- *All Ayes*

Motion Passes

APPROVE APPOINTMENTS

Resolution A: All Board members.

A. APPROVE ANNUAL APPOINTMENTS

RESOLVED, that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves the following annual appointments for the 2025-2026 fiscal year:

Appointment	Company
Insurance Agent of Record-Property/Liability	Clyde Paul Agency Inc.

DISCUSSION ON ANNUAL APPOINTMENTS RESOLUTION A: ALL BOARD MEMBERS

Mrs. Akiri asked the following question:

Is this a new agency that we're signing up for? And there was a bill for \$400,000 in the bill list for this particular agency.

Dr. Feltre made the following statement:

I don't believe this is new.

Mrs. Akiri made the following statement:

So this is the previous agency that we've worked with.

Mrs. Nicholson made the following statement:

I do not see anything that would indicate a change.

Mrs. Akiri made the following statement:

My basic question is, all annual appointments for all professional services were handled in the May and the June meeting. Correct Dr. Feltre?

Dr. Feltre made the following statement:

I believe so. The only thing I can think is it was left off.

Mrs. Akiri made the following statement:

And the check number for this Clyde Paul Agency is 212631

Dr. Feltre made the following statement:

It's our property liability.

Mrs. Akiri made the following statement:

And these are dated 8/21 so they will be dated today and they will be sent out once we approve them, these are insurance services for 2025-2026 totaling \$446,833.

Dr. Feltre made the following statement:

And it's possible we didn't get the bill in time to put it on in the spring.

Mrs. Nicholson made the following statement:

That may have happened. I think that our interim may have added this to the agenda. I can find out for you.

Mrs. Akiri made the following statement:

I just want to know if this is an agency that we have been doing business with before and it just got missed out from May and June because if it's a new agency and we are getting the bills, that's all. I just want clarification.

Mrs. Stanley made the following statement:

Can I just clarify because we've had some issues. If we vote not to this, what does that mean Mr. Disler? I just want to make sure, this is kind of important that we have liability insurance.

Mr. Disler made the following statement:

So I certainly don't know what it means for the appointment of the company but certainly the bigger concern would be the payment of the bill which is the one that was just referenced. That would be my largest concern because if you don't pay that bill I would assume you don't have the proper insurance.

Mrs. Stanley made the following statement:

Right, so we start August 1st as our year so I'm going to assume that if we voted no to having a property liability we would have none right for this year until we found a new agency.

Mr. Disler made the following statement:

Again, it looks like it's the appointment of the agent of record. I don't, to be honest, I don't know the answer to your question. The bill is the big concern because you have to get that paid or they will cancel your policy I assume. The agent of record, again, I don't know if his is just your broker of record when you have to contact for a risk management perspective or if this is your, you need this so that they can provide property insurance. I just, I'm looking at the resolution, I don't know the answer to that question but yes I think obviously based on the size of that bill and what it is, I would have concerns if the resolution doesn't pass. I can't tell you right here what those are, I don't know the answer which is concerning obviously.

Mrs. Stanley made the following statement:

It's very concerning because when you vote and you don't know what the consequences are, it's tough. So, I'm going to ask my fellow Board members that if they have a reason to believe that this will not pass that you table it for later in the meeting so our staff can please get more information to you before you make such a harsh judgement.

Mrs. Khanna made the following statement:

Are we gonna have this drama before every resolution on the agenda?

Mrs. Stanley made the following statement:

If it saves us money, yes.

Mrs. Khanna made the following statement:

Just prepare everyone collectively or we can just get on with the business of actually voting.

Mrs. Terrero made the following statement:

I'm just looking at minutes from last year in June and I do see that there's an insurance agent of record property liability that was Richland Knowles Agency, so it looks like it's a different firm. I don't know if it changed.

Dr. Feltre made the following statement:

Well Clyde Paul, because I have emails from Lisa Hamm from this past year, so they were part of or they were our representative for 24-25. I mean I obviously can't speak before that, I do know that they fund the lunch for new staff and my understanding is that they have done this for years and so if that's the case she must be a vendor of ours.

Mrs. Stanley made the following statement:

And we can possibly have more than one vendor so that could be the case too.

Mrs. Joly made the following statement:

Dr. Feltre, can you just double check after the meeting to see, just to make sure that this is indeed a new one versus the agent we had back for the other school year.

Mrs. Akiri made the following statement:

When I looked at the bill details there were separate, so on the bills list you see there is one big check number that is for \$419,799. That was bigger than the smaller amounts of \$1,800 and \$25,000. These were all broken down by I think sports, different types of insurance and I was going to send an email but I was strapped for time. I did the bills today from I think 12:30-2 something. I couldn't send an email but when I saw the annual appointment I just wanted to know, did we miss it in our May and June meeting? No intention of voting which way and I don't believe in making commentary on how other people want to vote but it's a valid question to ask because all appointments, including insurance carriers were handled in May and June.

Dr. Feltre made the following statement:

I got the answer. Same vendor, new name.

Motion to Approve Appointments Resolution A: All Board Members.

MOTION by: Mrs. Joly

SECOND by: Mrs. Khanna

ROLL CALL: Mrs. Joly, Mrs. Khanna, Mrs. Akiri, Dr. Foregger, Mrs. Terrero, Mr. Dillon, Mrs. Stanley, Ms. Bradford- *All Ayes*

Motion Passes

ADOPTION OF POLICIES, CURRICULUM GUIDES, AND TEXTBOOKS

Resolutions A-D: All Board members.

- A. It is recommended that the Board of Education adopt the existing policies and regulations as displayed on the District Website for the 2025-2026 fiscal year.
- B. It is recommended that the Board of Education adopt all existing programs and curriculum guides for the Berkeley Heights Public Schools for the 2025-2026 school year. (*Attachment A*)
- C. It is recommended that the Board of Education adopt all new and revised Curriculum Guides for the Berkeley Heights Public Schools for the 2025-2026 school year. (*Attachment B*)
- D. It is recommended that the Board of Education adopt the textbooks as noted on the official textbook listing for the Berkeley Heights Public Schools, as maintained in the Superintendent's Office, for the 2025-2026 school year.

DISCUSSION ON ADOPTION OF POLICIES, CURRICULUM GUIDES, AND TEXTBOOKS

Dr. Foregger made the following statement:

I had sent an email to Dr. Feltre about the Math 8 curriculum guide. They were to do an example of salaries and compare by race and gender and that's supposed to be an example for scientific notation. I was wondering if we can find a different example. I don't particularly care for that example and I don't think it's a good example of scientific notation.

Dr. Feltre made the following statement:

Yeah, and I passed it on to Dr. Marr and Dr. Curtiss to address. I'm not gonna modify on the fly here but again these are guides and the teachers will use the examples that are appropriate in the classroom at the time when they teach. These aren't scripts.

Dr. Foregger made the following statement:

But are they mandated to use this example?

Dr. Feltre made the following statement:

No.

Dr. Foregger made the following statement:

And the other example I guess is, there was something about climate change. Eight graders are supposed to look at climate change models and make recommendations for improvement. Is that mandated or is that just an example?

Dr. Marr made the following statement:

None of that is mandated. As Dr. Feltre said, these are curriculum guides. The climate change standards and per Dr. Curtiss’s responses to some of your questions are integrated throughout the coursework and throughout lots of different courses but none of that is mandated. These are guides for the teachers. They have the autonomy to shift and change what they need in the classrooms.

Dr. Foregger made the following statement:

Ok, I’m reassured. Thank you.

Motion to Approve Adoption of Policies, Curriculum Guides and Textbooks Resolutions A-D: All Board Members.

MOTION by: Mrs. Stanley

SECOND by: Mrs. Terrero

ROLL CALL: Mrs. Joly, Mrs. Khanna, Mrs. Akiri, Dr. Foregger, Mrs. Terrero, Mr. Dillon, Mrs. Stanley, Ms. Bradford- *All Ayes*

Motion Passes

ADMINISTRATION

Resolutions A-H: All Board members.

A. DISTRICT BYLAWS/POLICIES/REGULATIONS - STUDY AND FIRST READING

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following district bylaws/policies/regulations for study and first reading: *(M- Mandated by law)*

Policy	Title	Action
P 0174	Legal Services (M)	Revise
P 0177	Professional Services (M)	Revise
P 1636.01	Notification of Promotion, New Job and Transfer Opportunities	New
P 5120	Assignment of Students	Revise
P 5339.01	Student Sun Protection (M)	New

B. DISTRICT BYLAWS/POLICIES/REGULATIONS - SECOND READING AND ADOPTION

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following district bylaws/policies/regulations for second reading and adoption: *(M - Mandated by law)*

Policy	Title	Action
R2430	Co-Curricular Activities	New
P5516	Use of Electronic Communication and Recording Devices (ECRD) (M)	Revise
P7441	Electronic Surveillance in School Buildings and on School Grounds	Revise
R7441	Electronic Surveillance in School Buildings and on School Grounds	New
P9320	Cooperation with Law Enforcement Agencies (M)	Revise

R9320	Cooperation with Law Enforcement Agencies (M)	Revise
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C. DISTRICT BYLAWS/POLICIES/REGULATIONS - ABOLISH

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, abolishes the following district bylaws/policies/regulations:

Policy	Title	Action
P1648.15	Recordkeeping For Healthcare Settings in School Buildings - Covid-19 (M)	Abolish

D. APPROVE PROFESSIONAL DEVELOPMENT DAYS/TRAVEL REIMBURSEMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves Professional Development Days/Travel Reimbursement. (*Attachment C*)

E. APPROVE REPORT OF SUPERINTENDENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the recommendations for the following cases of harassment, intimidation and bullying in the Berkeley Heights Public Schools.

Case Number	Case Number	Case Number
291113_CMS	293916_CMS	295071_CMS
294317_CMS	294677_THE	
293914_CMS	294678_THE	

F. APPROVE THE BERKELEY HEIGHTS PUBLIC SCHOOLS EMERGENCY VIRTUAL OR REMOTE INSTRUCTION PLAN

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the Berkeley Heights Public Schools Emergency Virtual or Remote Instruction Plan for the 2025-2026 school year as required by the Department of Education. (*Attachment D*)

G. SUBMISSION OF 2025-2026 SCHOOL NURSING SERVICES PLAN

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the submission of the School Nursing Services Plan for the 2025-2026 school year from all six schools in the Berkeley Heights School District to the New Jersey Department of Education. Copies of these plans are on file with the Superintendent of Schools.

H. APPROVE MEMBERSHIPS AGREEMENTS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following paid membership agreements:

Membership Agreement	Time Period	Description	Amount
Garden State Coalition of Schools	2025-2026 school year	Annual membership dues for the BHPS district	\$2,500.00

➤ *Under Resolution A for Policy 0174, the last paragraph was struck out. Mrs. Stanly made a motion to re-enter that paragraph into the text of Policy 0174. It was seconded by Mrs. Joly.*

Motion to Amend Policy 0174 to Include Last Paragraph that was Struck Out.

MOTION by: Mrs. Stanley

SECOND by: Mrs. Joly

ROLL CALL: Mrs. Stanley, Mrs. Joly, Dr. Foregger, Mrs. Terrero, Mr. Dillon, Mrs. Khanna
Ms. Bradford, Mrs. Akiri- *All Ayes*

Motion Passes

DISCUSSION ON ADMINISTRATION RESOLUTIONS A-H: ALL BOARD MEMBERS.

Mrs. Joly made the following statement:

I just want to say from a discussion perspective and Pamela mentioned this earlier when she read the minutes. I will be voting no on this new version as a first read in part because I do want the committee to come back together. I do think, or at least I'd like to discuss the possibility of adding some additional language for some controls purposes. I also want to make sure that we are clear with the BA because I think this was mentioned in the policy that if the spend is over a certain state number, but I don't think Jenn was aware, but I want us to be clear as to what that is and exactly where is this log that we're keeping all of our legal costs so we can compare to the state average. Maybe it's mentioned but I want to be crystal clear in the policy so there's no confusion so I'm voting no on the Policy 0174 for those reasons.

Ms. Bradford made the following statement:

It's just Policy 174 on the first reading.

Mrs. Joly made the following statement:

Yes.

Ms. Bradford made the following statement:

But it's just a first reading cause it could be discussed for the second.

Mrs. Joly made the following statement:

But I think the changes that I would propose would probably have to bring it back to first reading.

Mrs. Stanley made the following statement:

During the committee we did discuss this at length and one of the things the district talked about were the logs at length and how they are recorded and how much work it is to kind of combine those so I thought we were clear on the logs. I'm surprised to hear that part.

Mrs. Joly made the following statement:

We're clear on the logs in terms of that each designated person who's allowed to outreach to the attorneys keeps their own log and then those are compared to the bills. My concern is around the total legal spend. So each of the people who is allowed to outreach to the attorney and all of those individual logs, there's a total cost that needs to be compared to the state average number and that if that exceeds 130% then additional rigor is required on our side and so that's in the policy. But I don't know how that's being tracked. I also want to, because of our OPRA situation, I also do not want every single OPRA to be sent to the attorney so I'd like to discuss how we can possibly address that with the language in the policy.

Mrs. Stanley made the following statement:

So again, as we discussed in committee, one of the things that you wanted to discuss was add language on what the President has to do after they speak to the attorney. Again, I said that that wasn't appropriate for policy right?

Mrs. Joly made the following statement:

I have not mentioned the President in this conversation. Again, these are my topics, we discussed, you said there were only two of us in committee, so we'll bring it back to committee when we have more people. I'm just saying why I'm voting no.

Mrs. Stanley made the following statement:

Yeah, so I'm just responding to it. One of the other things we talked about, so that's why I'm confused by the log things is because that one we did talk at length and I thought we came to an understanding that that has nothing to do with the state number because we know the total of our costs right? We know the total of our bills.

Mrs. Joly made the following statement:

Unless I'm sitting there adding up every single bill, I don't know. Does someone in the administrative office at any point in time, if I ask what is our total legal spend, will they have that number? And I don't think that's the case.

Mrs. Stanley made the following statement:

Well then they're going to have to add those numbers up but they have to keep some kind of tracking because if we go over it they need our permission.

Mrs. Joly made the following statement:

Right, so I wasn't clear how that works. Jenn wasn't even aware of this requirement at least back so that's why I'm bringing it back.

Mrs. Khanna made the following statement:

I'm supportive of actually having that conversation in committee.

Mrs. Stanley made the following statement:

The problem was that it's been two committees now that we only have two members so it really is hard when we can't move forward and we can't just leave things so that's why we're bringing it to the whole Board and I would love to hear the whole Board's opinion cause otherwise we just go around in circles. That's why it's here. I disagree with adding some of this language to the policy. There's a difference between discussing it with the staff and the expectations for the staff and there's a difference between putting it in policy and I think some of this is not necessarily policy.

Dr. Foregger made the following statement:

I can clarify a little bit here. I think this is in the policy. It's state law that if your spending exceeds 130% of the state average the state average is reported in the Taxpayer's Guide to Educational Spending and one year we actually did exceed it however I don't think anything was done as far as I know but that's the rule if you look in the Taxpayer's Guide to Educational Spending, you look at that number. For the average you take 130% of it, if you were over that then you gotta put in these restrictions.

Motion to Approve Administration Resolutions A-H: All Board Members.

MOTION by: Mrs. Terrero

SECOND by: Mrs. Joly

ROLL CALL: Mrs. Stanley, Mr. Dillon, Ms. Bradford- *All Ayes*

Mrs. Akiri- *Aye to Resolutions C-D & Resolutions F-H; Nay to Resolutions A-B & Resolution E*

Dr. Foregger- *Aye to Resolutions A-G; Nay to Policy 0174, Policy 7441 & Resolution H*

Mrs. Terrero & Mrs. Joly- *Aye to Resolutions A-H; Nay to Policy 0174*

Mrs. Khanna- *Aye to Resolutions A-D & Resolutions F-H; Nay to Policy 0174; Abstain Resolution E*

Motion Passes except Policy 0174 fails.

EDUCATION

Resolutions A-Q: All Board members. Resolution R: Berkeley Heights only.

A. APPROVE STUDENT EDUCATIONAL FIELD TRIPS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves student educational field trips. (*Attachment E*)

B. RESCIND COLLEGE STUDENT PLACEMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, rescinds the following college student placement in Berkeley Heights Public Schools:

Student	Placement Type	Affiliated School	Dates
Curren Devico	Clinical 1	William Patterson University	8/27/25-12/12/25
Curren Devico	Clinical 2	William Patterson University	1/22/26-5/13/26

C. APPROVE USE OF EVALUATION/PRACTICE INSTRUMENTS FOR CERTIFICATED STAFF MEMBERS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the use of Charlotte Danielson: The Framework for Teaching (2013), The Marshall Principal Evaluation Rubrics, and Stronge Effectiveness Performance Evaluation System as the teacher, principal, and director/supervisor practice instrument, respectively, in Berkeley Heights Public Schools during the 2025-2026 school year.

D. APPROVE SUBMISSION OF STATEMENTS OF ASSURANCE FOR PROFESSIONAL DEVELOPMENT AND MENTORING

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the submission of Statements of Assurance to the New Jersey Department of Education for the District Professional Development Plan and District Mentoring Plan for the 2025-2026 school year as maintained in the Superintendent's Office.

