



**BERKELEY HEIGHTS BOARD OF EDUCATION
REGULAR MEETING
MINUTES
SEPTEMBER 18, 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

District Goals for 2025-2026
Foster a district-wide culture of student-centered learning
Student Achievement K-5: Build capacity for data literacy and instructional decision making
Support the whole child

CALL TO ORDER

The Berkeley Heights Board of Education held a meeting on Thursday, September 18, 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 6:40 p.m.)	Dr. Marr, Assistant Superintendent of Schools
Dr. Foregger	Ms. Jennifer Nicholson, Business Administrator/Board Secretary
Mrs. Joly	Mr. David Disler, Board Attorney
Mrs. Stanley	
Mrs. Terrero	

ABSENT

Mr. Dillon
Mrs. Khanna

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, legal matters (pending receipt of signed MOA), 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. Terrero

SECOND by: Mrs. Joly

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

- **The Board entered into Executive Session at 6:32 p.m.**

MOTION to return to Public Session.

MOTION by: Mrs. Stanley

SECOND by: Mrs. Terrero

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

- **The Board reopened Public Session at 7:49 p.m.**

REPORT OF THE STUDENT REPRESENTATIVES

Dr. Feltre introduced the 2025-2026 student representatives, Pippa Raaijmakers and Howard Acheson.

Howard Acheson gave the following report:

Good Evening members of the Board. My name is Howard Acheson and I am the new student liaison for this year. I'm excited to share what's happening on the hill. That will be my theme of the year.

- In August we began with freshman orientation where our incoming freshmen got a warm welcome at their new home. I had the opportunity to serve as part of the freshman leadership team helping students find their classrooms, meet new friends, and start the school year with confidence.
- Over these past few weeks, students have been settling back into the rhythm of school. They've been buzzing with excitement and energy.
- Clubs have also been coming back to life. Interact Club and Student Auxiliary Club have both had their interest meetings this week and our annual Club Expo which is a big hit every single year will be taking place on October 1st giving students the ability to explore all the extracurricular opportunities available.
- Our seniors will be kicking off their final year with some traditions of their own. As you can see in the senior parking lot, they have been decorating their cars with the regular senior stuff and tomorrow is the favorite senior sunrise which is a symbolic start to the senior year and a moment to celebrate the journey ahead.
- Looking forward, the Back to School Night is coming on September 25th where parents and guardians will have the opportunity to meet with their teachers and learn about what's happening in the classrooms
- Next Friday, marks our first pep rally of the year which is a favorite tradition at GL that brings the whole school together and will show spirit and build excitement for Friday Night Lights which Pippa will address in a little bit.

Thank you so much.

Pippa Raaijmakers gave the following report:

Hello everyone, it's great to see you all again for the 2025-2026 school year. The incoming school year also presents our new junior year representative Howard and I'm looking forward to working with him. We also are in Interact Club together so we are familiar with each other.

- Although it's only September, the sports season is already in full swing. For fall sports we currently have girls and boys soccer, girls field hockey, girls tennis, girls volleyball, and cross country.
- There have already been many achievements across all teams and I'm going to share a couple. GL Varsity Volleyball started their season opener with a 2-0 win at Chatham and also won in two sets against Union Catholic yesterday.
- Although not directly related to cross country, Tyler Weissman won the New York Roadrunners Back to School Mile Race with a PR of 434. In case you're not familiar with track, that is very good. He is also a member of the Garden State Track Club Junior Elite Program and participates in cross country and other track seasons so a huge congratulations for him on this achievement.
- Alongside that, GL Field Hockey won against Elizabeth 4-0 in the summer before school and they also hosted a car wash to support their team. Lucille Nieto committed to Eastern University for D3 field hockey so another congratulations to her.
- The boys Varsity Soccer team beat Linden yesterday. The girls Varsity Soccer team beat Union Catholic yesterday and Keith Mann also committed to Felician University for D2 baseball so another congratulations to him.
- My own team, the girl's Varsity Tennis team beat New Providence for the first time in 7 years and we had our first day of counties today which I heard went well. I will compete tomorrow.
- The GL Football team won 36-28 against JFK and the star players of this team include Dominic Labisi who ran the ball 40 times, 240 yards and had 5 touchdowns, so I think he's the Player of the Week. David Dorsett and Mark Capparelli also combined for 10 tackles and we're looking forward to Friday Night Lights next Friday, the 26th. I expect to see tons of school spirit so go Highlanders!