E. APPROVE FIVE-YEAR CURRICULUM CYCLE

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the Berkeley Heights Public Schools Five-Year Curriculum Cycles for 2025-2026 through 2029-2030. (*Attachment F*)

F. APPROVE LOW ENROLLMENT COURSES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves that the following Governor Livingston High School courses may run with fewer than ten (10) students for the 2025-2026 school year:

Course Names		
AP Italian	AP French	Music Theory
Digital Media		

G. APPROVE EMPLOYMENT OF 1:1 PARAPROFESSIONALS OF NONRESIDENT STUDENTS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the employment of three 1:1 paraprofessionals for the 2025-2026 regular school year, as recommended by Alyssa Rush, District Supervisor of Special Services, and Kevin Morra, District Director of Special Services, due to the enrollment of the following three nonresident Special Education students: #9495040173, #9623171219, and #9024190325.

H. APPROVE ACCEPTANCE INTO THE DEAF AND HARD OF HEARING PROGRAM

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves acceptance of Jersey City students #6949476429, #2420732043, and #4478336029 into Grade 9 of the Deaf and Hard of Hearing Program at Governor Livingston High School for the 2025-2026 school year, pending completion of the registration process.

I. APPROVE ACCEPTANCE INTO THE DEAF AND HARD OF HEARING PROGRAM

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves acceptance of Elizabeth student #5586749578 into Grade 10 of the Deaf and Hard of Hearing Program at Governor Livingston High School for the 2025-2026 school year, pending completion of the registration process.

J. AMEND SPECIAL EDUCATION OUT-OF-DISTRICT PLACEMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and Alyssa Rush, Supervisor of Special Services, amends the Special Education Out-Of-District placement at Cornerstone for 2025-2026 for student #9778227491. The student will follow a transition plan where they will attend Cornerstone two days per week and Governor Livingston High School three days per week from September 2, 2025, through October 10, 2025. Beginning October 13, 2025, the student will attend Governor Livingston High School five days per week..

K. APPROVE SPECIAL EDUCATION OUT-OF-DISTRICT PLACEMENT FOR THE 2025-2026 REGULAR SCHOOL YEAR

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and Kevin Morra, Director of Special Services, approves Special Education Out-of-District placement to The Midland School for student #7077430530 for the 2025-2026 regular

school year pending approval from the NJDOE county office. The tuition fee for the 2025-2026 regular school year is \$120,375.00.

L. APPROVE ACCEPTANCE OF TUITION STUDENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the acceptance of Bernardsville tuition student #4535692328 into Grade 11 at Governor Livingston High School for the 2025-2026 school year.

M. APPROVE COMMISSION FOR THE BLIND AND VISUALLY IMPAIRED

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the student related service listed below for the 2025-2026 school year. New Jersey Department of Education will debit the district's state aid payment for these services:

Student Number	Service	Debit Amount
7077430530	Level 1 Service - IEP	\$2,541.00
2152858589	Level 1 Service - IEP	\$2,541.00

N. APPROVE PROFESSIONAL CONTRACTED SERVICES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves contracted services, as follows:

Provider	Time Period	Explanation	Amount
Melissa Sblendorio	7/1/25 - 6/17/26	Provide two (2) hourly sessions per week of highly individualized reading instruction utilizing Orton Gillingham specialized multisensory approaches for student, #8337809061, as per their IEP.	\$90/hour
Summit Speech School	2025-2026 School Year	To provide Teacher of the Deaf services to students in Grades Prek-8 in fulfillment of IEP requirements.	\$225/hr.
Southern Regional Institute & ETTC at Stockton University	8/13/25	Danielson Intermediate Training for Administrators	\$874.00

O. APPROVE PRESENTATION BY CONSULTANT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves a presentation by the following consultant:

Presentation	Consultant	School	Date(s)	Amount
Ignite School Connectedness - Provide 100 sophomore students and 25 staff members with tools to tear down walls of separation and inspire them to live, study, and work in an encouraging environment of acceptance, love, and respect.	Challenge Day	GL	11/10/25	\$6,700.00

Mrs. Akiri made the following statement:

Yeah it's a basic process question that I'm asking. Do we approve the fees? I think when we approved them, we approved them as part of the budget but now we are accepting these students for the next school year so will the fees that we approved be continued.

Dr. Feltre made the following statement:

The fees that you approved for the budget are the fees that we are charging the students.

Mrs. Akiri made the following statement:

So again the next revision will be only at the next budget.

Dr. Feltre made the following statement:

Correct. Unless we came to you and said we wanted to increase fees and that would require Board approval.

Mrs. Khanna made the following statement:

This is item O the approve presentation by the consultant. Do we know what the content or does somebody from the district review beforehand what content is presented in these sessions?

Dr. Marr made the following statement:

Yes, Dr. Janasko approves and meets with the vendor and looks over the content and Challenge Day, is something, I know I've been a part of it in other districts and from my understanding it's been a long standing tradition here in Berkeley Heights as well but yes, to answer your question.

Mrs. Khanna made the following statement:

Got it and I remember last year, I think it was 100, have we figured out a way to have more students take advantage of this because it just seems quite limited.

Mr. Dillon asked the following question:

How many kids do you do think are in the class?

Mrs. Khanna made the following statement:

This is for the whole grade so there must be at least 200. Generally our grade size is 200.

Mr. Dillon asked the following question:

This is opt in?

Dr. Marr made the following statement:

Yes, this is opt in.

Mr. Dillon made the following statement:

What do you think the demand is? I don't know if all the students want to participate.

Mrs. Khanna made the following statement:

I'm looking, we are spending \$6,700 it has to be for good reason and you would imagine that people want to participate. We seem to be giving that opportunity to only about 50% at best of the population in that grade. I'm just asking is there a chance for more students to sign up?

Dr. Marr made the following statement:

The Challenge Day vendors limit the experience to 100 students to make it manageable and meaningful for those who are participating. I think it's a very valuable experience, I've participated myself and I am open to exploring ways to bring that experience to more students but that would come at an additional cost.

Mrs. Stanley made the following statement:

So last year I do think that we hit the 100 just so you know. I think it's well attended.

Mrs. Terrero made the following statement:

I think it's important to make sure that every student who wants to do it has the opportunity to do it so if we hit 100 and there's another 50 that want to do it, we need to make that happen. That's equity in terms of education.

Mrs. Khanna made the following statement:

This is like you click in the first 5 minutes of whenever this goes up for registration you know, you're out of luck.

Mrs. Akiri made the following statement:

I have a question on item D, approve submission of statements of assurance for professional development and mentoring. So who is submitting the statements of assurance to New Jersey Department of Education?

Dr. Marr made the following statement:

That would be me.

Mrs. Akiri made the following statement:

Oh ok, you are submitting got it.

Mrs. Joly made the following statement:

Just a quick question Dr. Marr, I recall in my minutes from the curriculum committee, we were talking about the low enrollment classes and Music Theory. Was there an issue with the teacher or someone being assigned to teach that? Am I misrepresenting? I wasn't sure about it, I didn't include it in the minutes but it just came to me.

Dr. Marr made the following statement:

There was no issue with the teacher there.

Mrs. Akiri made the following statement:

Usually on this list for low enrollment we have multivariable calculus. I'm actually surprised, so we have more than 10? For the last 10 years it didn't make the cut and so we have more than 10 that are enrolled for it?

Dr. Marr made the following statement:

I will have to check with Dr. Curtiss for that and get the official numbers.

Mrs. Akiri made the following statement:

It's a good sign for me to see.

Mr. Dillon made the following statement:

Question is, for these low enrollment classes, are they all live teachers or are we considering virtual for any of them?

Dr. Marr made the following statement:

They're all live teachers. We have posted for another time for our Italian which is .5, it's partly at the middle school and at the high school but we currently have someone in for the beginning of the year with a sub cert.

Mrs. Terrero made the following statement:

I also had a question about the low enrollment. So are we seeing any courses have a repetition of having low enrollment and is it something that we would be considering getting rid of if this is a constant in that particular course?

Dr. Marr made the following statement:

It's my understanding that some of the higher level AP world language courses have low enrollment just because you don't have a large number of students but we obviously want to continue to offer that toward their trajectory in world languages. But that's the extent of the trend from my understanding. But happy to look more into it.

Mrs. Terrero made the following statement:

I'm talking more specifically about the other two, the Music Theory and the Digital Media.

Mrs. Stanley made the following statement:

I'm pretty sure, because I was the curriculum Chair last year, the AP Italian, AP French, it's every year. We know it's low enrollment but it's not fair to those students that we don't offer it so we are able to offer it luckily by having staff. The Music Theory and Digital Media. I'm pretty sure those are new programs, I could be wrong but we offered a program last year or the year before that basically combines English and music together so it's like poetry and music and how does it work so it was a pretty new class I'm not surprised. When I saw it on the minutes I wasn't surprised to see it, cause it's a new class but the teachers were really excited about it and I do think it might build it just might take a little time.

Dr. Marr made the following statement:

And so the thing that I can say about Music theory is that Music Theory is partnered in the scheduling process with lessons, right, for music lessons, so it's budget neutral. So there's no cost to Music Theory, being on the low enrollment piece. And as far as Digital Media is concerned, we did talk in the curriculum committee about finding ways to bolster that, because it's such a value to our students, so I will be looking into, you know, why our enrollment is low there and what we can do to grow that course.

Mrs. Khanna made the following statement:

I do have a quick follow up on the Multivariable Calculus question. Is it not on the list because we are not offering it at all, or is it not on the list because there's more than 10 students?

Dr. Marr made the following statement:

I'm gonna have to get back to you about that and talk to Dr. Curtiss. We were looking for a vendor to help for Multivariable Calculus, and so currently we're awaiting that vendor to reply, so I'll get back to you on that as soon as possible.

Mrs. Khanna made the following statement:

So it's not because there are more than 10.

Mrs. Akiri made the following statement:

This was one of the things that I think when I was on a curriculum committee, like many years ago, it's one of the committees that you need to hit a lottery to get on, I guess. The question is UCVTS, the Magnet School and some of the neighboring schools do offer it. They actually have a teacher who can do AP mathematics, I think geometry and stuff and also do multivariable. What we were doing was an online course and it was John Hopkins University. We did not have a live teacher, it was also very expensive and every year we would usually see maybe under 5. So that is why when I did not see its name listed I thought maybe we had more than 10 so maybe did something go wrong with our relationship with John Hopkins University?

Dr. Feltre made the following statement:

They closed the program.

Mrs. Akiri made the following statement:

They closed the program? Oh wow.

Dr. Feltre made the following statement:

It might be we only had two students and we haven't found a way.

Mrs. Akiri made the following statement:

So a follow up is, I know we are part of Union County and Magnet offers it so is there something, if there are these two students and we have buses going and coming, or could we do like an online if there is interest for the students, that could be a relationship that we could explore.

Dr. Marr made the following statement:

Certainly. We certainly want to explore any relationship that would bring multivariable calculus to the students.

Mrs. Akiri made the following statement:

They have two teachers.

Dr. Foregger made the following statement:

I think they'd be better off if they took a linear algebra class.

Motion to Approve Education Resolutions A-Q: All Board members. Resolution R: Berkeley Heights only.

MOTION by: Mrs. Terrero

SECOND by: Mrs. Khanna

ROLL CALL: Mrs. Terrero, Mrs. Khanna, Mrs. Akiri, Dr. Foregger, Mrs. Joly, Mrs. Stanley, Ms.

Bradford- *All Ayes*

Mr. Dillon- *Aye to Resolutions B-Q; Abstain Resolution A*

Motion Passes.

PERSONNEL

Resolutions A-AD: All Board members. Resolutions AE-AT: Berkeley Heights only.

A. APPROVE SALARY ADJUSTMENT FOR PROFESSIONAL GROWTH

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves salary adjustments for professional growth. (*Attachment G*)

B. APPROVE SUBSTITUTE/SUPPLEMENTAL PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the employment of the substitute/supplemental personnel for the 2025-2026 fiscal/school year. (*Attachment H*)

C. APPROVE HOME INSTRUCTION PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves, as required and as approved by an administrator, all Berkeley Heights Public Schools certificated staff as home instructors during the 2025-2026 fiscal year at the pay rate of \$50.00 per hour.

D. AMEND APPOINTMENT OF SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the appointment of Jennifer Nicholson as School Business Administrator/Board Secretary effective August 11, 2025, through June 30, 2026, at a salary of \$135,000.00 prorated.

~~E. RESOLUTION TO CHANGE JOB TITLE~~

~~WHEREAS, the Berkeley Heights Board of Education recognizes the need to ensure that staff titles accurately reflect the duties and responsibilities of the position; and~~

~~WHEREAS, the position currently titled "Budgeting, Accounting and Reporting Specialist" performs functions that are consistent with the statutory and regulatory duties of an Assistant Business Administrator; and~~

~~WHEREAS, the Superintendent and School Business Administrator/Board Secretary recommend that the title of this position be changed to Assistant Business Administrator in order to better align with the responsibilities, organizational structure, and New Jersey Department of Education (NJDOE) personnel reporting requirements; and~~

~~WHEREAS, the Board affirms that this change represents a title modification only and does not alter the underlying job description, compensation, or employment status of the incumbent, except as may otherwise be required by law or regulation;~~

~~NOW, THEREFORE, BE IT RESOLVED, that the Berkeley Heights Board of Education hereby approves the change in title of the position from Budgeting, Accounting and Reporting Specialist to Assistant Business Administrator, effective September 22, 2025; and~~

~~BE IT FURTHER RESOLVED, that the Superintendent of Schools and School Business Administrator/Board Secretary are authorized to take all necessary steps to implement this change;~~

including but not limited to updating personnel records, district organizational charts, and filings with the New Jersey Department of Education. *(Attachment I)*

F. APPROVE APPOINTMENT OF ASSISTANT BUSINESS ADMINISTRATOR

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves the appointment of Vijaysinh Sindha as Assistant Business Administrator effective September 22, 2025, through June 30, 2026, at a salary of \$90,500.00 prorated, pending the approval of Personnel Resolution AV.

G. APPROVE APPOINTMENT OF CONSULTANT TO THE SCHOOL BUSINESS ADMINISTRATOR

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, and the School Business Administrator, approves the appointment of Roderick McLaughlin, as a consultant to the School Business Administrator/Board Secretary for the period of September 1, 2025, through June 30, 2026. The consultant shall on a weekly basis provide proactive and responsive advice to the School Business Administrator with the objective of supporting the School Business Administrator in their timely and effective fulfillment of duties and responsibilities during the school year. The fee for such services shall be \$48,000.00 payable in equal monthly installments. Any hours in excess of 320 for the period shall be billed at a rate of \$150.00/hour. *(Attachment J)*

H. APPROVE APPOINTMENT OF SUPERVISOR OF SOCIAL STUDIES AND WORLD LANGUAGES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the appointment of Michael Santoro as the Supervisor of Social Studies and World Languages, effective August 25, 2025, through June 30, 2026, at a salary of \$99,850.00 prorated, pending employment authorization.

I. APPROVE APPOINTMENT OF SUPERVISOR OF ENGLISH, MUSIC, BASIC SKILLS, AND MEDIA SPECIALISTS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the appointment of Millenni Basumatary as the Supervisor of English, Music, Basic Skills, and Media Specialists, effective October 21, 2025, through June 30, 2026, at a salary of \$100,000.00 prorated.

J. AMEND SALARIES OF TENURED CERTIFICATED STAFF

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the salaries of the following tenured certificated staff for the 2025-2026 school year.

Name	2025-2026 Guide Step	2025-2026 Salary
Lisa Demarco	21 MA+30	\$116,677.00
Lindsey Gismonde	21 MA+30	\$116,677.00
Marissa Gold	21 MA+30	\$116,677.00
Todd Hirsch	21 MA+30	\$116,677.00
Joseph Miceli	21 MA+30	\$116,677.00
Marie Pellegrini	21 MA+30	\$116,677.00

Susan Prendeville	21 MA+30	\$116,677.00
Christopher Roof	21 BA+LG	\$106,770.00

K. APPROVE EMPLOYMENT OF BUS DRIVER

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the employment of Lynette Cepeda as a School Bus Driver for the 2025-2026 fiscal year effective September 2, 2025, through June 30, 2026, at an hourly rate of \$35.00 per hour, for 39.75 hours per week, annualized at \$50,085.00.

L. APPROVE 2025-2026 ANNUALIZED SALARIES FOR DISTRICT TRANSPORTATION STAFF

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves annualized salaries for the district transportation staff members listed below for the 2025-2026 school year:

Name	Hourly Pay Rate	Hours Per Week	Stipend	2025-2026 Annual Salary
Charles, Gerard	\$40.60	33.5	\$300.00	\$49,263.60
De Luna, George	\$37.00	37.25		\$49,617.00
Dwyer, Robert	\$41.60	34.75	\$300.00	\$52,341.60
Lebon, Nicodeme	\$40.60	36	\$300.00	\$52,917.60
Paris, Mitchell	\$38.00	38.5		\$52,668.00

M. CREATE 1.0 FTE TEACHER OF BEHAVIORALLY-BASED RESOURCE PROGRAM POSITION

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, creates a 1.0 FTE Teacher of Behaviorally-Based Resource Program position at Mountain Park School for the 2025-2026 school year.

N. RESCIND HIRING CERTIFICATED STAFF

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, rescinds the hiring of the following certificated staff for the 2025-2026 school year:

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Annual Salary	Certification
Andrew Hernandez	Teacher of Science	GL	1	8/27/25 - 6/17/26	MA	16	\$81,867.00	Standard

O. AMEND HIRING CERTIFICATED STAFF

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the hiring of certificated staff for the 2025-2026 school year, as follows:

1- Replacement of a resignation/retirement vacancy 2-New approved position 3-Staff Transfer/reassignment

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Annual Salary	Certification
Christian Kneafsey ¹	Teacher of Family Consumer	GL	1	8/27/25 - 6/17/26 #	BA	3	\$58,685.00	CE/CEAS

	Science						
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P. APPROVE HIRING CERTIFICATED STAFF

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the hiring of certificated staff for the 2025-2026 school year, as follows, pending employment authorization (#):

1-Replacement of a resignation/retirement vacancy 2-New approved position 3-Staff Transfer/reassignment

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Annual Salary	Certification
Nina Forbes ¹	Interpreter	GL	1	9/2/25 - 6/30/26	BA	1	\$66,074.00 prorated (Interpreter Salary Guide)	Standard
Sylvia Ferreira ¹	Teacher of English	GL	1	8/27/25 - 6/30/26	MA	1	\$64,803.00	CEAS
Raymond McKenna ¹	Teacher of Special Education/ Transition Coordinator	GL	1	TBD - 6/30/26#	MA	8	\$69,384.00 prorated	Standard
Matthew Gervasio ¹	Teacher of Special Education	GL	1	TBD - 6/30/26#	MA	5	\$66,427.00 prorated	Standard
Alexander Kuziola ¹	Teacher of Science - Biology	GL	1	TBD - 6/30/26#	MA+60	21	\$117,777.00 prorated	Standard
Nicole Baker ¹	School Psychologist	GL	1	TBD - 6/30/26#	MA+60	18	\$97,772.00 prorated	Standard

Q. APPROVE EMPLOYMENT OF PARAPROFESSIONAL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the employment of the following paraprofessional for the 2025-2026 school year, pending approval of Resolution Education J:

1-Replacement of a resignation/retirement vacancy 2-New approved position 3-Staff Transfer/reassignment

Name	Location	Effective Date	Step	Hours Per Day	Annual Salary
Annie Carlile ²	GL	8/27/25-10/10/25 <i>(3 days per weeks)</i>	1	7	\$24,966.69 prorated
Annie Carlile ²	GL	10/13/25-6/30/26 <i>(5 days per week)</i>	1	7	\$24,966.69 prorated

R. APPROVE REASSIGNMENT OF PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the reassignment of personnel, as follows:

1-Replacement of a resignation/retirement vacancy 2-New approved position 3-Staff Transfer/reassignment

Name	Current Assignment/ Location	New Assignment/ Location	Effective Date	Step	Annual Salary
Maureen Hartnett ¹	Paraprofessional/ GL	Administrative Assistant 12 months/ Department of Special Services	8/25/25 - 6/30/26	3	\$56,768.00 prorated

S. APPROVE INCREASE OF PART-TIME POSITION

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the increase of the following part-time position:

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Annual Salary
Candace Noyes	Teacher of Special Education	GL	1.0	2025-2026 School Year	BA	21	\$106,020.00

T. APPROVE LONG-TERM SUBSTITUTE

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following long-term substitute position pending employment authorization (#):

Name	Action	Assignment	Location	Effective Dates	Pay Rate	Certification
Nicole Labombarda	Approve	Teacher of Italian	CMS	9/2/25 -9/30/25#	\$200.00 Per day	Substitute

U. APPROVE LEAVE OF ABSENCE REQUEST

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves leave of absence requests, as follows:

Employee ID	Leave Action	Type of Leave	Paid Leave Dates	Unpaid Leave with Benefits if Applicable	Unpaid Leave without Benefits	Return Date
3637	Amend	Maternity/ FMLA/NJFLA	8/27/25-9/19/25	9/22/25-12/12/25		12/15/25
3837	Amend	Maternity/ Medical/ FMLA/NJFLA	9/15/25-12/5/25	12/8/25-2/27/26		3/2/26
2050	Approve	Medical Leave	8/27/25-10/02/25			10/3/25
2448	Approve	Maternity Leave/FMLA/	10/13/25-1/23/26	1/26/26-4/17/26	4/20/26-6/30/26	26-27 School

		NJFLA				Year
3312	Approve	Maternity Leave/FMLA/NJFLA	11/3/25-2/5/26	2/9/26-5/1/26		5/4/26
2754	Approve	Family Medical Leave/FMLA/NJFLA	8/27/25-11/1/25			11/3/25

V. APPROVE RESIGNATION OF STAFF

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves, with regret, the resignation of staff, as follows:

Name	Assignment	Location	Effective Date
Alexandra Dabroski	Teacher of Health & Physical Education	GL	10/6/25
Hannah-Ray Delbury	Interpreter	GL	8/26/25
Sharon Schwalb	Administrative Assistant	Child Study Team	7/16/25
Lisa Tran	Special Education Teacher	GL	7/3/25
James Weaver	School Psychologist	GL	7/21/25

W. RESCIND EXTRA-CURRICULAR ACTIVITIES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, rescinds the following extra-curricular activity for the 2025-2026 school year:

Governor Livingston High School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Head Boys Lacrosse Coach	Mike Provenzano	\$8,833.00
Assistant Football Coach	Jared Van Oostendorp	\$8,466.00
Freshman Assistant Volleyball Coach	Alexandra Dabroski	\$6,126.00

X. APPROVE EXTRA-CURRICULAR ACTIVITIES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves extra-curricular activities for the 2025-2026 school year, as follows:

Governor Livingston High School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Assistant Football Coach	Giuseppe Capasso	\$7,031.00
Assistant Varsity Girls Soccer Coach	Alyssa Filippone	\$4,676.00
Freshman Assistant Volleyball Coach	Erik Anderson	\$5,455.00
Assistant Girls Field Hockey Coach	Alyssa Occhiuzzi	\$4,676.00
Art Club/Art Honor Society Advisor	Michelle Harpster	\$1,964.00

Assistant Band Director	Josef Ellis	\$5,804.00
Athletic Honor Society Advisor (50%)	Ashley Reedy	\$893.50
Athletic Honor Society Advisor (50%)	Steve Siebelts	\$893.50
Best Buddies	Gabrielle Titone	\$1,815.00
Chamber Choir Director	Luke Wroblewski	\$2,848.00
Brass Tech Instructor	Jason Procaccini	Volunteer
Choreographer School Spring Musical	Leanne CUNETTA	\$1,608.00
Color Guard Instructor (54%)	Daniella Pacella	\$3,431.00
Color Guard Instructor (46%)	Jennifer Szeinberg	\$3,000.00
Drama Director – Fall Production	Joseph Miceli	\$4,492.00
Drama Director – School Musical	Joseph Miceli	\$4,628.00
Environmental Club Advisor	Christian Kneafsey	\$1,815.00
French Club/French Honor Society Advisor	Ashlee Combe	\$1,964.00
Freshman Class Advisor (50%)	Kelsey Cicchino	\$1,210.00
Freshman Class Advisor (50%)	Leanne CUNETTA	\$1,210.00
Future Business Leaders (FBLA) Advisor	Megan Wranitz	\$1,815.00
GL Unfiltered	Lisa DiMaggio	\$1,815.00
Guitar Club Advisor	Michelle Morin	\$1,815.00
Interact Club Advisors	Zainab Khan	\$1,815.00
Interact Club Advisors	Sharon Leahy	\$1,815.00
Italian Club/Italian Honor Society Advisor (50%)	Nancy Luciano	\$982.00
Italian Club/Italian Honor Society Advisor (50%)	Lisa Ketcherick	\$982.00
Jazz Band Director (70%)	Josef Ellis	\$2,940.70
Jazz Band Director (30%)	Nicholas O'Sullivan	\$1,260.30
Junior Class Advisor (50%)	Nicole Manganelli	\$1,523.50
Junior Class Advisor (50%)	Catherine Birstler	\$1,523.50
Junior Statesmen of America Advisor	Megan Wranitz	\$1,815.00
Link Crew Advisors / Freshman Leadership	Diana Cavanaugh	\$1,815.00
Link Crew Advisors / Freshman Leadership	Christopher Yager	\$1,815.00
Marching Band Director	Nicholas O'Sullivan	\$8,762.00
Marching Tech Instructor	Michael Mirabella	Volunteer
Math Modeling Club Advisor	Kelsey Cicchino	\$1,815.00

Math Team/MU Alpha Theta Advisor (50%)	Catherine Birstler	\$982.00
Math Team/MU Alpha Theta Advisor (50%)	Joseph Miceli	\$982.00
Model UN Advisor (50%)	Megan Wranitz	\$907.50
Model UN Advisor (50%)	Olivia Mazzaferro	\$907.50
Music Director – School Musical (60%)	Luke Wroblewski	\$2,520.60
Music Director – School Musical (40%)	Joseph Laurino	\$1,680.40
National Honor Society Advisor	Kelsey Cicchino	\$3,773.00
Newspaper Advisor	Staci Toporek	\$5,303.00
Percussion Instructor	Joseph Laurino	\$2,000.00
Photography Club Advisor (50%)	Staci Toporek	\$907.50
Photography Club Advisor (50%)	Brianna Titus	\$907.50
Pipe Band Director	Joseph McGonigal	\$2,917.00
Producer – Fall Production	Zainab Khan	\$1,056.00
Producer – School Musical Production	Zainab Khan	\$1,584.00
Robotics Team Advisor	Michael Maresca	\$2,420.00
SAGA Club Advisor	Gabrielle Titone	\$1,815.00
Science League Team Advisor (50%)	Dawn Buchan	\$1,530.50
Science League Team Advisor (50%)	Qinghong Lu	\$1,530.50
Science National Honor Society Advisor	Daniel McGovern	\$1,815.00
Senior Class Advisor (50%)	April Burke	\$1,523.50
Senior Class Advisor (50%)	Vanessa Piwtoratsky	\$1,523.50
Sign Language/Junior NAD Advisor	Mary Gauthier	\$1,815.00
Society of Historians (50%)	Sharon Leahy	\$982.00
Society of Historians (50%)	Vanessa Piwtoratsky	\$982.00
Sophomore Class Advisor (50%)	Megan Wranitz	\$1,210.00
Sophomore Class Advisor (50%)	Olivia Mazzaferro	\$1,210.00
Spanish Club Advisor (50%)	Hannah Murphy	\$907.50
Spanish Club Advisor (50%)	Jay Pimentel	\$907.50
Spanish Club Advisor Honor Society Advisor	Heather Hammett	\$149.00
Student Accounts Manager	Deborah Koutstaftes	\$8,142.00
Student Ambassadors Advisor	Michelle Morin	\$1,815.00
Student Council Advisor	Benjamin Bolger	\$3,773.00

Technology Student Association Advisor	Dawn Buchan	\$1,815.00
Tri-M Honor Society Advisor	Nicholas O'Sullivan	\$1,815.00
TREND Advisor	Michelle Morin	\$1,815.00
Understanding Asian Cultures Club	Qinghong Lu	\$1,815.00
Webmaster	Daniel McGovern	\$2,420.00
Woodwind Tech Instructor	Nicholas Ellis	Volunteer
Yearbook Advisor	Staci Toporek	\$5,695.00

Y. AMEND EXTRA TEACHING PERIOD ASSIGNMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the following extra teaching period assignments beyond their normal teaching schedule during the 2024-2025.

Governor Livingston High School

Name	Subject	Assignment	Payment in Addition to Regular Salary
Lisa Dhaibar	Environmental Science	5/12/25 - 6/18/25	\$10,500.00 (prorated)

Z. APPROVE EXTRA TEACHING PERIOD ASSIGNMENTS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following extra teaching period assignments beyond their normal teaching schedule during the 2025-2026. Dates are subject to change based on coverage.

Governor Livingston High School

Name	Subject	Assignment	Payment in Addition to Regular Salary
Laurie Rossiter	Algebra 2	9/2/25-6/17/26	\$10,500.00
Nicole Manganelli	Algebra 2 Honors	9/2/25-6/17/26	\$10,500.00
Kayla Barry	Special Education	9/2/25-6/17/26	\$10,500.00
Kelly Bordiuk	Special Education	9/2/25-6/17/26	\$10,500.00
Ashlee Combe	French	9/2/25-6/17/26	\$10,500.00
Christine DiNoia	Special Education	9/2/25-6/17/26	\$10,500.00
Kevin Fontana	Special Education	9/2/25-6/17/26	\$10,500.00
Mary Gauthier	Special Education	9/2/25-6/17/26	\$10,500.00
Lindsey Gismonde	English	9/2/25-6/17/26	\$10,500.00
Lisa Ketcherick	Special Education	9/2/25-6/17/26	\$10,500.00
Daniella Kissell	Special Education	9/2/25-6/17/26	\$10,500.00
Christopher Loeffler	Special Education	9/2/25-6/17/26	\$10,500.00
Nancy Luciano	Italian	9/2/25-6/17/26	\$10,500.00

Jeffrey Marretta	Special Education	9/2/25-6/17/26	\$10,500.00
Ray McKenna	Special Education	9/2/25-6/17/26	\$10,500.00
Rachel Montagna	Special Education	9/2/25-6/17/26	\$10,500.00
Candace Noyes	Special Education	9/2/25-6/17/26	\$10,500.00
Julie Rehain	Special Education	9/2/25-6/17/26	\$10,500.00
Gabrielle Titone	Special Education	9/2/25-6/17/26	\$10,500.00
Staci Toporek	English	9/2/25-6/17/26	\$10,500.00
Christopher Yager	Special Education	9/2/25-6/17/26	\$10,500.00
Lindsay Mirabella	English	1/24/26 - 6/17/26	\$10,500.00 prorated
Dawn Buchan	Physics Honors	8/27/25-11/9/25	\$10,500.00 prorated
Timothy Walters	Physics Honors	8/27/25-11/9/25	\$10,500.00 prorated

AA. APPROVE ADDITIONAL 2025 SUMMER EMPLOYMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves additional 2025 summer employment for the following staff:

Name	Employment	Pay Rate	Maximum Hours/Days
Sarah Fernandes	To assist with student scheduling and to complete CST paperwork/reporting.	Per-diem rate of their 2025-2026 annual salary	1 day
Jeanne Ringwood	Nurse / GL to process new student registration and/or athletic clearance	Per-diem rate of 2025-2026 annual salary	1 additional hour

AB. APPROVE ADDITIONAL SUMMER SCHOOL EMPLOYMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following additional employment for the 2025 Berkeley Heights Remedial Summer School and Special Education Extended School Year Programs.

Name	Employment	Hours	Pay Rate
Caryn Panarese	Teacher	4 additional	\$42 per hour
Nicole Sacci	ABA Teacher	9.5 additional	per diem rate of their 2025-2026 annual salary
Winnie Piere-Louis	Paraprofessional	175	\$22 per hour
Tara Lake	Paraprofessional	6 additional	\$22 per hour
Janet Maglicano	Paraprofessional	22 additional	\$22 per hour
Adela Coughlin	Paraprofessional	18 additional	\$22 per hour
Tracey Wahlers	Paraprofessional	4.25 additional	\$22 per hour

Michael Koubeck	Paraprofessional	5 additional	\$22 per hour
Maryann Sabella	Paraprofessional	6 additional	\$22 per hour
Kaya Mahy	Paraprofessional	6 additional	\$22 per hour
Gina Kirwin	Paraprofessional	45.75 additional	\$22 per hour
Luke Tennant	Substitute Paraprofessional	28	\$22 per hour
Jordan Sievert	Substitute Paraprofessional	20	\$22 per hour
Shilpa Shinde	Substitute Teacher/ Paraprofessional	20	\$42 per hour
Anna Vinokur	Substitute School Nurse	2	\$255 per day \$37.32 per hour

AC. APPROVE ADDITIONAL SUMMER CHILD STUDY TEAM EMPLOYMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves additional employment of Child Study Team and teaching staff members during Summer 2025 for the purpose of completing student evaluations, conducting required meetings with parents/guardians, and providing other services as required by Individualized Education Plans (IEPs).

Name	Employment	Day(s) / Hours	Pay Rate
Megan Beaty	Child Study Team Member	3.25 additional days	Per diem rate of their 2025-2026 annual salary
Melissa Mohr	Child Study Team Member	3 additional days	Per diem rate of their 2025-2026 annual salary
Reilly Thompson	Child Study Team Member	9 additional days	Per diem rate of their 2025-2026 annual salary
Steven Siebelts	Child Study Team Member	4.5 additional days	Per diem rate of their 2025-2026 annual salary
Susan Tennant	Child Study Team Member	9 additional days	Per diem rate of their 2025-2026 annual salary
James Weaver	Child Study Team Member	1 additional day	Per diem rate of their 2025-2026 annual salary
Danielle Ayer	Child Study Team Member	2.5 additional days	Per diem rate of their 2025-2026 annual salary
Megan Mongno	Child Study Team Member	1 additional day	Per diem rate of their 2025-2026 annual salary
Lauren Simon	Child Study Team Member	2.25 additional	Per diem rate of their 2025-2026 annual salary

		days	
Joanna Trainor	Child Study Team Member	2 additional days	Per diem rate of their 2025-2026 annual salary
Scott Brelinsky	Child Study Team Member	16 days	Per diem rate of their 2025-2026 annual salary
Karen Ditroia	Teacher for CST/IEP Meetings	1.5 hours	Per-diem rate of Step 11 MA on 2025-2026 Teacher Salary Schedule
Lauren McSweeney	Teacher for CST/IEP Meetings	3 hours	Per-diem rate of Step 11 MA on 2025-2026 Teacher Salary Schedule

AD. APPROVE ADDITIONAL SUMMER 2025 CURRICULUM WRITING/PREPARATION

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the employment of the following district staff members to write and prepare curriculum guides during Summer 2025 at a pay rate of \$65.00 per hour.