Thank you.

REPORT OF THE SUPERINTENDENT

Dr. Feltre gave the following report:

We've had a wonderful opening to the school year. The staff warmly greeted the students and the classrooms are full of energy and enthusiasm for learning.

- I've had the good fortune of being able to attend the four elementary schools Back to School Nights. While I was unable to attend CMS Back to School Night, I know Dr. Marr was able to attend and I heard wonderful feedback about that night. Dr. Marr was also in attendance at several of the elementary school Back to School nights so we've had a busy couple of weeks. The overwhelming attendance at the Back to School Nights highlights the strong partnership between our schools and the community. It is truly inspiring to witness so many parents actively engaging with our dedicated staff.
- This collaborative spirit is a cornerstone of our educational philosophy, fostering an environment where students feel supported and encouraged to excel. The energy and enthusiasm shared during these evenings was palpable.
- During the Back to School Nights the Principals shared information about the upcoming Strategic Planning meetings for the fall. The first meeting will be held here in the GLHS cafeteria next Wednesday, September 24th from 6:30 p.m. to 8 p.m. and Monday, November 24th from 6:30 p.m. to 8 p.m. We are asking those wishing to attend to RSVP as we want to be sure to have enough space and materials for all participants. Please refer to your email or visit the website to RSVP. A little notice will pop up in your face to RSVP and future reminders will be sent out as well. I took the advice of the student representatives and made sure to text students because they told me that the students read texts more than email so I was happy to get that advice. Not sure if they read the text or not but we'll find out.
- The Principals also shared information about the referendum. Concept boards with QR codes, tri-folds, and business cards were available at each school. The referendum webpage has also been updated with additional information for the community.
- Last night, Wednesday, September 17th, the Governor Livingston Counseling Department hosted the 25-26 Senior College and Career Night. The program was very well attended by students and families of the senior class. During the evening, the counseling team presented comprehensive, post-secondary planning information, including opportunities at two and four year colleges, vocational and trade schools and military programs. Counselors also reviewed important topics such as admission responsibilities and timelines, teacher recommendations, use of the Naviance platform and available services for students with disabilities. For those unable to attend, the full presentation has been shared in each senior's counselor specific Google Classroom and is also available on the Governor Livingston Counselor Department website.
- On Monday, October 6th, Governor Livingston High School will host the 2025 College and Career Fair. To date, more than 100 college and career representatives have confirmed their participation and will be available to meet with our Berkeley Heights students and families. These admission counselors are the professionals who directly review student applications during the admissions process. The event is open to all students and families and neighboring communities have also been invited to attend. A flyer which includes a QR code linking to the full list of participating colleges and career organizations is available on the district website and displayed throughout the high school.
- Once again, the Board appreciates hearing from the community. When communicating with the Board, please be sure to use the email address BOE@bhpsnj.org so that all Board members receive the email.

Thank you. That concludes my report for tonight.

Mrs. Joly made the following statement:

Just one comment, when the community is emailing the Board please CC our Business Administrator so she can log it.

Dr. Feltre made the following statement:

She's on that. She's part of that.

Mrs. Akiri made the following statement:

I have a follow up to that. Previously on the district website, I believe all the Board members had their individual email IDs listed. Now we don't see them anymore.

Dr. Feltre made the following statement:

Yeah, that's for safety reasons, for spamming. The individual, you will notice for all staff members there are no staff member emails, no Board, that's for safety reasons for spam.

Mrs. Akiri asked the following question:

Ok and the BOE@bhpsnj.org, who's all in it?

Dr. Feltre made the following statement:

The Board, me, and the Board Secretary.

Mrs. Akiri asked the following question:

It's just 6 people?

Dr. Feltre made the following statement:

Yes, correct. Well it's 10.

Mrs. Akiri made the following statement:

Basically other than the Board there are two additional. Those are the only people that have access to that inbox?

Dr. Feltre made the following statement:

Yes.