Curriculum	Staff Member	Max. Hours
Current World Issues	Kimberly Fleming	15

AE. APPROVE HIRING CERTIFICATED STAFF

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the hiring of certificated staff for the 2025-2026 school year, as follows, pending employment authorization (#):

1-Replacement of a resignation/retirement vacancy 2-New approved position 3-Staff Transfer/reassignment

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Annual Salary	Certification
Kristine Fickling ¹	Elementary Teacher	TPH	1	8/27/25 - 6/30/26 #	MA+30	21	\$116,677.00	Standard
Lauren Fogle ²	Elementary Teacher	MKM	1	8/27/25 - 6/30/26	BA	1	\$58,485.00	CEAS
Alida Solfaro ¹	Teacher of Special Education	TPH	1	8/27/25 - 6/30/26 (released early)	MA	2	\$64,903.00	Provisional

AF. APPROVE EMPLOYMENT OF PARAPROFESSIONALS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the employment of paraprofessionals for the 2025-2026 school year, as follows, pending employment authorization (#):

1-Replacement of a resignation/retirement vacancy 2-New approved position 3-Staff Transfer/reassignment

Name	Location	Effective Date	Step	Hours Per Day	Annual Salary
Anna Pasquale ¹	CMS	8/27/25-6/30/26	1	6.75	\$24,075.02
Angelica Viquez ¹	MKM	8/27/25-6/30/26	1	6.75	\$24,075.02
Carmela Arale ¹	MKM	8/27/25 - 6/30/26	1	6.75	\$24,075.02

Samantha Preziosi ¹	MKM	8/27/25-6/30/26	12	6.75	\$30,720.67
Diana Londono ³	MKM	8/27/25-6/30/26	4	6.75	\$25,334.98
Lisa Sullivan ¹	CMS	8/27/25-6/30/26	9	6.75	\$28,250.17
Anabela Prazeres ¹	TPH	TBD-6/30/26 #	4	6.75	\$25,334.98 prorated
Gabrielle Stern ¹	MP	TBD-6/30/26 #	1	6.75	\$24,075.02 prorated
Avery Sullivan ¹	CMS	TBD-6/30/26 #	2	6.75	\$24,495.01 prorated

AG. AMEND EMPLOYMENT OF MATH INTERVENTIONIST

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the employment of the following Math Interventionist for the 2025-2026 school year:

Name	Location	Effective Date	Hourly Rate	Hours/Week
Kelly Murphy	MKM/WW	8/27/25 - 6/17/26	\$46.00	29.5 max

AH. APPROVE EMPLOYMENT OF LUNCHROOM/PLAYGROUND TEACHER AIDE

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the employment of lunchroom/playground teacher aides for the 2025-2026 school year, as follows:

Name	Location	Effective Date	Hourly Rate	Hours Per Day	Annual Salary
Mary Ruggerio	MKM	9/2/25-6/17/26	\$17.50	2	\$6,300.00
Mary Ann Panico	MKM	9/2/25-6/17/26	\$17.50	2	\$6,300.00

AI. APPROVE INCREASE OF PART-TIME POSITIONS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the increase of the following part-time positions:

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Annual Salary
Suzanne Morley	Speech Language Specialist	MKM	1.0	2025-2026 School Year	MA	16	\$81,867.00

AJ. RESCIND TEMPORARY REASSIGNMENTS OF PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, rescinds the temporary reassignments of the following personnel:

Name	Current Assignment/ Location	New Assignment/ Location	Effective Date	Pay Rate	Certification
Kelly Murphy	Math Interventionist	Math Specialist Long Term Sub	9/2/25 - 12/12/25	\$292.43/day	Standard

	MKM	Employee #3637 MKM & WW			
Alissa Morris	HELP Teacher/ MKM	Grade 1 Teacher Extended Assignment Substitute/Employee #4402 MKM	9/2/25 - 9/12/25	\$200.00/day	CE
Alissa Morris	HELP Teacher/ MKM	Math Interventionist Extended Assignment Substitute/Employee #4175 MKM	9/15/25-12/12/25	\$200.00/day	CE

AK. APPROVE TEMPORARY REASSIGNMENTS OF PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the temporary reassignments of the following personnel:

Name	Current Assignment/ Location	New Assignment/ Location	Effective Date	Pay Rate	Certification
Kelly Murphy	Math Interventionist MKM	Math Specialist Long Term Sub Employee #3637 MKM	9/2/25-9/12/25 & 10/13/25-12/12/25	\$292.43/day	Standard
Alissa Morris	HELP Teacher/ MKM	Grade 1 Teacher Extended Assignment Substitute/Employee #3804 MKM	9/2/25 - 11/19/25	\$200.00/day	CE

AL. APPROVE TEMPORARY REASSIGNMENT OF PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the temporary reassignment of personnel, as follows:

Name	Current Assignment/ Location	New Assignment/ Location	Effective Date	Degree	Step	Annual Salary
Josephine Kwan	Paraprofessional/ MKM	Teacher of Special Education/MP Employee #3837	9/15/25 - 3/2/26	MA	1	\$64,803.00 prorated

AM. APPROVE REASSIGNMENT OF PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the reassignment of personnel, as follows:

Name	Current Assignment/ Location	New Assignment/ Location	Effective Date	Step	Hours per day	Annual Salary
Paula Porfiris	Lunchroom/ Playground Teacher Aide WW	Paraprofessional WW	8/27/25- 6/30/26	1	6.75	\$24,075.02

AN. APPROVE REASSIGNMENT OF PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the reassignment of personnel, as follows:

Name	Current Assignment/ Location	New Assignment/ Location	FTE	Effective Date	Degree	Step	Annual Salary	Certification
Jackson Tennant	Paraprofessional MKM	Teacher of Special Education MP	1.0	TBD - 6/30/26#	BA	1	\$58,485.00	CE Pending

AO. AMEND LEAVE REPLACEMENT TEACHER

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the following leave replacement teacher:

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Annual Salary	Certification
Gianna Marchetto	Leave Replacement Grade K Teacher/ Employee #2448	MKM	1.0	8/27/25 - 6/30/26	BA	2	\$58,585.00	Provisional

AP. APPROVE LEAVE REPLACEMENT TEACHER

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following leave replacement teachers, pending employment authorization (#):

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Annual Salary	Certification
Grace Jackson	Elementary Teacher #4437	WW	1	9/10/25 - 2/6/26#	BA	1	\$58,485.00 prorated	CEAS

AQ. APPROVE RESIGNATION OF STAFF

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves, with regret, the resignation of staff, as follows:

Name	Assignment	Location	Effective Date
Mary Caraballo	Paraprofessional	TPH	7/25/25
Kelly Fitzpatrick	Teacher of Special Education	TPH	9/14/25
Jenette Minnella	Math Interventionist	MP/TPH	9/4/25
Antonino Passalacqua	Teacher of Special Education	MKM	9/21/25

AR. APPROVE TRANSFER OF PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the transfer of personnel, as follows:

Name	Current Assignment/Location	New Assignment/Location	Effective Date
Lori Hoy	Paraprofessional/WW	Paraprofessional/TPH	25-26 School Year
Vanessa Lew	Paraprofessional/WW	Paraprofessional/TPH	25-26 School Year
Colleen Manganiello	Paraprofessional/WW	Paraprofessional/MP	25-26 School Year
Louise Harpster	Paraprofessional/WW	Paraprofessional/MKM	25-26 School Year
Christa Iazzetta	Paraprofessional/MKM	Paraprofessional/MP	25-26 School Year
Katherine Kayne	Speech Language Specialist MKM/WW	Speech Language Specialist TPH(/MP	25-26 School Year
Zinamaria Sinicropi	Speech Language Specialist WW/TPH	Speech Language Specialist MKM/WW	25-26 School Year
Helen Fonseca	Paraprofessional/WW	Paraprofessional/MKM	25-26 School Year

AS. APPROVE EXTRA-CURRICULAR ACTIVITIES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves extra-curricular activities for the 2025-2026 school year, as follows:

Columbia Middle School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
8th Grade Class Advisor (50%)	Katherine Ganger	\$907.50
8th Grade Class Advisor (50%)	Melissa Reedy	\$907.50
Art Club Advisor	Joseph Lanni	\$1,815.00
Chess Club (50%)	Christopher Colaneri	\$907.50
Chess Club (50%)	Bailey Krasovec	\$907.50
Chorus Director	Luke Wroblewski	\$2,848.00
Cross Country Runners Club Advisor	Vincent Gulbin	\$1,815.00
Drama Club Advisor (50%)	Luke Wroblewski	\$1,281.50
Drama Club Advisor (50%)	Joseph Laurino	\$1,281.50
Drama Club Advisor	Katherine Ganger	Volunteer
Drama Club Advisor	Patty Hetherington	Volunteer
Drummers Club Advisor	Christopher Colaneri	\$1,815.00
E-Sports Club Advisor (50%)	Michael Riley	\$907.50
E-Sports Club Advisor (50%)	Jaynie Karl	\$907.50
French Club Advisor	Jenna Cesario	\$1,815.00

Golf Club Advisor	Vincent Gulbin	\$1,815.00
Guitar Club Advisor	Peter Sempepos	\$1,815.00
Jazz Band Director	Christopher Colaneri	\$2,848.00
Lunch 1 Supervision - Semester 1	Vincent Gulbin	\$1,567.00
Lunch 1 Supervision - Semester 1	Ashley Morris	\$1,567.00
Lunch 2 Supervision - Semester 1	Melissa Reedy	\$1,567.00
Lunch 2 Supervision - Semester 1	Vincent Gulbin	\$1,567.00
Lunch 1 Supervision - Semester 2	Vincent Gulbin	\$1,567.00
Lunch 1 Supervision - Semester 2	Ashley Morris	\$1,567.00
Lunch 2 Supervision - Semester 2	Vincent Gulbin	\$1,567.00
Lunch 2 Supervision - Semester 2	Melissa Reedy	\$1,567.00
Math Club Advisor	Sarah Heller	\$1,815.00
National Junior Honor Society Advisor	Roberta Gutch	\$1,815.00
Newspaper Club Advisor (33%)	Kimberly Tracey	\$806.66
Newspaper Club Advisor (33%)	Amy Shusta	\$806.66
Newspaper Club Advisor (33%)	Jaynie Karl	\$806.66
Robotics Club Advisor	Elizabeth Kane	\$1,815.00
Robotics Club Advisor	Austin Wang	\$1,815.00
School Store Advisor (50%)	Jodi Jensen	\$907.50
School Store Advisor (50%)	Kelsey King	\$907.50
Science Club Advisor	Christina Froehlich	\$1,815.00
Spanish Club Advisor	Patricia Hetherington	\$1,815.00
Student Council Advisor	Elizabeth Kane	\$1,815.00
Table Tennis Club Advisor	Gary Healey	\$1,815.00
TWIST Advisor	Kimberly Tota	\$1,815.00
Volleyball Club Advisor	Gary Healey	\$1,815.00
Webmaster	Julie Carles	\$2,420.00
Writing Club Advisor (50%)	Belinda Healey	\$907.50
Writing Club Advisor (50%)	Amy Shusta	\$907.50
Yearbook Advisor	Gianna Czerniak	\$2,420.00
Unfiltered/Diversity Club (50%)	Daniella Norcia	\$907.50
Unfiltered/Diversity Club (50%)	Yekaterina Chumbayeva	\$907.50

Mountain Park School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Computer Club Advisor	Tyler Brown	\$1,815.00
Drama Club Advisor	Michele Guerriero	\$2,420.00
Hangout Club Advisor 50%	Joseph Laurino	\$907.50
Hangout Club Advisor 50%	Christopher Coughlin	\$907.50
Math Club Advisor	Joseph Reel	\$1,815.00
MP Press Writing Club Advisor	Eli Quinonez	\$1,815.00
Safety Patrol Advisor	Eli Quinonez	\$1,815.00
Student Council Advisor	Kathryn Morris	\$1,815.00
Yearbook Advisor	Marie Pellegrini	\$1,815.00
Webmaster	Tim Blajsa	\$600.00
Lunch 1 Supervision - Semester 1	Christopher Coughlin	\$1,567.00
Lunch 2 Supervision - Semester 1 (67% of the stipend)	Christopher Coughlin	\$1,049.89
Lunch 1 Supervision - Semester 1 (50%)	Joseph Reel	\$783.50
Lunch 2 Supervision - Semester 1 (50%) (67% of the stipend)	Joseph Reel	\$524.95
Lunch Supervision - Semester 1 (50%)	Joseph Laurino	\$783.50
Lunch Supervision - Semester 1 (50%)	Kathryn Morris	\$783.50
Lunch Supervision - Semester 1 (50%)	Shannon O'Shea	\$783.50

Thomas P. Hughes School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Circle of Friends	Elizabeth Bartlett	\$1,815.00
Computer Club (50%)	Alexis Bellardino	\$907.50
Computer Club (50%)	Lindsay Liguori	\$907.50
Happy Feet (50%)	Joseph Reel	\$907.50
Happy Feet (50%)	Sean Waller	\$907.50
Lunch Supervision - Semester 1	Elizabeth Bartlett	\$1,567.00
Lunch Supervision - Semester 1 (50%)	Mary Caraballo	\$783.50
Lunch Supervision - Semester 1 (50%)	Joseph Laurino	\$783.50
Lunch Supervision - Semester 1 (50%)	Joseph Sinko	\$783.50
Lunch Supervision - Semester 1 (50%)	Shannon O'Shea	\$783.50
Lunch Supervision - Semester 1 (50%)	Emily Long	\$783.50

Lunch 1 Supervision - Semester 1 (50%)	Joseph Reel	\$783.50
Lunch 2 Supervision - Semester 1 (50%) (67% of the stipend)	Joseph Reel	\$524.95
Math Club	Joseph Reel	\$1,815.00
Safety Patrol (50%)	Joseph Sinko	\$907.50
Safety Patrol (50%)	Pamela Wilczynski	\$907.50
Student Council	Lindsey Guyton	\$1,815.00
Webmaster	Melanie Castellanos	\$600.00
Writing Club (50%)	Alexis Bellardino	\$907.50
Writing Club (50%)	Melany Castellanos	\$907.50
Yearbook Club	Jodi Englert	\$1,815.00

Mary Kay McMillin ECC

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Webmaster	Emily Fischer	\$600.00

William Woodruff ECC

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Webmaster	Lauren McKenna	\$600.00

AT. APPROVE EXTRA TEACHING PERIOD ASSIGNMENTS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following extra teaching period assignments beyond their normal teaching schedule during the 2025-2026. Dates are subject to change based on coverage.

Columbia Middle School

Name	Subject	Assignment	Payment in Addition to Regular Salary
Kelsey King	ABA	9/2/25-6/17/26	\$10,500.00
Gianna Czneriak	Special Education	9/2/25-6/17/26	\$10,500.00
Leigh Gillespi	Special Education	9/2/25-6/17/26	\$10,500.00
Gillian Mahy	Special Education	9/2/25-6/17/26	\$10,500.00
Megan Hoffman	Special Education	9/2/25-6/17/26	\$10,500.00
Elissa Marks	Special Education	9/2/25-6/17/26	\$10,500.00
Jennifer Ciccone	Special Education	9/2/25-6/17/26	\$10,500.00
Christopher Colaneri	Music	9/2/25-6/17/26	\$10,500.00
Kathryn Connolly	Music	9/2/25-6/17/26	\$10,500.00

Luke Wroblewski	Music	9/2/25-6/17/26	\$10,500.00
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AU. APPROVE ABOLISHMENT OF BUDGETING, ACCOUNTING, REPORTING SPECIALIST POSITION

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator approve the abolishment of the Budgeting, Accounting and Reporting Specialist position effective October 2, 2025.

AV. APPROVE CREATION OF POSITION AND JOB DESCRIPTION FOR ASSISTANT BUSINESS ADMINISTRATOR

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator approve creation of the position and the job description of Assistant Business Administrator.

➤ *Ms. Bradford made a motion to amend Resolution P, Approve Hiring of Certified Staff and remove the name David Palladino. Seconded by Mrs. Joly.*

Motion to Amend Personnel Resolution P Approve Hiring Certified Staff, Remove David Palladino.

MOTION by: Mrs. Joly

SECOND by: Mrs. Khanna

ROLL CALL: Ms. Bradford, Dr. Foregger, Mrs. Terrero, Mr. Dillon, Mrs. Joly, Mrs. Khanna, Mrs.

Stanley- *All Ayes*

Mrs. Akiri- *Abstain*

Motion Passes.

DISCUSSION ON PERSONNEL RESOLUTIONS A-AD; RESOLUTION AU & RESOLUTION AV: ALL BOARD MEMBERS. RESOLUTIONS AE-AT: BERKELEY HEIGHTS ONLY.

Mrs. Khanna made the following statement:

I would like to discuss resolution E. This is a strange one in my experience and I'm seeking to better understand how do we just, what are we changing here exactly? Are we changing the job title of that position permanently? Is that the intent?

Ms. Nicholson made the following statement:

I can answer that one for you. We currently have the Budgeting, Accounting and Reporting Specialist that job, the description, has not been changed except for the fact that we are requiring a certificate of eligibility for a Business Administrator. So we are changing the name of the position to Assistant Business Administrator so this will help us in our checks and balances now that we do not have a Treasurer of School Monies that we're hiring from the outside any longer to make sure that we're having the best auditing practices.