REPORT OF THE BUSINESS ADMINISTRATOR/BOARD COMMUNICATIONS

The following Board communications were received:

- Email regarding lower Columbia project update

Ms. Nicholson gave the following report:

Welcome to the new school year. I hope the year started safely and smoothly for all. On behalf of the district and Supervisor of Buildings and Grounds Rick Romano, I want to extend our sincere appreciation to our custodial and maintenance staff. Their hard work over the summer ensured our schools and grounds were fully prepared and the pride that they take in their work is evident throughout our buildings and property. We are truly grateful for their dedication.

Construction Update:

- WW toilet upgrades are complete.
- CMS and WW roof replacements are complete and watertight with remaining edge and panel work to be finished outside of school time. The roofer is providing cost estimates for additional roof work for WW, GLHS and MP.
- GLHS and CMS gym floor work is nearly finished. The CMS Gold Gym is ready for use, the Blue Gym will be complete by October 9th and the GLHS Red Gym refinishing will be completed later this month.
- GLHS Press Box is on schedule. The old press box has been demolished, permits are being coordinated and foundations are beginning this week. Delivery of the new Press Box is planned

for late October. The district is coordinating temporary power, fencing and rail adjustments as part of the project.

Transportation Update:

- On behalf of the Business Office and Transportation Department, I'd like to thank our families, community members and staff for their patience, feedback and understanding during these first few days of the school year. As we work through the usual transportation bumps that come with the new year. Your support and cooperation have made all the differences and it's truly appreciated

Audit Update:

- Suplee, Clooney and Company remain on track to complete the annual comprehensive financial report by the required deadline. The GASB75 reports have not yet been released however the Division of Pensions has indicated that they should be available soon. The compensated absence report has been received and will be reviewed as part of the audit process and in addition, we are still waiting for the state's release of the on-behalf numbers which will also be incorporated once available.

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: 8:04 p.m.

- *There were no in person or online comments from the public.*

Time Out: 8:04 p.m.

BE IT RESOLVED that pursuant to N.J.A.C. 6A:23A-16.10(c), the Berkeley Heights Board of Education, after review of the Secretary's Monthly Financial Report and upon consultation with the appropriate district officials, and to the best of their knowledge, certifies that as of the date of the Secretary's Monthly Financial Report, no major account or fund has been over expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. *(Attachment F)*

C. APPROVAL OF AUGUST 2025 TRANSFERS

RESOLVED, that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, does hereby approve the August 2025 line item transfers in the 2025–2026 school budget, as listed on file in the Board Office. *(Attachment G)*

D. 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 H)*

E. 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
New Jersey Center for Learning & Teaching	9/19/25-11/7/25	Provide virtual instruction of three sections of Physics Honors at Governor Livingston High School if needed	\$11,800.00
Kreyco	9/19/25-6/30/26	Provide onsite instructional services, consisting of 1 contractor teaching Italian World Language to grade levels 5-12	\$80,000.00

F. 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 I)*

G. APPROVE BERKELEY HEIGHTS YMCA RENTAL AGREEMENT

RESOLVED that the Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves the rental agreement with Berkeley Heights YMCA for the 2025-2026 school year for the approximate annual amount of \$61,400.00, as per the rental agreement. *(Attachment J)*

H. APPROVE SHARED SERVICES AGREEMENT WITH THE TOWNSHIP OF BERKELEY HEIGHTS FOR VEHICLE MAINTENANCE

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and School Business Administrator, approves a three year agreement with the Township of Berkeley Heights for Vehicular Maintenance effective September 1, 2025 through August 30, 2028. *(Attachment K)*

I. ACCEPT DONATION FROM BERKELEY HEIGHTS ROTARY CLUB IN COLLABORATION WITH THE ALIVER FOUNDATION

WHEREAS, the Berkeley Heights Rotary Club, in collaboration with The Aliver Foundation, has generously offered to donate and install an Automated External Defibrillator (AED) unit and protective enclosure at Upper Columbia Park, adjacent to Columbia Middle School; and

WHEREAS, this donation, valued at over \$2,400, includes the AED device, accessories, response kit, signage, and an all-weather enclosure designed to provide 24/7 public access while ensuring protection and security; and

WHEREAS, this initiative represents a meaningful investment in community health, safety, and preparedness by increasing public access to lifesaving equipment;

NOW, THEREFORE, BE IT RESOLVED, that the Berkeley Heights Board of Education gratefully accepts this generous donation from the Berkeley Heights Rotary Club and The Aliver Foundation; and

BE IT FURTHER RESOLVED, that the Board extends its sincere appreciation for their partnership, commitment to public safety, and support of our community.