Mrs. Khanna made the following statement:

So what is unusual for me is, should we basically be abolishing a position and creating a new one instead of changing a job title? Is that the right way?

Mr. Dillon made the following statement:

Abolishing two though.

Mrs. Khanna made the following statement:

It's two things.

Mr. Dillon made the following statement:

You're abolishing two positions. You're turning two positions into one.

Mrs. Khanna made the following statement:

No like in the past when we have removed a certain role in the organization there has been a resolution to abolish that particular role or position and then another resolution to add, to formally add that position. What is confusing to me about this is I'm not sure what exactly we are doing. Is it that we have somebody enrolled today and we are getting a new person and that's why this is happening? Or just help me understand.

Ms. Nicholson made the following statement:

So we have somebody in that role who has been with the district a very long time and done a wonderful job but never qualified for the portion of having the CE so it's my understanding that at the time that she took the job they modified the name of the position so it didn't require the certificate of eligibility. Now that she's retiring and we are subsequently replacing her, we are changing the title of that job to the Assistant Business Administrator.

Mrs. Stanley made the following statement:

And it's tied to F.

Mrs. Khanna made the following statement:

Sure, right now my question is more on just what sort of process we are following as it pertains to Resolution E. And how does that relate to the changes that we've done to the organization structure because to me this seems like a change to the org structure and if I go, two years ago, we abolished a position, we created a new position with the role description and so on and so forth. This seems to be a departure from that and I'm seeking to understand why and I'm not sure if I've understood fully what the change of job title truly means. Because once you change the job title you're essentially changing the role, the position, so it isn't just changing a title.

Dr. Feltre made the following statement:

I think the thinking was in the internal conversation that we had was the current Budgeting, Reporting and Accounting Specialist, the role of that and the role of the Assistant BA, the duties if you will, are the same except for the additional duties of the Treasurer of Monies but the Assistant BA requires a certificate of eligibility for the School Business Administrator. As Ms. Nicholson, was saying and we had this conversation internally, had the current person had a CE it would have been an Assistant BA so that title way back when 22 years ago was created to serve that position and so the thinking was, this is a, an easy fix, a timely way, I'm not sure how to explain it satisfactorily but it was because it was such a, in my mind, minor change with the CE. The job descriptions are the same except for the CE and then he has the additional duties of the Treasurer of Monies just by stepping into the role and having the CE that it was a job title change versus abolishing a position because should this person leave the district and we hire somebody who doesn't have a certificate, if you abolish the position of Budgeting, Reporting and Accounting Specialist then you have to recreate it again in order to fill it.

Mrs. Khanna made the following statement:

So know, just extending that discussion to item F. What did we post the job posting for? Did we post it for the budgeting role?

Ms. Nicholson made the following statement:

Yeah.

Dr. Feltre made the following statement:

We did Budgeting, Accounting, Reporting Specialist/Assistant to the BA.

Ms. Nicholson made the following statement:

Right and then this was also posted back in March/April initially and that was back before the position of Treasurer of School Monies was eliminated. Being able to do this serves both purposes.

Mrs. Stanley made the following statement:

I'm just confused because this was in personnel and it's in the personnel minutes and then we did discuss some of this in the exec session so is the question about the position or is the question about the resolution, like should it be changed, should the resolution be different?

Mrs. Khanna made the following statement:

I'm just seeking to understand what we are doing here so that the resolution will make sense in my head.

Mr. Dilser made the following statement:

So I think practically what you are saying and the results of this resolution are going to be the same because technically speaking, after tonight, you will no longer have the position of Budgeting, Accounting, Reporting Specialists and you will have the position of Assistant BA.

Mrs. Khanna made the following statement:

Dr. Feltre, is that accurate? That we will not have a Budgeting Specialist, whatever the Budgeting, Accounting and Reporting Specialist position in the district anymore? Would we not have that position at all?

Dr. Feltre made the following statement:

Yeah, nobody's in that position.

Mrs. Khanna made the following statement:

Nobody being in the position is different than having a position in the org chart so my question is...

Dr. Feltre made the following statement:

It won't be in the org chart, yes.

Mrs. Khanna made the following statement:

That position is not in the org chart?

Dr. Feltre made the following statement:

No, because essentially we're converting the title to Assistant BA. Does that make sense? Are you trying to say are we going to add it to the business office, like have another position that would be available to the business office? That would be duplicating the Assistant BA so we wouldn't do that.

Mrs. Khanna made the following statement:

To be clear, we want to just abolish that particular position. That's the intent here.

Mr. Disler made the following statement:

Yeah, the practical implications of this are, again, there's two ways to do it, you can change the name, a good example is the Business Administrator in some districts is called the Assistant Superintendent of Business and the practical implications are they just changed the title. The other way to do it is you eliminate the position and therefore create the new position. If they are simply just a name change then you can do it via name change. Again the practical implications are the previous position is no longer Budgeting, Accounting, Reporting Specialist, you couldn't advertise that because you no longer have a job description for that. So again, I think you can do exactly what you're saying, it's the most common approach except if it's purely just logistical.

Mrs. Khanna made the following statement:

So then my follow up question and I'm jumping to page 36 of the agenda where we have designation of signatories for district funds and almost every single position has a Budgeting, Accounting, Reporting Specialist position called up so if we are eliminating that, I'm not sure what this would mean if you don't have the position at all in the org chart. Do you see what I'm saying?

Mr. Disler made the following statement:

No, I don't.

Mrs. Khanna made the following statement:

Every signatory has this position called out and hence my first point of clarification was, are we just abolishing that position? The answer is yes. Ok, what does this mean?

Mrs. Terrero made the following statement:

I think it means that when we get to the next thing it would be changed to Assistant BA. Makes sense?

Mrs. Khanna made the following statement:

I want to hear that explanation from Dr. Feltre. Like are we clear what we are doing here to the org chart what is loosely just a title change but I don't think it's just a title change.

Mrs. Joly made the following statement:

Right so basically on page 36, item E, what does it mean, is it an error that it's listed there because if we're abolishing it.

Dr. Feltre made the following statement:

We couldn't put Assistant BA in there until we change, we can't assume you're going to approve a resolution.

Mrs. Akiri made the following statement:

Dr. Feltre, we spoke about it this afternoon when I came to do the bills. Currently in the business office we have two roles. One is the Business Administrator/Board Secretary, we have an Assistant to the Business Administrator/Board Secretary, this was added back in 2021 under a previous BA Julie Kot. Prior to that under Donna Felazola, we did not have this additional role of Assistant to the Business Administrator which is on page 36 resolution E so you could technically remove the Budgeting, Accounting, Reporting Specialist role, abolish it, because you do still have two designated signatories, the BA and the Assistant to the BA. We don't need the Budgeting, Accounting and Reporting Specialist as the third person who can sign pretty much school monies account, payroll account, cash account, there are like one, two, three.

Mrs. Terrero made the following statement:

Unless someone's on vacation.

Mrs. Akiri made the following statement:

So that is what we're asking Debbie, are we adding four designated roles or if we do not see the need, and from what Mr. Disler is saying and from what we have done in the past, we should abolish the Budgeting, Accounting, Reporting Specialist role which we are perfectly fine with, let's do that and then add the new role instead of calling it a change.

Mrs. Khanna made the following statement:

Without making aspersions, can we just stick to what is it that we are trying to do here? I'm making this specific ask of you Pamela, you've gone round and round.

Ms. Bradford made the following statement:

I have to ask the Board members to conduct themselves. Thank you.

Mrs. Khanna made the following statement:

Let's make sure that you say this every time Pamela opens her mouth.

Mrs. Stanley made the following statement:

Let's just be clear on what we're talking about. That is not the intent, I think if you read the minutes of the personnel committee, we made it pretty clear what we expect because we weren't, we pushed back on this. So if you read the minutes, I think you can understand that we already vetted this as much as we can. So I want to understand exactly, instead of walking around in circles, what it is that we're concerned about because yes we are getting rid of that position. We talked about would we ever bring that position back if we don't need the license anymore in the future and that's what we talked about in there. So again, we are not hiring any more staff to the business office, we are replacing somebody who is retiring that has a lot of experience and we needed somebody with a license. That's all in the personnel minutes. I think if you want to say we want to change the way the resolution's written that's fine but otherwise I think we've hashed this out and it's 11:30 and we have somebody here that's attached to this and I find this very embarrassing.

Mrs. Khanna made the following statement:

Good for you.

Ms. Nicholson made the following statement:

I think that it probably too that once we've officially approved the title change that because the resolution with the signatures, we couldn't be under the assumption that the title change would be approved so we put it the old way to clarify it. Before anybody starts signing anything at September 18th because if you look at the start date for F it's September 22nd so at the next Board meeting we will be happy to revise that with the new titles to make it make more sense and flow better.

Dr. Feltre made the following statement:

We need the current Budgeting, Accounting, Reporting Specialist to be able to complete her duties until she retires October 1st.

Mrs. Khanna asked the following question:

So you in fact need that position?

Dr. Feltre made the following statement:

In the short term until he starts.

Mrs. Khanna made the following statement:

Sure, so this is not getting rid of that position. I'm going back to where I started with. What is the purpose of the way that resolution is worded?

Ms. Nicholson made the following statement:

Are you talking about E?

Mrs. Khanna made the following statement:

E, yes, the question is only on E. It's clear what the other ones are.

Ms. Nicholson made the following statement:

The intent is not to increase staff. The intent is to mitigate the fact that we don't have a School Treasurer of Monies. That we're not paying a School Treasurer of Monies anymore. Also allow us to have responsible checks and balances within our office in our financial report preparation without that additional Treasurer that we have.

Mrs. Joly made the following statement:

Are those roles overlapping? Is Vijay's start date...

Ms. Bradford made the following statement:

Mr. Disler has a suggestion for us.

Mr. Disler made the following statement:

If everyone can feel more comfortable, you can, because I understand the problem now that we're running into because the overlap, the people won't overlap but you're hiring an Assistant BA tonight...

Mrs. Joly made the following statement:

They will overlap.

Dr. Feltre made the following statement:

They will overlap, there will be a week.

Mrs. Joly made the following statement:

That's why you can't abolish.

Mrs. Akiri made the following statement:

No you can. Abolishing a role is for future hire. We are not removing an employee.

Mr. Disler made the following statement:

Got it. So I think you can abolish the Budgeting, Accounting, Reporting Specialist the date that employee retires and create the Assistant BA position, which again, it'll just be the two job descriptions just the one changed, effective the date of September, well you really can just do that effective today, there's no reason you can't, or September 22, 2025.

Mrs. Khanna made the following statement:

We need to add a resolution that basically formalizes the creation of that Assistant BA position.

Mr. Disler made the following statement:

I can do that right now for everyone if that is the intention to make things more streamlined.

Ms. Nicholson made the following statement:

E is the creation. Do you mean that you want to add a resolution that is for the abolishment?

Mrs. Khanna made the following statement:

No, creating a position. I'm just going by past precedent where we have a resolution to abolish a position, we have a resolution to create a position. This seems to be sort of in the middle somewhere where we are putting somebody in a position that is not officially created I suppose.

Mr. Disler made the following statement:

So what I would recommend, if that's ok with everyone, my recommendation just to streamline this, I would recommend a resolution whereby the Board hereby abolishes the Budgeting, Accounting, Reporting Specialist effective October 1, 2025. And a second resolution and I think we can just do this immediately because I don't think there's any issue with it. The Board hereby approves the job description and creation of the position of the Assistant Business Administrator and that could be effective immediately since you're putting someone in the position tonight. Is everyone ok with that?

Dr. Foregger made the following statement:

I have to ask, this looks like it has an effect on Lisa for one day, is that right? She paid for October 1st because you're abolishing it effective October 1st. I know what you want, I just want to make sure that the boundary conditions are correct here.

Mr. Disler made the following statement:

Just keep in mind the date of her retirement, the date of the positions, we need the position to go past her date but the date of her retirement will be the last day she's paid.

Dr. Foregger made the following statement:

Right so we could abolish it effective October 2nd.

Mr. Disler made the following statement:

Of course, yeah. We should make sure that outer limit of the abolishment is greater than her role here. I just forgot, one more resolution will be needed to remove resolution E.

- *Mrs. Terrero made a motion, seconded by Mrs. Stanley to add Resolution AU to abolish the position of Budgeting, Accounting, Reporting Specialist, effective October 2, 2025.*

Motion to Approve Adding Resolution AU Abolish the Position of Budgeting, Accounting, Reporting Specialist Effective October 2, 2025.

MOTION by: Mrs. Terrero **SECOND** by: Mrs. Stanley

ROLL CALL: Mrs. Terrero, Mrs. Stanley, Mrs. Akiri, Dr. Foregger, Mr. Dillon, Mrs. Joly, Mrs. Khanna, Ms. Bradford- *All Ayes*

Motion Passes.

- *Mrs. Terrero made a motion, seconded by Mrs. Stanley to add Resolution AV to create the position and approve the job description of Assistant Business Administrator.*

Motion to Approve Adding Resolution AV Create the Position and Approve the Job Description of Assistant Business Administrator.

MOTION by: Mrs. Terrero

SECOND by: Mrs. Stanley

ROLL CALL: Mrs. Terrero, Mrs. Stanley, Mrs. Akiri, Dr. Foregger, Mr. Dillon, Mrs. Joly, Mrs. Khanna, Ms. Bradford- *All Ayes*

Motion Passes.

DISCUSSION ON PERSONNEL RESOLUTIONS A-AD; RESOLUTION AU & RESOLUTION AV: ALL BOARD MEMBERS. RESOLUTIONS AE-AT: BERKELEY HEIGHTS ONLY- CONTINUED

Mrs. Akiri asked the following question:

Now should we remove E?

Mr. Disler made the following statement:

Yes, so you will need, according to my *Robert's Rules* on page 126, 11, section 6, a motion to postpone indefinitely E of the Personnel agenda.

Mrs. Akiri asked the following question:

Why should we do a motion to postpone? Like basically remove agenda item E.

Mr. Disler made the following statement:

Because according to my *Robert's Rules*, that is to drop the main motion without a direct vote on it so it would be equivalent of dropping it is postponing indefinitely.

Mr. Dillon made the following statement:

We're paying him a lot of money to be here. Trust him.

- *Mrs. Stanley made a motion seconded by Mrs. Khanna to postpone indefinitely Personnel Resolution E.*

Motion to Approve Postponing Indefinitely Personnel Resolution E.

MOTION by: Mrs. Stanley

SECOND by: Mrs. Khanna

ROLL CALL: Mrs. Stanley, Mrs. Khanna, Mrs. Akiri, Dr. Foregger, Mr. Dillon, Mrs. Joly, Mrs. Terrero, Ms. Bradford- *All Ayes*

Motion Passes.

Mr. Disler made the following statement:

We would need a motion to amend letter F pending the approval of AV.

- *Mrs. Khanna made a motion seconded by Mrs. Joly to amend Resolution F to say pending the approval of Resolution AV.*

Motion to Amend Resolution F Pending the Approval of Resolution AV.

MOTION by: Mrs. Khanna **SECOND** by: Mrs. Joly

ROLL CALL: Mrs. Khanna, Mrs. Joly, Mrs. Akiri, Dr. Foregger, Mr. Dillon, Mrs. Stanley, Mrs. Terrero, Ms. Bradford- *All Ayes*

Motion Passes.

DISCUSSION ON PERSONNEL RESOLUTIONS A-AD; RESOLUTION AU & RESOLUTION AV; ALL BOARD MEMBERS. RESOLUTIONS AE-AT; BERKELEY HEIGHTS ONLY- CONTINUED

Mrs. Terrero made the following statement:

I am so happy to see that we're going to be doing the Robotics Club at CMS, that's really a relief and it's two people. Great job and congratulations to the advisors.

Mr. Dillon made the following statement:

What is a student's account manager? Under X, towards the end.

Dr. Feltre made the following statement:

I believe that is the person who oversees the student activity account. Have you ever heard of that Ms. Nicholson?

Mr. Dillon made the following statement:

Is that very time intensive?

Dr. Feltre made the following statement:

I honestly don't know. Is it the fees for the clubs?

Mrs. Akiri made the following statement:

I believe it is keeping track of the various accounts, clubs accounts.

Mr. Dillon made the following statement:

So usually if I see how these stipends are being paid, it's based off of time. So this one seems to be the most time of all of these that we're saying. Again, I'm not an expert on the actual stipend guide.

Mrs. Akiri made the following statement:

There are very few roles, sorry to interrupt you. So I did ask this question last year when Mr. Nixon was the Acting Superintendent, so we have a marching band director that is also at \$8,700 and this is for the entire school of Governor Livingston so I believe the effort was justified last year but if you want a clarification that's up to you.

Dr. Feltre made the following statement:

I'm trying to pull it up but I believe it was a stipend in the contract.

Mr. Disler made the following statement:

I just pulled it up the contract it was collectively negotiated.

Mr. Dillon made the following statement:

I still don't know what the person does but that's great.

Mr. Disler made the following statement:

My understanding is they manage the high school student account. It's like a treasury type position.

Mrs. Akiri made the following statement:

They do an impeccable job from what I hear.

Mr. Dillon made the following statement:

It sounds like more of a business office job not a stipend job.

Mrs. Akiri made the following statement:

That job does sit in the main office here for Governor Livingston.