J. APPROVE USE OF FACILITIES-GOVERNOR LIVINGSTON AUDITORIUM

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the use of the Auditorium at Governor Livingston High School by the following entities for the noted approximate costs. The hours the auditorium is actually used will determine the exact cost, which will be provided on the final day of each event.

Renting Entity	Dates	Approximate cost
Performing Arts 5678	5/8/25 & 5/9/25	\$1500.00
Elite Performing Arts	6/8/25, 6/9/25, 6/12/25, 6/13/25 & 6/14/25	\$4,850.00

K. 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 22, 2025 for checks drawn from the identified accounts:

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

		1-Assistant to the Business Administrator
Cafeteria Account	Two	1-Board Secretary and/or 1-Assistant Business Administrator and/or 1-Assistant to the Business Administrator
Capital Reserve Accounts	Two	1-Board Secretary and/or 1-Assistant Business Administrator and/or 1-Assistant to the Business Administrator
Maintenance Reserve Account	Two	1-Board Secretary and/or 1-Assistant Business Administrator and/or 1-Assistant to the Business Administrator
Athletic Account	Two	1-Board Secretary and/or 1-Assistant Business Administrator and/or 1-Athletic Director
Student Activity Fee	Two	1-Board Secretary and/or 1-Assistant Business Administrator and/or 1-Assistant to the Business Administrator
The Difference Card	One	1-Board Secretary or 1-Assistant Business Administrator

BE IF FURTHER RESOLVED that the Board Secretary and/or the Assistant Business Administrator 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 Assistant Business Administrator 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.

L. APPROVE GOVERNOR LIVINGSTON BAND SERVICE PROVIDERS FOR 2025-2026

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves the following service providers for the Governor Livingston High School Highlander Band for the 2025-2026 school year:

Name	Service	Compensation
Diane Ellis	Propermaster	\$2,000.00
Nicolas Ellis	Woodwind Tech	\$750.00
Michael Mirabella	Drill Designer	\$3,500.00
Jason Procaccini	Brass Tech	\$750.00

M. APPROVE SERVICE AGREEMENT FOR SWIMMING POOL USE

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves a Service Agreement with Morris-Union Jointure Commission for use of swimming facilities and lifeguards by the Governor Livingston High School Swim Team for the 2025-2026 School Year as per shared contact/agreement to follow from the MUJC. (*Attachment L*)

N. RESOLUTION TO APPROVE TRANSPORTATION ROUTES FOR THE ESY 2025 WITH MORRIS UNION JOINTURE COMMISSION

RESOLVED, that the Berkeley Heights Board of Education hereby approves the transportation routes and costs for the school year 2025.

Destination	Date	Cost	Route No.	Aide Per Deim
Center Grove Elem.	6.15.25-8.31.25	\$12,692.19	927	\$176.90
P.G.Chambers	6.15.25-8.31.25	\$9,811.20	980	\$85.42
DLC-WN	6.15.25-8.31.25	\$4,805.70	984	\$50.59
Hunterdon Prep	6.15.25-8.31.25	\$6,443.40	992	\$0.00
Cornerstone Day School	7.15.25-8.22.25	\$5,776.51	993S	\$0.00

O. RESOLUTION TO APPROVE JOINT TRANSPORTATION AGREEMENT FOR THE 2025-2026 RSY WITH DELSEA REGIONAL HIGH SCHOOL DISTRICT

RESOLVED, that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, hereby approves the joint transportation agreement with Delsea Regional High School District for the 2025-2026 RSY.

Destination	Date	Cost	Route No.
Creative Achievement	9.1.25-6.30.26	\$10,967.00	SP07

P. ACCEPT DONATION FROM THE COLUMBIA MIDDLE 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 CMS PTO raised approximately \$12,100 and donated the following gifts to school:

- Cultural Arts School-wide Assemblies: \$7,100
- Student of the Month Awards, Graduation Awards and Employee Retirement Gifts: \$750
- Supplies for Graduation: \$250
- Family and Concern Support: \$260
- Teacher Grants: \$800
- Teacher and Staff Appreciation: \$800
- Donation toward 8th-grade graduation events: Over \$1,000

In addition to the monetary gifts, families generously provided food donations, flowers at the school's entrance, and their time to support our students and school.

Please accept these gifts with a total value of \$10,960.00 in support of the students and teachers in the Columbia Middle School Community.

FINANCE & FACILITIES COMMITTEE REPORT 9.5.25

Dr. Foregger gave the following report:

Lower Columbia Field:

- We talked about the impact of the Township decision about turf at CMS. The Township Recreation Department gave up on the idea of artificial turf at Lower Columbia field, citing a

high probability of lack of NJDEP approval as it is probable wetlands. It would have been nice to know this concern prior to the contract negotiations.

Shared Services Agreement:

- We talked about the Shared Service Agreement for vehicle maintenance. This would be done by the Township of Berkeley Heights; we would continue to pay for premium gas for vehicles that take regular gas. The agreement is on for approval tonight.

Homeschooled Students and AP testing with Proctor:

- There are associated costs for a separate proctor but the overall cost may not exceed \$100 or so. We were okay with this. Student will not be tested with our students in the same room.

Wilson Contract Opportunity:

- We had a question about the legality of such an agreement in light of bidding and quotation laws and we're waiting for further information on that.

Mrs. Akiri made the following statement:

Also I believe the contract, according to Jennifer, the Business Administrator's recommendation, there were no numbers on that, there were no actual figures clearly with supporting information.

Mrs. Nicholson made the following statement:

Correct. Further clarification was given to athletics.

Dr. Forreger continued reporting on Finance and Facilities.

YMCA Before and After Care Contract:

- About \$59,000 for the 24-25 school year with a 3% increase to \$61,000, I think we approved that at the last Board meeting.

Adequacy Budget

- The Adequacy Budget which is what the state thinks is the amount necessary for a thorough and efficient education and we're about 9 to 14 million above that and we asked for some explanation of where is that 9 million? I later gave Jennifer the documentation on the model itself, so we're gonna find out I guess eventually where's the 9 million.

Construction Updates:

- We talked about the construction updates and you got a full briefing on that from Jennifer.

ATLETHICS/CO-CURRICULAR COMMITTEE REPORT 9.17.25

Ms. Bradford gave the following report on behalf of Mr. Dillon:

Press Box Update:

- Demolition is complete and came in under budget. The new press box installation will be delayed after facing permitting delays. The new target date is late October. The demo crew was able to remove some of the debris the County dumped on GL land up by the old tennis courts.

The Wilson Evo Shield Baseball Contract:

- The company is asking for exclusive rights to partner with GL baseball because of our outstanding season last year for equipment and apparel sales. Since this is outside of the school issued uniforms and gear, the committee has asked that this request be redirected to the GL Booster Club.

Communication:

- All non-GL students at UCVTS mainly, are set up now to receive all athletic and club related communications through Google Classroom and thank you very much to Mr. Marx.

Girls Flag Football:

- The committee remains supportive of this initiative. The Athletic Director is awaiting an official proposal from the interested parent group which will be reviewed and presented as soon as it is received.

Friday & Saturday Night Lights:

- We encourage all Berkeley Heights and Mountainside school district residents to come out to the GL turf field for Friday Night Lights and Saturday Night Lights on September 26th and September 27th. Some late cancellations have Saturday's schedule and opponents in limbo right now but the Athletic Department is now working on alternative plans.

Mrs. Joly asked the following questions:

For the EVO contractor with the baseball team, are they asking, what is the nature of it? Given that the team did so well last year, do they want to pay us to wear their stuff or they just want us to buy from them?

Ms. Bradford made the following statement:

No, they're going to do a little fundraising based on the success of the GL baseball team but any fundraising that we do would be for the booster club and they would get 20% of that but it has nothing to do with the district.

Mrs. Joly made the following statement:

Ok. I do have a discussion topic in finance. So we see a couple of check numbers that I kind of want to talk about since I kind of voted them down in prior sessions. I'll speak about two of them because they relate to the Busch Law Firm.

Ms. Bradford made the following statement:

Which is no longer our group.