Mr. Dillon made the following statement:

That's like an employee not, I got my answer. On Z, why are all of these teachers having an extra teaching period? Are we short staffed? Is that why? There's 24 transactions here and this is usually when somebody is filling in to do a duty that's outside of their normal job or rather than, if I understand this correctly, rather than do a prep period, they're teaching a classroom right?

Dr. Feltre made the following statement:

Right, so I can say for math, there's an extra section so there's not enough additional math to hire a full time math teacher, those are two. Same for science, there's two extra sections, you can't find a part-time that would only teach two classes during the day. The special ed one is likely because we have a vacancy that hasn't been filled. It is a lot, or it might be two vacancies.

Mr. Dillon made the following statement:

Can I say, given staff shortages these folks are asked to go above and beyond their contracted assignments?

Dr. Feltre made the following statement:

Correct.

Mr. Dillon made the following statement:

And some of these, like Italian and French like we just discussed, will these stay? Even though we just approved a class that would be low students and I also heard that we were actively looking for an Italian teacher.

Dr. Feltre made the following statement:

Correct.

Mr. Dillon made the following statement:

So if we hire that Italian teacher, does this go away? Or are we approving it all together, are they connected? This person is being asked to fill in because we don't have anybody so far. I get it, September's around the corner, two weeks from now we're not gonna have anybody in place so would we come back and maybe amend this if they don't fulfill the role for all the way till June?

Dr. Feltre made the following statement:

Oh yes, we definitely will.

Mr. Dillon made the following statement:

Ok, it just seems like a lot. There's 24.

Mrs. Akiri made the following statement:

So Bill to answer your question, previously I think this list used to be smaller at the beginning of the school year. We used to do this twice and from reviewing old Board agendas, it used to be 4 or 5 listed here and then some of these dates I'm also wondering, we are appointing them from January of next year so how do we know from now?

Dr. Marr made the following statement:

Those are often times for leaves. So if we know someone's taking a leave in January and they need to be covered, there is a leave that's being taken in physics down here towards the bottom and so we posted for it and we weren't able to fill it so the staff members within the department, graciously are going over and beyond Bill, as you said in order to fulfill that leave and teaching an extra section.

Mr. Dillon made the following statement:

It all makes sense, I appreciate it, more just me learning. I haven't seen these before, it was new.

Mrs. Joly made the following statement:

Dr. Marr, just a follow up question on all of the special education. So if this is reflective of teacher shortages yet we are accepting special education kids from out of district, so are some of these, or am I not understanding it correctly?

Dr. Marr made the following statement:

I think that that's a fair question but there's not a connection. I see why you would make that connection that if we're receiving more students then we would need more sixth period stipends but these are oftentimes for different programs. I would venture to guess that the majority of these don't ever interact with our students that are out of district that come in.

Mrs. Akiri made the following statement:

So as a follow up, when I did meet with Mr. Morra last summer, I asked him when the Collaborative Consultative Model was rolled out they said that we will have a reduction in staff for special ed. That is how it was pitched in 2020 and 2021. I have been asking this question multiple years, have we seen a reduction in staff? No. So we have actually added more special education teachers since 2021 but now we are saying even though we are fully staffed and we have added additional special ed teachers, we still need these additional assignments?

Dr. Marr made the following statement:

We are not fully staffed within the special education department.

Mrs. Akiri made the following statement:

Even though we have the Collaborative Consultative Model where the teachers are only there 50% of the time and we use a paraprofessional.

Dr. Marr made the following statement:

Are you asking if we are fully staffed in that model? The answer is that we still have special education openings that we're working through and we're trying to fill and then I believe it was, and I don't

remember which month that we had the discussion that though there has not been a reduction in special education if you're looking at the K-12 continuum there has been a reduction at the secondary level, that's something that I've asked them to bring into their report in October, so I don't have the numbers for you but they'll have them in October and that has also had competing additional needs of the elementary. As the K-12 there hasn't been a reduction but based on the model we haven't had to add in elementary because we reduced in secondary.

Mrs. Akiri made the following statement:

So from middle school to high school we do not staff every class which is a collaborative consultative class with a full time special ed teacher. They're only there 50% and then we have a paraprofessional?

Dr. Marr made the following statement:

That is correct.

Mrs. Akiri made the following statement:

And then we are also seeing a decreasing enrollment in high school even with a reduction of staff in every classroom. We're saying we are seeing an increased need for special ed in elementary so these high school and middle school special ed teachers who are not there, they're going down to elementary?

Dr. Marr made the following statement:

So when you look at a position, so let's, I feel like I'm getting into the weeds there's been a reduction, let's just say you had 100 special education teachers at the high school and you went down to 90. That allowed us not to have to hire for 10 extra that we needed at the elementary.

Mrs. Khanna made the following statement

What is the colorguard instructor position about? It's a big number across both of those roles. I'm just curious.

Dr. Feltre made the following statement:

Colorguard, is that on these? Yeah colorguard is the flags, the band, the flags with the rifles, part of the marching band.

Mrs. Akiri made the following statement:

My only question is, there are certain items here which are AA, AB, approve additional summer school employment? Which summer? Summer is over right now, so we approved a long list of staff for summer school and we have not got enrollment numbers for summer school. From what I'm hearing I don't think it's exceeding previous years, so why do we have these resolutions at the end of summer?

Dr. Feltre made the following statement:

They added additional time. I asked this question. Tell me which resolutions.

Mrs. Akiri made the following statement:

AA, AB, AC, AD, curriculum.

Dr. Feltre made the following statement:

When the timesheets came in she compares them to what was approved and then any additional hours you guys have to approve so we can pay them.

Mrs. Joly made the following statement:

So then can we maybe have some clarity, maybe it's a little late in the game, but some of them are significant, like 45 extra hours, that's more than a week of 8 hours a day.

Dr. Feltre made the following statement:

Somebody likely didn't show up and they covered.

Mrs. Akiri made the following statement:

But Dr. Feltre, if you can share the overall enrollment for summer school from K-12 because I don't believe our enrollment for summer school went up that justifies all these increases. So this is basically for actual hours that were submitted. So if somebody didn't show up then they should be rescinding their hours that we approved at the previous meetings correct?

Dr. Feltre made the following statement:

Yeah but we approve for a specific person so if you approved me for 45 hours I didn't show up and you took the job for 45 hours we have to approve you for the additional 45 hours you didn't get paid.

Mrs. Akiri asked the following question:

What happens to the person that was approved for 45 hours?

Dr. Feltre made the following statement:

Right, she didn't submit the timesheet for the time that she wasn't there but we don't put it back on here saying that we're not approving her. I see where the confusion lies.

Mrs. Akiri made the following statement:

Usually rescind the employment we see multiple resolutions where we are rescinding for certain dates and we are not seeing anything for summer school for this year but you're asking us, these are a lot of hours and we are not rescinding any previously approved hours in May and June.

Dr. Feltre made the following statement:

You don't rescind any previously approved hours, we just don't pay them. We don't pay them if they don't submit a timesheet.

Dr. Foregger made the following statement:

It's sort of like the authorization to approve hours up to that amount.

Dr. Feltre made the following statement:

Right, up to that amount and then same with curriculum writing. You would have approved up to a certain amount of curriculum writing hours. If they submitted less, we don't come back and say they submitted less hours but if they submit more, then we have to come back to you and tell you that we're paying them more.

Ms. Bradford asked the following question:

Any additional discussion on personnel?

Mrs. Akiri made the following statement:

One additional one, I think maybe it's in business where we're amending the tenured staff salary, we struck out numbers but the salary numbers are the same. So maybe that's not in here.

Ms. Bradford asked the following question:
Mrs. Akiri is that under business or personnel?

Mrs. Akiri made the following statement:
I'm checking, it's a long agenda. It's right here, it's J. What is changing here? Why do we have these strikeouts and their base salary is exactly the same?

Mrs. Joly made the following statement:
It's not. It's off by \$10. It's 677 versus 667.

Dr. Feltre made the following statement:
They transposed the numbers, that's all.

Motion to Approve Personnel Resolutions A-AD; Resolutions AU-AV: All Board members. Resolution AE-AT: Berkeley Heights only.

MOTION by: Mrs. Joly

SECOND by: Mrs. Khanna

ROLL CALL: Dr. Foregger, Mrs. Terrero, Mrs. Joly, Mrs. Khanna, Mrs. Stanley, Ms. Bradford- *All Ayes*
Mrs. Akiri- *Aye to Resolutions A-F, Resolutions J-AT; Nay to Resolutions G-I*
Mr. Dillon- *Aye to Resolutions A-AD & Resolutions AU-AV; Abstain Resolutions AE-AT*

Motion Passes.

BUSINESS

Resolutions A-U: All Board Members. Resolutions V-AA: Berkeley Heights only.

A. APPROVE ADMINISTRATIVE PROGRAMS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approve the following administrative programs for the 2025-2026 school year:

Program	2025-2026 Cost	Description
Turnitin	\$6,110.64	Plagiarism & AI detection
Delta Math Solutions, Inc.	\$3,520.00	Teacher/Student Licenses
CodeHS	\$7,500.00	Teacher and student resource for the computer science program

B. APPROVE PAYMENT OF LEGAL SERVICES UNDER N.J.S.A. 18A:12-20

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator approves payment of legal services under N.J.S.A 18A:12-20.

WHEREAS, N.J.S.A. 18A:12-20 provides that whenever an administrative or other legal proceeding has been brought against a person in the performance of his/her duties as a member of the Board of Education, the Board of Education shall defray all costs of defending such action, including reasonable counsel fees and expenses; and

WHEREAS, N.J.S.A. 18A:12-20 further provides that the Board of Education may arrange for and maintain appropriate insurance to cover all such damages, losses, and expenses; and

WHEREAS, the has insurance coverage through Utica National, which has assigned counsel in accordance with N.J.S.A. 18A:12-20; and

WHEREAS, the Board's insurance carrier requires that the Board first make payment to the assigned counsel, prior to being reimbursed for these costs; and

WHEREAS, the Board's insurance carrier has assigned the law firm Cleary Giacobbe Alferi Jacobs, 955 State Route 34, Matawan, NJ 07747 to represent certain Board members in accordance with N.J.S.A. 18A:12-20.

BE IT RESOLVED, that the Berkeley Heights Board of Education approves payment to Cleary Giacobbe Alferi Jacobs in the amount of **\$4,667.95 for April 2025, \$1,171.50 for May 2025 and \$115.50 for June 2025** as well as payment amounts for outstanding invoices, **\$3,660.00 for November 2023, \$5,296.50 for December 2023, \$2,041.00 for March 2024, \$3,031.00 for April 2024, \$10,135.70 for June 2024 and \$66.00 for November 2024** which shall be eligible for reimbursement from the Board's insurance counsel;

NOW THEREFORE BE IT RESOLVED, the Board hereby authorizes the School Business Administrator/Board Secretary to take all actions necessary to effectuate the terms of this Resolution, including taking the steps required to obtain reimbursement from the Board's insurance carrier.

C. APPROVE INCREASE TO THE BID THRESHOLD

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approve an increase to the bid threshold;

WHEREAS, Jennifer Nicholson, School Business Administrator/Board Secretary, possesses approved Qualified Purchasing Agent (QPA) authorization for the 2025-26 School Year;

WHEREAS, the State Treasurer, in consultation with the Governor and pursuant to N.J.S.A. 52:34-7 and N.J.S.A. 18A:18A-3 (b), has increased the bid threshold amount for school districts with a Qualified Purchasing Agent, from \$44,000 to \$53,000, effective July 1, 2025;

NOW, THEREFORE BE IT RESOLVED that the Berkeley Heights Board of Education, pursuant to N.J.S.A. 18A:18A-3 (a), establishes and sets the bid threshold amount of \$53,000 for the school district, and further authorizes the School Business Administrator/Board Secretary, the Qualified Purchasing Agent, to award contracts, in full accordance with N.J.S.A. 18A:18A-3 (a), for those purchases that do not exceed in the aggregate of the newly established bid threshold amount.

Furthermore, for contracts in the aggregate that are less than the bid threshold but ~~fifteen (15%)~~ \$3,300 or more of the amount, the School Business Administrator/Board Secretary shall award contracts after soliciting at least two competitive quotations.

The School Business Administrator/Board Secretary, pursuant to N.J.S.A. 18A:18A-37 (c), is authorized to award contracts that are in the aggregate less than ~~fifteen (15%) percent~~ \$3,300 of the bid threshold without soliciting competitive quotations.

D. TEMPORARY APPOINTMENT OF THE SCHOOL BUSINESS ADMINISTRATOR AS QUALIFIED PURCHASING AGENT

WHEREAS, N.J.A.C. 5:34-5.5 permits a contracting unit to temporarily assign Qualified Purchasing Agent (QPA) responsibilities to an individual who has not yet been issued a QPA certificate, provided certain conditions are met; and

WHEREAS, the Berkeley Heights Board of Education currently does not have an appointed individual holding a valid QPA certificate; and

WHEREAS, Jennifer Nicholson, the duly appointed School Business Administrator, is currently enrolled in the required courses and is actively pursuing certification as a Qualified Purchasing Agent; and

WHEREAS, the Board of Education has determined that it is in the best interest of the district to assign the School Business Administrator the temporary authority to perform the duties of a Qualified Purchasing Agent until such time that a certified QPA is appointed;

NOW, THEREFORE, BE IT RESOLVED, that the Berkeley Heights Board of Education hereby temporarily assigns the responsibilities of the Qualified Purchasing Agent to Jennifer Nicholson, School Business Administrator, in accordance with N.J.A.C. 5:34-5.5, effective August 11, 2025 for a period not to exceed one year, or until such time as a QPA certificate is issued or a certified QPA is appointed, whichever occurs first.

BE IT FURTHER RESOLVED, that this temporary designation shall be filed with the Director of the Division of Local Government Services as required by law.

E. DESIGNATION OF SIGNATORIES FOR DISTRICT FUNDS

RESOLVED, that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves the following signatures, effective September 1, 2025 for checks drawn from the identified accounts:

Account Name	Number of Signatures Required	Authorized Signatories
School Monies Account	Three	1-Board President or Vice President 1-Board Secretary or Budget, Accounting & Reporting Specialist 1-Superintendent
Payroll Accounts	One	1-Superintendent or Board Secretary
Cash Account	Two	1-Board Secretary and/or 1-Assistant to the Business Administrator and/or 1-Budget, Accounting & Reporting Specialist
SUI Trust Account	Two	1-Board Secretary and/or 1-Assistant to the Business Administrator and/or 1-Budget, Accounting & Reporting Specialist
CMP Account	Two	1-Board Secretary and/or 1-Assistant to the Business Administrator and/or 1-Budget, Accounting & Reporting Specialist
FSA Account	Two	1-Board Secretary and/or 1-Assistant to the Business Administrator and/or 1-Budget, Accounting & Reporting Specialist

Cafeteria Account	Two	1- Board Secretary and/or 1-Assistant to the Business Administrator and/or 1-Budget, Accounting & Reporting Specialist
Capital Reserve Account	Two	1-Board Secretary and/or 1-Assistant to the Business Administrator and/or 1-Budget, Accounting & Reporting Specialist
Maintenance Reserve Account	Two	1-Board Secretary and/or 1-Assistant to the Business Administrator and/or 1-Budget, Accounting & Reporting Specialist
Athletic Account	Two	1-Board Secretary and/or 1-Budget, Accounting & Reporting Specialist and/or 1-Athletic Director
Student Activity Fee	Two	1-Board Secretary and/or 1-Assistant to the Business Administrator and/or 1-Budget, Accounting & Reporting Specialist
The Difference Card	One	1-Board Secretary or 1-Budget, Accounting & Reporting Specialist

BE IF FURTHER RESOLVED that the Board Secretary and/or the Budget, Accounting & Reporting Specialist and/or the Treasurer of School Monies can authorize wire transfers to/from any of the aforementioned accounts, and

BE IT FURTHER RESOLVED that the Berkeley Heights Board of Education approves the use of facsimile signatures for the Board President or Vice President, the Board Secretary or the Budget, Accounting & Reporting Specialist and the Treasurer of School Monies on all checking accounts, and

BE IT FURTHER RESOLVED that all checks, drafts or other orders for payment or withdrawal of money from said accounts be signed by the person holding the appropriate title as listed above.

F. APPOINTMENT OF LIGHTING TECHNICIAN

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves the appointment of Jeffrey Stiefel as the lighting technician/service provider to the Governor Livingston High School Auditorium/Theater for the theater productions during the 2025-2026 school year. Mr. Stiefel will be paid \$10,560.00.

G. APPOINTMENT OF SET DESIGN CONSULTANT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the appointment of Christopher Riley as the set design consultant to oversee the set construction for the Governor Livingston High School theater productions during the 2025-2026 school year. Mr. Riley will be paid \$12,000.00.

H. APPROVE CONTRACT WITH JERSEY STATE CONTROLS FOR HVAC MAINTENANCE AND REPAIRS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and School Business Administrator, approve the contract with Jersey State Controls for district-wide HVAC maintenance and repairs for July 1, 2025 to June 30, 2026, awarded pursuant to Ed Data Bid #11645.

I. APPROVE AGREEMENT FOR REFUSE/RECYCLING REMOVAL FOR 2025-2026

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and School Business Administrator, approves an agreement with Waste Management

for district-wide refuse and recycling removal for the period beginning July 1, 2025 through June 30, 2026, awarded pursuant to NJ START Contract #40379 - T2665 Solid Waste Collection StateWide.