Mrs. Joly made the following statement:

Right, they are no longer contracted with us but they were I guess OPRA attorneys. We had a dedicated OPRA attorney in the prior fiscal year.

Ms. Bradford made the following statement:

Correct because they were the least expensive.

Mrs. Akiri made the following statement:

They were the alternate Board attorney.

Mrs. Joly made the following statement:

Our former BA as we know used to send all OPRA requests to the attorneys. On November 21st of last year in an email to some Board members and administrators he stated, legally each request must be reviewed by our attorney before it can be released to ensure compliance with applicable laws. What may be appropriate for one requester may not necessarily apply to another as each OPRA may involve different circumstances. So then I guess the question for Busch would have been, how does a law firm determine what's appropriate for me versus another requester, but that's later on. January 7th meeting, so starting in January 7th, 2025, we had the following conversation with Mr. Disler. I asked whether it was a legal requirement as AJ had stated that each OPRA needs to be reviewed by attorneys. Mr. Disler confirmed it was not a legal requirement. I also asked when an OPRA request is fulfilled, does it mean that the OPRA material, that response, is now a matter of public record to all? Mr. Disler said yes, with a couple of caveats. The caveats being an OPRA, a parent might have for their student's records or an OPRA that an employee might have for their employment records. So I'm holding out on the Busch bills not because of all the individual OPRA's that were sent but particularly because you know, they did the work because they were asked but I'm holding out on the bills because of the OPRA of OPRA requests. In the past we used to actually publish OPRA on our website. If you go back and look at our website, we have OPRA responses from 22-23 but now all of a sudden we have to pay attorneys to essentially review

the work that they've already done in releasing those documents and Dr. Feltre, I know even as today you said, this is what was done in the past we can't ask him. I have been speaking to you about it since the very beginning and so those answers could have been received from Busch or from AJ prior to today. So just to give you an example of what I'm talking about, there was an OPRA request on April 2nd for requests from January through March that cost \$1,480 so this was somebody that was OPRAing the responses for previous OPRA requests for 3 months. There was also a charge related to an email back in January that Mrs. Akiri had sent requesting AJ to send her the materials that were provided via OPRA. She did not send it to the OPRA mailbox, she did not provide the required attestations, there was no mention that this is an OPRA request, yet this was sent to the attorneys and I don't know under what basis did the attorneys determine that this was an OPRA request. Again, because legally you have to provide certain attestations, so that cost \$1,850. From January through May 16th, we've been billed \$12,173 for OPRA work of which \$3,300 was related to OPRA requests. Again, this is based on my estimates. So that's why I wanted to, and that's my rationale, because we still have not gotten, and I've asked since the beginning of the year, while Busch was still employed, what is the legal basis of re-reviewing the OPRA requests that they previously vetted and where the documents were released to the public and none of those OPRA requests were related to personnel records or child student records. I know in the past, Pam said like and others have said that oh you know AJ did the fiscally responsible thing by sending every OPRA request to a lower priced law firm but A, he wasn't legally required to do it but just to give you an example of the money that we wasted. September 9th, I had to OPRA an email that was shared with TAP regarding unpaid bills. Gale, you were on that email, AJ was on that email, I asked for that email to be sent to me. For 3 days, no one did anything so I had to OPRA that. So that OPRA cost \$481. Curriculum committee meeting minutes for May and June 2024 cost \$888 but right now we actually publish minutes, so I don't know why that was needed, so it was not fiscally responsible. But anyway, getting back to the Busch bills, my concern is with the OPRA of OPRA charges.

Mrs. Stanley made the following statement:

I think you took a statement of mine in particular and made it your own version but that was not actually what was stated by me but I actually have a bigger question, is I think that this opens us up to legal liability by discussing this in public, some of this, I think there were a couple statements made that can be used against us because we do owe them money because I didn't hear anything in that statement that says that we don't owe Busch the money that they are charging us and so I think it opens us up to legal, because they can use this session if they do decide to sue us for not paying the bills.

Ms. Bradford made the following statement:

Thank you. Can we ask our Board attorney about that?

Mrs. Akiri made the following statement:

So if you're going to ask, I have a follow up on that.

Ms. Bradford made the following statement:

Sure, when Mr. Disler is done.

Mr. Disler made the following statement:

So if the question is, in a lawsuit, what is said in this room can be used both for and against the Board, the answer is, there's no question. So if the Board has any concern of what they may say, could be detrimental relied upon and I always want to bring up the view of one Board member does not represent the view or position of the full Board so every Board member has the right to share their view but that doesn't mean that's the view of the Board. But yes, I think if there's any statements that you're concerned about that could be relied upon in a lawsuit. Obviously this is a public meeting, we can see there that it's being streamed and obviously recorded so certainly every Board member should be wary of that possibility.

Mrs. Akiri made the following statement:

Regarding the same OPRA bills that Natasha mentioned, I requested the then Acting Superintendent last year, looking at the number of bills that we are getting for OPRA of OPRA, already if somebody put in an OPRA request it was reviewed by this law firm which we contracted to provide professional services, professional legal services and if somebody else said please provide everything that was released by the district under OPRA, I think the expectation, Mr. Disler, is the professionals under the clause of professional services, their attorney firm should say okay if these are the documents that were reviewed by our firm for the last 3 months and now somebody's asking to release those, these documents have already been released so their public documents, whatever actions had to happen happened. Why was there a necessity for this firm to go ahead and re-review them and bill us, is that considered professional?

Mr. Disler made the following statement:

I don't know if I can professionally comment on behalf of another law firm regarding their bills. I think that's a question for that specific law firm. I believe you mentioned it's been asked but until they answer that question, I don't know. I don't feel comfortable explaining, I don't know the answer.

Mrs. Akiri made the following statement:

So I reached out to the attorney at the New Jersey School Boards Association and yes, under professional services if there is any wastage or something that is not expected. My other concern is as a Board member I asked the Acting Superintendent and the Business Administrator for information that was released under OPRA, these are public documents, and for my email request to be turned around and converted into an OPRA deemed just by individual action and then expecting us to pay \$1,800 is not professional in my opinion. For one, for an OPRA request I need to say I'm requesting this information under Open Public Records Act, two for any documents to be released under OPRA I need to say, I need to put all these disclaimers that I'm not convicted, I'm not going to use this material. I did not do number one or number two so I don't understand how an email from a Board member to the administration asking for these required documents automatically got turned and then now we are sitting on a bill for \$1,800. That is still an outstanding question and I feel that is not professional. Thank you. I have a question here on one of the finance items, J.

Mrs. Joly made the following statement:

So Sai, we're still on the topic, so I think Pam.

Ms. Bradford made the following statement:

Yes, Mrs. Stanley had her hand up next and then Mrs. Terrero.

Mrs. Stanley made the following statement:

I was going to talk about something else.

Mrs. Terrero made the following statement:

Because obviously, and I don't know because I haven't looked at the bills, if every piece of that bill pertains to your concern. So in other words, and I don't really know what the dollar amount is but let's say the dollar amount that we owe them is \$10,000 and we're arguing over \$2,000. What's the appropriate way to handle it? Rather than denying not paying the bill altogether, is there a better way to do this?

Mr. Dissler made the following statement:

So I think we might be crossing on the point that Mrs. Stanley's making that if we're going to have this discussion and it's one that I think the Board seems to want to have. Certainly have the discussion public as to your view of your bill but if we're going to get into litigation strategy, negotiations, defense or rationale and questions particularly for me on the legal end, my recommendation possibly would move into executive session. Again, the discussion of the bill if you'd like to have, that is a public discussion,

that is not for me but if you're going to ask legal advice particularly with relation to the bill, my recommendation again, it's your call if we want to go into executive or not but if we want to just talk about, depends on the bill, things like that.

Mrs. Stanley made the following statement:

Comment, sorry just to clarify, so any comment we make about why we are or are not paying the bill could put us in legal waters that you would suggest going to execute session?

Mrs. Dissler made the following statement:

So, for purposes of the attorney-client privilege, those questions have to be to me, you're seeking legal advice from me, and again, I agree with you, so a Board member you don't have to make the comment but if you're going to make general comments on your belief on whether you know the reasons and the like, there's no doubt that if there's a lawsuit they have the right to pull this in discovery and/or pull it off your website but again for purposes of what is an executive session topic, I can't say that you can have all parts of this discussion in executive session because really it would only be the parts related to the attorney-client privilege that I can ethically say we can go for and talk about it.