J. APPROVE MAINTENANCE CONTRACT FOR ON-SITE TELEPHONE SYSTEMS WITH EASTERN DATACOMM, INC.

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves renewal of the annual maintenance contract for on-site telephone systems for the 2025-2026 school year with Eastern Datacomm, Inc. in the amount of \$11,500.

K. APPROVE ZOOM CLOUD SYSTEM SUPPORT CONTRACT WITH EASTERN DATACOMM, INC.

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approve Eastern DataComm as the vendor to supply Zoom Cloud Support for the 2025-2026 school year in the amount of \$30,242.42.

L. APPROVE 2025-2026 LEASE FOR POSTAGE MACHINE RENTAL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approve the rental agreement with Great America Financial Services for two postage machines located at the central office and Governor Livingston High School with an annual cost of \$2867.40.

M. APPROVE FP MAILING SOLUTIONS TO PROVIDE POSTAGE FOR THE 2025-2026 SCHOOL YEAR

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator approve FP Mailing Solutions (CMRS-FP) to provide postage refills, ink and label supplies for two postage machines. FP Mailing Solutions provides and certifies metered postage in compliance with Federal USPS requirements.

N. APPROVE TECHNOLOGY PURCHASES & PROGRAMS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the following technology agreements for the 2025-2026 school year:

Program	Cost	Description
Connection - Monitors	\$6,240.00	30 monitors/keyboards/mice for digital arts and yearbook classes.
CyberNut	\$5,125.00	Security Awareness Training and phishing simulations
Arctiq - UPS project	\$54,069.57	Uninterruptible power supplies for network closets
Frontline Centris Sync Mapping	\$3,500.00	A Frontline specialist will complete a remapping of Centris Sync regarding the guardian contact fields for the IEP system.

O. ACCEPT DONATIONS FOR TEMPORARY LIGHTING RENTAL

WHEREAS, the Berkeley Heights Board of Education recognizes and appreciates the generosity of community members and organizations in supporting the district’s educational and extracurricular programs; and

WHEREAS, Pete & Pat Ramiccio have generously offered to donate \$1,500.00 and The Connell Family has generously offered to donate \$1,640.00 to cover the total cost of temporary light rental for the scheduled home football game on August 28, 2025, at Governor Livingston High School; and

WHEREAS, the total donation of \$3,140.00 will be made payable to the Highlander Booster Club, which will in turn issue payment to the vendor for the light rental; and

WHEREAS, the Board of Education wishes to formally acknowledge and accept this contribution in accordance with N.J.S.A. 18A:20-4 and Board Policy 7230 (Gifts, Grants, and Donations);

NOW, THEREFORE, BE IT RESOLVED, that the Berkeley Heights Board of Education hereby accepts the total donation of \$3,140.00 from Pete & Pat Ramiccio and The Connell Family, to be used for the rental of temporary lights for the August 28, 2025 home football game at Governor Livingston High School; and

BE IT FURTHER RESOLVED, that the Board extends its sincere appreciation to the donors for their generosity and continued support of the Berkeley Heights Public Schools.

P. APPROVE ANNUAL APPOINTMENTS

RESOLVED, that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves the following annual appointments for the 2025-2026 fiscal year:

Appointment	Vendor
Workers Comp Assessment	Pooled Insurance Program of NJ

Q. APPROVE RENEWAL OF LEARNING ALLY

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the renewal for Learning Ally, an online system that allows for books to be read aloud to students with disabilities, for the 2025-2026 school year. The site licenses for 6 buildings is \$9,470.48 which has been allocated in the 2025-2026 district budget.

R. APPROVE PURCHASE OF TEXTBOOKS FOR GLHS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approve the following textbook purchase for the 2025-2026 school year:

Vendor	Cost	Description
McGraw Hill LLC	\$78,337.29	Algebra 1, Geometry & Algebra 2 Textbooks; ALEKS Teacher Licenses & PD

S. APPROVE GRANT APPLICATION FOR REMEDIATION OF WATER CONTAMINATION

WHEREAS, the Securing Our Children’s Future Bond Act, P.L. 2018, c.119 (the “Bond Act”) provides \$100 million in grant funding for eligible work to remediate water contamination in school districts; and

WHEREAS, the Berkeley Heights Public School District (the “District”) has determined to apply for grant funding from the New Jersey Department of Education (“NJDOE”) under the Bond Act for eligible work to remediate water contamination; and

NOW, THEREFORE, BE IT RESOLVED that the District’s Board of Education (the “Board”) hereby:

- a. Approves the submission of the grant application to the NJDOE under the Bond Act; and
- b. Approves the acceptance of funds granted thereunder; and
- c. Affirms the availability of local funds should the total estimated cost of the proposed work exceed the District’s grant allowance; and
- d. Approves the sustainability plan for filtration or flushing solutions as required by the Bond Act.

T. APPROVE PARTICIPATION IN THE SAFE NJ PROGRAM

WHEREAS, the Berkeley Heights Board of Education is committed to supporting the health, safety, and well-being of all students, staff, and families; and

WHEREAS, SAFE NJ is a trauma-informed mental health and safety program being rolled out statewide to school districts, designed to connect students, staff, and parents with community resources and basic needs, while also providing 24/7 immediate crisis support through the 2nd Floor Youth Helpline; and

WHEREAS, the SAFE NJ program, powered by STOPit Solutions and supported through its 24/7/365 Incident Response Center, provides multiple platforms for engagement and monitoring, including a mobile app, Chromebook/Web access, and phone support; and

WHEREAS, the program serves both as a self-help tool for students by offering age-appropriate resources and as a mental health and safety reporting system, with reports categorized into Mental Health, School Safety, and Basic Needs, to be monitored by designated district staff during school hours and by SAFE NJ team members outside of school hours; and

WHEREAS, more than 190 school districts across New Jersey have onboarded the SAFE NJ program, which is fully grant-funded and comes at **no cost** to the District, with no obligation for continued participation from year to year;

NOW, THEREFORE, BE IT RESOLVED that the Berkeley Heights Board of Education hereby approves the participation of the Berkeley Heights Public Schools in the SAFE NJ program, for the 2025-2026 school year, in order to provide an additional layer of support, monitoring, and resources to enhance student wellness and school safety at no cost to the District.

U. APPROVE TRANSPORTATION ROUTES FOR THE 2025-2026 SCHOOL YEAR

RESOLVED, that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves the transportation routes for the 2025-2026 school year. (*Attachment K*)

V. APPROVE TECHNOLOGY PURCHASES & PROGRAMS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the following technology agreements for the 2025-2026 school year:

Program	Cost	Description	Cooperative
ConnectionPromethean Interactive Displays	\$52,880.00	16 Promethean ActivPanel interactive displays and carts for Mary Kay McMillan	NJ-NJASPO ValuePoint MNNVP-133 (89974)

W. ACCEPT DONATION FROM THE WILLIAM WOODRUFF SCHOOL PTO

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, During the 2024/2025 school year, the William Woodruff PTO raised approximately \$60,000 and donated the following gifts to school:

- Cultural Arts Assemblies:\$1,960 - Lion Dance Performance by the Wushu - Kung Fu Fitness Center and Rhythms Connect Us Around the World Music Performance by Mary Knysh.
- In-Class Professionals: \$1,053.25 - Quiver Farms Chick Program, Tenafly Nature Center Pollinator Presentation, Turtleback Zoo Outreach Program.
- Teacher Grants: \$1,628.16 - Included classroom supplies, books, and teaching materials.
- Author Visit: \$348 - Grade-level presentations by Life Between Summers author about the connection between school and its community.
- Staff Appreciation: \$3,500- Including breakfast, luncheons, gifts during teacher appreciation week, and stocking the teachers lounge with snacks and drinks throughout the school year.
- 2nd Grade Graduation: \$1,400 - Provided the 2nd grade students with commemorative t-shirts and supplies for their graduation concert.
- Miscellaneous Supplies - \$125 - Including sanitizing wipes for students to use during recess and lunch time.
- Gifts to School: \$1,300 Elkay Water Filtration System for Cafeteria, \$1,328.37 Outdoor Storage Shed for Recess Materials, \$3,458 Promethean Interactive Display Board for Woodruff Media Center, \$5,750 for Lobby Renovations including new seating and wall mural, \$47,188.57 new paint and library furniture including tables, chairs, book browsers, shelving and flexible seating.

Please accept these gifts with a total value of \$69,039.35 in support of the students and teachers in the William Woodruff School Community.

X. APPROVE MTB, LLC. TO COMPLETE EMERGENCY ROOF REPAIRS AT MOUNTAIN PARK ELEMENTARY SCHOOL

RESOLVED, that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, hereby approves MTB, LLC to perform emergency roof repairs at Mountain Park Elementary School, at a cost not to exceed \$15,500.00

Y. APPROVE HEGGERTY BRIDGE WRITING INTERVENTION PROGRAM

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Elementary Administrators, approves the Heggerty Bridge Writing Intervention Program to support phonic, fluency, spelling, and vocabulary instruction in Grades K-2 for the 2025-2026 school year. The cost for the program is \$5,081.20.

Z. APPROVE CENGAGE LEARNING BIG IDEAS MATH PROGRAM

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Elementary Administrators, approves the continued use of the Cengage Learning Big Ideas Math program for Grades K-5 for the 2025-2026 school year. This comprehensive mathematics curriculum provides rigorous, standards-aligned instruction designed to support student understanding and achievement through interactive lessons, digital resources, and differentiated learning tools. The cost for the continued use of the Cengage Learning Big Ideas Math program is \$77,821.10.

AA. APPROVE PURCHASE OF TEXTBOOKS FOR CMS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approve the following textbook purchase for the 2025-2026 school year:

Vendor	Cost	Description
McGraw Hill LLC	\$80,928.85	Course 1, Course 3, Accelerated, Algebra 1 & Geometry Textbooks; ALEKS Teacher Licenses

DISCUSSION ON BUSINESS RESOLUTIONS A-U: ALL BOARD MEMBERS. RESOLUTIONS V-AA BERKELEY HEIGHTS ONLY.

Mrs. Akiri made the following statement:

I would like to know what is business A, approve administrative programs, and we're saying the program is Turnitin. These are license fees for plagiarism and AI detection and teacher and student licenses?

Dr. Feltre made the following statement:

Yes.

Mrs. Akiri made the following statement:

This is only for students or is it on for all the laptops issued to staff also, all Berkeley Heights?

Dr. Feltre made the following statement:

The Turnitin, no that's for students. A staff member will put in whatever they think might be plagiarized in it. I don't think this is on a student's Chromebook that then gets, wah, wah, wah you plagiarized type of thing.

Mrs. Akiri made the following statement:

So this is for the teachers, for work that has been submitted.

Dr. Feltre made the following statement:

Yeah for plagiarism, this has been used before AI.

Mrs. Akiri made the following statement:

No the AI detection one, I was curious because I think in other districts also, they're saying the teachers are using AI but we're not able to use AI. My other follow-up question is, we have a Google thing and I did do a simple check on my daughter's laptop. When you go search Google these days, the first thing that pops up is an AI response. So if that's active, what is this \$6,000 doing?

Dr. Feltre made the following statement:

The first thing that pops up in the AI thing when you do a Google search is the answer.

Mrs. Akiri made the following statement:

Okay, cannot use it. This AI detection is not for that.

Dr. Feltre made the following statement:

No, it's not for that.

Mrs. Akiri asked the following questions:

What if a child copies that answer and puts it in? What is the software doing?

Dr. Feltre made the following statement:

It's flagging for the teachers that it thinks that it's been copied and pasted from some other work.

Dr. Foregger asked the following questions:

What is the error rate on this Turnitin? How many times does it give a false positive and say guilty, guilty, guilty but it's not guilty?

Mrs. Stanley made the following statement:

Let's refer it to technology and they can dig deeper.

Ms. Bradford made the following statement:

Any other discussion?

Mrs. Stanley made the following statement:

I just want to say thank you for the donations. There's a couple donations here. Our district is so lucky to be able to have a community that supports it, so thank you for everyone who donates and makes things possible for our students.

Mrs. Joly made the following statement:

Given what we did in personnel, on E, do we need to change anything? I'm looking specifically at those that don't say and/or. For example, for the first one, you need 3 signatures. One of them being, oh it's says Board Secretary or.

Dr. Feltre made the following statement:

At the next Board meeting we'll change them. Right now we need her because she's still in the position.

Mrs. Joly made the following statement:

It was just the first one threw me because I didn't see the or.

Mr. Disler made the following statement:

Do we want to add?

Ms. Nicholson made the following statement:

No, because we don't need him to sign anything. He's not even starting until after the next Board meeting so we can make a change at the next Board meeting.

Mrs. Khanna made the following statement:

But the expectation is come October we will have to revise this entire list because we don't have that position anymore.

Ms. Nicholson made the following statement:

Right so we can put a resolution in the September 18th Board agenda that can cover that with the correct dates so there's no confusion in the interim.

Mrs. Joly made the following statement:

I'm going to be voting no on C. This is just, number one, it would be contrary to our budgeted purchase policy, which was just upheld not too long ago to have the bid threshold at \$3,300. Sorry that was the quotation threshold, not the bid threshold.

Ms. Nicholson made the following statement:

The quote threshold stands. These are just state standards. These are what you're being audited on so we're making sure that we're procuring responsibility according to state standards. Our school policy is what we as employees have to adhere to as far as obtaining quotes for anything over \$3,300 as per your policy.

Mrs. Joly made the following statement:

The last bit of this reads, authorized to award contracts that are in an aggregate less than 15%. It has the 15% so then we're gonna have confusion again with what we're doing.

Ms. Nicholson made the following statement:

Yeah, I understand. In the old statute before they changed it, so what you guys had done, originally it was \$43,000 and then the 15% was \$6,600 and you guys made it the \$3,300 to have that level of control so you could see what was going in and out. The state has changed that amount.

Mrs. Joly made the following statement:

Right, so the state has upped the bid threshold.

Ms. Nicholson made the following statement:

So when the auditors come in and they're looking at something and they're trying to determine if we should have quotes attached to a PO and we're providing them information. We're matching state standards even though it is our standard as employees to follow your policy of the 3300 but we also do have to have this in place to make sure that we're matching the regulations that the state has changed.

Mrs. Nicholson made the following statement:

But we can always adjust this because if we approve this then that one is...

Mrs. Joly made the following statement:

Yeah maybe, if we can get Mr. Disler maybe to opine so with respect to our Policy 6421 Budgeted Purchases.

Mr. Disler made the following statement:

Can I have a few minutes? I just want to double check the statute.

Mrs. Khanna made the following statement:

The logic for the increase is because the state increased their limits?

Ms. Nicholson made the following statement:

That's correct. They increased them as of July 1st so this is a formality.

Ms. Bradford asked the following question:

Any other discussion while Mr. Disler has his two minutes?

Mr. Dillon made the following statement:

The amounts associated with the lighting technician, the set design consultant, F & G, so these aren't going to be part of the collectively bargains agreement, so who vets these numbers? Does it go out to bid, is that the lowest bidder, how does this work?

Mrs. Akiri made the following statement:

It's the same person every year.

Ms. Bradford made the following statement:

We're checking to see if that's in the contract.

Mr. Dillon made the following statement:

If it was I think it would have been in, first I was trying to figure out why are these separate, then I came to the conclusion that these are separate because they're not part of the contract. I'm just making stuff up now after midnight but yeah it kind of jumped off the page at me. Mrs. Akiri you know the history heere on a lot of things, is this just for anniversary, these play support staff, do you know?

Mrs. Akiri made the following statement:

It's the GL, I think what happens for the spring...

Ms. Bradford made the following statement:

For the set for the fall drama and spring musical.

Mrs. Akiri made the following statement:

They have two separate ones for the set so this is only for, there are two resolutions and it's a little on the higher end.

Mrs. Stanley made the following statement:

Right but they're getting half for the fall and half for the spring so it's for the whole year for all theatre productions. The one gentleman, the theatre's named after his father or grandfather so they've been doing this for us for years and they not only do the 3 or 4 nights or the 3 or 4 days and the 5 performances, but they also come to all the prep, the dress rehearsals and all the prep stuff. So our students learn a lot from them. I know it's hard because it's just like where's the money going, where's the money going, where's the money going, but they really, I don't know if you've ever met our GL tv kids but they're pretty

awesome and the fact that they know so much about production and can do anything with that knowledge is really great.

Mr. Dillon made the following statement:

This isn't tv.

Mrs. Stanley made the following statement:

So it's the theatre right but the GL tv does all the cameras and all the lighting.

Mr. Dillon made the following statement:

Are we using them as teachers or they're teaching our students how to do something?

Mrs. Akiri made the following statement:

No, this is basically a lighting technician.

Mr. Dillon made the following statement:

They're building sets.

Ms. Bradford made the following statement:

But they have students that work with them.

Mrs. Stanley made the following statement:

They're working with the students during the plays.

Mrs. Khanna made the following statement:

Can I ask a question about a different resolution? This is T, approve participation in the Safe NJ program. Can we understand a little bit more about the program and I guess, have we been using it in the past?

Dr. Feltre made the following statement:

No, this is the first year. This organization has a grant to provide these services to schools so it's no cost to the district to participate to use the Stop It Solutions. This came to me from one of our SACKS to support mental health so students being able to reach out, let me just pull up my notes. They have all these services to help and support students who are in crisis during school as well as after school. There's numbers that they can call and then we will get alerted if anybody's in crisis. If somebody truly is in crisis after hours then the ambulance or police will be called to address it.

Mrs. Khanna made the following statement:

I guess my concern with this is, how clued in are parents to whatever these students are being informed in school, especially something like this that involves self-help tools for students by offering age appropriate resources. Where does a parent get involved in this entire process? And how does a parent know that their student is calling a number and asking for help?

Dr. Feltre made the following statement:

Right. All of that information will be sent out if we get approval to do it. There's a whole PR campaign if you will to make parents aware.

Mrs. Khanna made the following statement:

I think that's good, making parents aware is important but what I'm asking for is, if my student was to call a self-help service, are they talking to third parties? I'm trying to figure out where the boundary is. How do we know what sort of help our children are seeking and who is talking to them? It's hard to tell if this

is somebody having an online, like a live conversation, is it a chat? How do we make sure that this is all happening in a safe environment as it relates to you knowing having a vetted team of people. I get it when you have a school counselor that offers these services to students because you know them, they are a person in the district but this just seems very open.

Mrs. Akiri made the following statement:

I think its an app. Is it an app?

Dr. Feltre made the following statement:

It is an app. So here's the information I have, Safe NJ is a trauma informed mental health and safety program that's being rolled out to districts statewide that utilizes multiple platforms for community, student, and parent engagement. The program focuses on connecting students, staff, and parents to basic needs and community resources, so it's not just mental health. It also features 24-7 immediate crisis support through Second Floor Youth Helpline and a direct school communication platform accessible through the mobile app, Chromebooks or web, and a phone. The program is powered by Stop It Solutions and supported through its 24-7, 365 Incident Response Center, which monitors the program and escalates any life-threatening or imminent threat situations immediately. While students can access Safe New Jersey as a self-help tool, providing age-appropriate resources, this also serves as a mental health and safety reporting system. Reports are streamlined into three categories, mental health, school safety, and basic needs. A designated staff member in each building would oversee these reports during school hours. Outside of school hours, a Safe New Jersey team members would oversee reports or emergencies, providing 24-7 monitoring. Currently, there are approximately 190 districts in New Jersey who have onboarded this program. It's grant funded, would be of no cost to the district, and there's no obligation to continue from year to year.

Mrs. Khanna made the following statement:

So thank you for that and it does actually raise multiple flags for me because A, if this is going to be an app that students have access to, putting something on their phones without the knowledge of the parents, which is entirely possible, I think it's problematic. We are opening ourselves up to a host of situations that we do not have control or a plan. So I would ask for this to get a little bit more consideration than what we are looking at here.

Mrs. Joly made the following statement:

Dr. Feltre, you said there's this whole PR campaign, if we approve it, then we get the information. Perhaps it's worthwhile to table it and get the information first so that we could have a more intelligent discussion about it because like I get what Dipti is saying, who's on the other end of this right? Just because other districts do it, like who is talking to my kid? I don't know. Is it state sponsored? It might be worthwhile just to get some additional information first.

Dr. Feltre made the following statement:

I can have Ms. Nebus come.

Mrs. Joly made the following statement:

That would be helpful.

Dr. Feltre made the following statement:

I had ready for the committee meeting but we didn't get to it.

Mr. Disler made the following statement:

Ok, so if I am understanding Policy 6421 correctly, if a good or service is under the bid threshold but above the \$3,300 you ask for 2 quotes.

Mrs. Joly made the following statement:

Yep.

Mr. Disler made the following statement:

So my first suggestion is, I would recommend, I know this has been in the Policy Committee a lot but you may want to send it to the Policy Committee again because it just says 3,300 or more but it doesn't have under the bid threshold language, unless I read it wrong. But anyway I would just, I didn't see it, but you can have the Policy Committee take a look at that contract. I don't see it in there, so that just threw me for a little bit of a loop as I was reading through it so something just again, nothing for tonight but just take a look at it by the Policy Committee. But with that, as it relates to the resolution, I would agree that it would need to be amended because where it says the 15%, it should say, furthermore for contracts in the ad that are less than a business threshold but greater than 3,300, the School Business Administrator/Board Secretary shall award the contract after soliciting at least two votes.

Mrs. Joly made the following statement:

Just a point, it doesn't say that but it says in accordance with NJSA. That's why, if it's in accordance then it's less than 15%.

Mr. Disler made the following statement:

Again, logistically I got there, just for clarity, if ever this came up again in my life a little easier, because I was trying to match word for word from the statute of 37 to this. I know this policy has been examined significantly but again since it has, I might as well throw my 2 cents in. But logistically I get it, I figured it out so I agree that you should probably have a motion to amend C. Which if everyone is ok with me doing the wording there, just to make everyone's life easier.

Ms. Bradford made the following statement:

So under Business C, we're looking to make a motion to amend.

Mr. Disler made the following statement:

Again, so if the Board so chooses, but in accordance with your policy, it's under the bid threshold 3,300 so if someone would want to amend it, it would read as follows, and again, it's up to the Board if you so desire to do that. It would read, furthermore, for contracts in the aggregate that are less than the bid threshold, but greater than \$3,300, the School Business Administrator/Board Secretary shall award contracts after soliciting at least two competitive quotations. Everyone understand?

Ms. Bradford made the following statement:

This is the second to last paragraph on page 35.

Mr. Disler made the following statement:

Sorry I should have been more specific. It's the second to last paragraph.

Mrs. Joly made the following statement:

Why don't we, because there's other language I think that says that well if you can't for some reason you might award it to not necessarily, like there's additional language. Do you think just changing, making that small change would align it to the policy?

Mr. Disler made the following statement:

Again, I might want to spend a little more time. If we would like, it's a QSAC year, if you want to table this and then myself...

Mrs. Akiri made the following statement:

No, can you add that language? Let's be done with it, we are already here.

Mr. Disler made the following statement:

I think the question is, are there more provisions in the policy that align with this.

Mrs. Akiri asked the following question:

Or can we just say, this has to align with our Policy 6421? With all conditions in 6421. That would be the easiest way to do it instead of slicing and dicing it. We add the sentence that you gave us and say the Business Administrator shall abide by Policy 6421.

Mrs. Joly made the following statement:

I guess if the state is increasing the bid threshold, they're doing it, why do we need a resolution right? Everything else would just be according to policy.

Mrs. Akiri made the following statement:

Yeah, I don't see the need for adopting this.

Mr. Disler made the following statement:

I think you have to adopt the policy.

Ms. Nicholson made the following statement:

Yeah, you have to adopt the policy.

Mrs. Joly made the following statement:

The policy doesn't address the bid threshold, it just addresses the quotation threshold right?

Mr. Disler made the following statement:

My understanding of the law is, you do you have to, you have to authorize your QPA to go above the threshold. So there's 2 thresholds, there's a much smaller one but then you can authorize your, if your Business Administrator has something called a QPA, Qualified Purchasing Agent, then you have to authorize them to be able to go...

Mrs. Joly made the following statement:

Right, that's a separate resolution to be able to authorize.

Mr. Disler made the following statement:

This is to increase that amount of I assume your prior resolution that only went to the 44.

Mrs. Joly made the following statement:

I don't think we had a prior resolution, well maybe we did. I don't know, because it's a state number.

Ms. Nicholson made the following statement:

We need this resolution to be compliant.

Mrs. Stanley made the following statement:

Basically the state changed the resolution. We need to accept that change.

Ms. Bradford made the following statement:

All right so Mr. Disler your advice is under C to add after but 15%, but greater than 3000 or, in that second paragraph from the end.

Mr. Disler made the following statement:

So we would remove 15% and change it to greater than \$3,300. Does anyone need me to read it again or does everyone get the concept?

Mrs. Stanley made the following statement:

In both paragraphs or just one?

Mr. Disler made the following statement:

Just the one. It would just be in the one, oh wait, the second to last one also has to read, let me pull your policy up, give me a second, sorry.

Mr. Dillon made the following statement:

Madam President, I'm just alerting you now, I'm leaving at 12:30. Six hours is enough. Wherever we are, we are.

Mrs. Joly made the following statement:

15%, just change it to 3,300.

Mr. Disler made the following statement:

In both the last two paragraphs.

Ms. Bradford asked the following question:

Greater than 3,300 Natasha or greater than 3,000?

Mrs. Joly made the following statement:

It should say less than the bid threshold but 3,300 or more and then it would be less than 3,300, cross out the 15% of the bid threshold.

Mr. Disler made the following statement:

So I think the motion would be in letter C where it says 15% in both the second to last paragraph and last paragraph, replace that with the words 3,300.

Mrs. Joly made the following statement:

Yep.

- *Mrs. Terrero made a motion, seconded Mrs. Khanna to amend Business Resolution C to replace 15% in the second to last paragraph and last paragraph with \$3,300.*

Motion to Amend Business Resolution C to replace 15% in the Second to Last Paragraph and Last Paragraph with \$3,300.

MOTION by: Mrs. Terrero

SECOND by: Mrs. Khanna

ROLL CALL: Mrs. Akiri, Dr. Foregger, Mrs. Terrero, Mr. Dillon, Mrs. Khanna, Mrs. Stanley, Ms. Bradford- *All Ayes*

Motion Passes.

DISCUSSION ON BUSINESS RESOLUTIONS A-U: ALL BOARD MEMBERS. RESOLUTIONS V-AA BERKELEY HEIGHTS ONLY.

Mrs. Akiri made the following statement:

I have two questions. So N, under N, approve technology purchases and programs, there is this Arctiq UPS project, the total cost is \$54,000, so just based on what the contracts and the bids, I don't know if we actually, this is a huge amount and finance and facilities didn't even, I don't know how many quotes we got. So can we at least table this one until finance and facilities meet next week and we basically give the time to Jennifer to see if, how did we get this number, where did this number come from and is it just one vendor?

Ms. Bradford made the following statement:

My recollection from the meeting was that this was necessary.

Mrs. Terrero made the following statement:

Right, these are battery backups that right now we don't have on any of our...

Mrs. Akiri made the following statement:

But we should look at, we were buying equipment, we were asking for \$18,000, \$15,000 vehicles, did we get multiple quotes and stuff like that?

Mrs. Terrero made the following statement:

Do they have a budget, Dr. Feltre, that they're allowed to spend?

Dr. Feltre made the following statement:

We budget for stuff but he would have had to go through all the proper channels and provide quotes or what not. I can't remember if he went over that or not in the technology committee.

Mrs. Terrero made the following statement:

He didn't. He just said that he needed 28 units and where they are specifically going to go.

Ms. Bradford made the following statement:

And he needed them now.

Mrs. Akiri made the following statement:

I'm just gonna move to remove this until we meet next week.

Mrs. Terrero made the following statement:

I don't agree with that.

Ms. Bradford made the following statement:

Dr. Feltre made the following statement:

The Zoom cloud is for, it's for our phone, it's for the administrators to, instead of giving us cell phones, the Zoom cloud allows, if somebody calls my office, it comes to my cell phone.

Mrs. Akiri made the following statement:

Oh, this is the voice over IP phone, ok. Last year remember when we switch the phones there was that snap.

Motion to Approve Business Resolutions A-U: All Board Members. Resolutions V-AA: Berkeley Heights only.

MOTION by: Mrs. Stanley **SECOND** by: Mrs. Khanna

ROLL CALL: Mrs. Stanley, Mr. Dillon, Mrs. Terrero, Ms. Bradford- *All Ayes*

Mrs. Akiri- *Aye to Resolution A, Resolutions C-M, Resolutions O-U & Resolutions W-AA; Nay to Resolutions B, N & V*

Dr. Foregger- *Aye to Resolution A, Resolutions C-U, Resolutions W-AA; Nay to Resolution B & Resolution V*

Mrs. Joly, Mrs. Khanna- *Aye to Resolution A, Resolutions C-AA; Nay to Resolution B*

Motion Passes except for Resolution B fails.

FINANCE

Resolutions A-G: All Board members.

A. APPROVE PAYMENT OF PAYROLL AND BILLS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the Payroll and Bills List as follows:
(Attachment L)

Payroll		
	6/30/2025	\$625,781.90
	7/15/2025	\$1,057,374.49
	7/31/2025	\$436,918.68
	7/30/2025	\$381.70
	8/14/2025	\$1,126,148.69
Accounts Payable		
Chk #212340 <i>(Attachment M)</i>	6/26/2025	\$5,839.45
Chk #212438 <i>(Attachment N)</i>	6/26/2025	\$4,902.50
	8/21/2025	\$414,220.47
	8/21/2025	\$3,259,378.30
Total		\$6,922,134.73

B. APPROVAL OF JUNE 2025 BOARD SECRETARY'S REPORT

RESOLVED that the Berkeley Heights Board of Education, pursuant to N.J.A.C. 6A:23-2.12(c)4, certifies that as of June 30, 2025 after review of the Board Secretary's monthly financial report (appropriations section), and upon consultation with appropriate district officials, to the best of our knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.12(b), and sufficient funds are available to meet the district's financial obligations for the remainder of the year. *(Attachment O)*

C. APPROVAL OF JUNE 2025 TRANSFERS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the Line-Item Budget Transfers for the month of June 2025.*(Attachment P)*

D. APPROVAL OF JUNE 2025 TREASURER'S REPORT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, accepts the financial report of the Treasurer of School Funds for the month ending June 30, 2025. *(Attachment Q)*

E. APPROVAL OF JULY 2025 BOARD SECRETARY'S REPORT

RESOLVED that the Berkeley Heights Board of Education, pursuant to N.J.A.C. 6A:23-2.12(c)4, certifies that as of July 31, 2025 after review of the Board Secretary's monthly financial report (appropriations section), and upon consultation with appropriate district officials, to the best of our knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.12(b), and sufficient funds are available to meet the district's financial obligations for the remainder of the year. *(Attachment R)*

F. APPROVAL OF JULY 2025 TRANSFERS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the Line-Item Budget Transfers for the month of July 2025.*(Attachment S)*

G. APPROVAL OF JULY 2025 TREASURER'S REPORT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, accepts the financial report of the Treasurer of School Funds for the month ending July 31, 2025. *(Attachment T)*

Motion to Approve Finance Resolutions A-G: All Board Members.

MOTION by: Mrs. Akiri

SECOND by: Mrs. Khanna

ROLL CALL: Mrs. Terrero, Mr. Dillon, Ms. Bradford, Mrs. Stanley- *All Ayes*

Mrs. Akiri- *Aye to Resolution A & Resolution B; Nay to Chk#212340, Chk#212438, Chk#212756, Chk#212630 & Resolutions C-G*

Dr. Foregger, Mrs. Joly & Mrs. Khanna- *Aye to Resolutions A-G; Nay to Chk#212340, Chk#212438, Chk#212756 & Chk#212630*

Motion Passes. Check numbers 212340, 212438, 212630 and 212756 fail.

COMMENTS FROM THE PUBLIC ON ANY TOPIC

During this portion of the meeting, District residents and staff are invited to address the Board of Education on any item.

The Board requests that individuals state their name and town of residence (or school of attendance) for the record. All comments should be directed to the Board President and depending upon the nature and complexity of the question, it may or may not be answered during the meeting by the Administration. If so, the response would occur after this public portion of the meeting has concluded. Although the Board may not respond to all items raised during the public forum, all public comments will be considered.

The Board asks that members of the public be courteous and mindful of the rights of other individuals when speaking. Specifically, comments regarding personnel matters are discouraged and cannot be responded to by the Board. Students and employees have specific legal rights afforded by the laws of New Jersey. The Board bears no responsibility nor will it be liable for any comments made by members of the public.

Please note that if any member of the public becomes disruptive during the meeting the Board President may terminate the participant's statement. Continued disruptions may result in removal from, or adjournment of, the meeting.

Each speaker's statement will be limited to three (3) minutes in duration.

Time In: 12:32 a.m.

- *Vijay Sindha (Assistant Business Administrator Berkeley Heights BOE)* I'm just gonna make this quick cause it's after midnight. I just want to thank the Board for the appointment of the Assistant Business Administrator position. Thank you.
- *Millenni Basumatary (Supervisor English, Music, Basic Skills, and Media Specialists)* Thank you so much for making us a part of the Highlander team and we'll take your students to the top and support your teachers. Thank you so much.

Time Out: 12:35 a.m

NEW BUSINESS

- *Ms. Bradford noted that Mrs. Akiri, Dr. Foregger and Mr. Dillon left the meeting. There is still a quorum to close the meeting.*

Mrs. Stanley on behalf of the Policy Committee:

- Discussion on Policy 0155 Board Committees
- *Mrs. Stanley made a motion, seconded by Mrs. Terrero to Table the Discussion on Policy 0155 Board Committees.*

Motion to Table Discussion on Policy 0155 Board Committees until September 18, 2025 Board Meeting.

MOTION by: Mrs. Stanley **SECOND** by: Mrs. Terrero

VOICE VOTE: Mrs. Stanley, Mrs. Terrero, Mrs. Khanna, Mrs. Joly, Ms. Bradford- *All Ayes*
Mr. Dillon, Mrs. Akiri, Dr. Foregger- *Absent*

Motion Passes.

ADJOURNMENT

MOTION to ADJOURN.

MOTION by: Mrs. Stanley **SECOND** by: Mrs. Khanna

VOICE VOTE: Mrs. Stanley, Mrs. Terrero, Mrs. Khanna, Mrs. Joly, Ms. Bradford- *All Ayes*
Mr. Dillon, Mrs. Akiri, Dr. Foregger- *Absent*

Motion Passes.

- The meeting was adjourned at 12:36 a.m.

Respectfully submitted,



Ms. Jennifer Nicholson
School Business Administrator/Board Secretary