Mrs. Joly made the following statement:

So just to clarify, my decision around these is because I have asked a question numerous times of the administration because I don't have direct access to the attorneys and it has not been answered.

Mrs. Stanley made the following statement:

But I personally believe some of that can get us in trouble right? Because you're kind of admitting that you're not paying them for a specific reason, not because you don't owe them money.

Mrs. Joly made the following statement:

Well, I don't know if we do because I don't understand, because of the question.

Ms. Bradford made the following statement:

Ok, I'm going to end this discussion right now.

Mrs. Dissler made the following statement:

I just want to say, I didn't answer your question. Is there a piece of this that isn't attorney client that you want to ask me?

Mrs. Terrero made the following statement:

No, listen if the issue is what's going on with this particular bill, we need to address it. If it needs to be addressed in executive session to resolve this and move forward, kicking the can down the road is not helping the situation. So if there's something that needs to happen and maybe we do it at the end of this meeting but I don't think the right thing to do is say we're not going to pay the bill and then wait until next month. I think we need to sort this out so we can move forward. That's my opinion.

Mrs. Stanley made the following statement:

I just wanted to thank the Rotary Club and the Columbia Middle School PTO for their donations. Our district can't do what we do without you guys and your amazing donations to our teachers and our staff and our buildings so we really, really appreciate it.

Ms. Bradford made the following statement:

Definitely. Thank you for our donations.

Mrs. Akiri made the following statement:

I have a question on J under finance, it's the Approve Use of Facilities for Governor Livingston Auditorium. So I see the renting entities and the dates, so for the first one listed in the table here for Performing Arts for May 8th and May 9th, we're saying the approximate cost is \$1,500 and then for the second entity it's Elite Performing Arts and there are June 8, June 9, June 12, June 13 and June 14 so these are 1, 2, 3, 4, 5 days and the approximate cost is \$4,850. So I want to understand what is the average rate per day? Because for one of the entities, two days are being charged at \$1,500 so if I were to calculate it's \$750 per day but for the other entity we are saying the Board needs to approve it at \$4,850, so if somebody can advise me what's the average rate for day?

Mrs. Stanley made the following statement:

From my personal information it depends on what they're using. Sometimes they use our staff and our sound system, sometimes they don't. Sometimes they use the rooms behind the theater to get changed into, sometimes they don't so it depends on all of those things so it's not just a rate per day because it depends on what they're using but I will go to the Business Administrator.

Ms. Nicholson made the following statement:

What I can say to this, as far as what was charged, I don't have the background information of that. I can say that we are looking to look at this and develop it further so it is standard across the board and clear.

Mrs. Akiri made the following statement:

But this is for the same facility right? Jennifer, I know we discussed in finance about coming up, firming up with overall facilities use policy based on certain parameters but I'm asking, this is an approximate cost so will the Board, so you don't have to answer it right now but if you can email us later, based on past precedent for GL, if it was auditorium, if it was for 2 days, how much was it and how much is it if it is more than 2 days?

Ms. Nicholson made the following statement:

I'll be happy to provide you with a breakdown.

Mrs. Akiri made the following statement:

Yeah and we rent this facility all the time so that's one of my questions.

Dr. Foregger made the following statement:

Well that's interesting, in my report, I forgot, there's a page I didn't get to, preliminary discussion on use of facilities. We're awaiting some survey data on rates at other districts.

Motion to Approve Finance Resolutions A-O: All Board members. Resolution P: Berkeley Heights Only

MOTION by: Mrs. Joly

SECOND by: Mrs. Terrero

ROLL CALL: Mrs. Terrero, Mrs. Stanley & Ms. Bradford- *All Ayes*

Mrs. Akiri- *Aye to Resolutions A-B, Resolutions D-P; Nay to Resolution C & Chk #212340, Chk #212438, Chk #212756 & Chk #212630*

Dr. Foregger- *Aye to Resolutions A-P; Nay to Chk #212340, Chk #212438, Chk#212756 & Chk #212630*

Mrs. Joly- *Aye to Resolutions A-P; Nay to Chk #212340, Chk#212438, Chk #212756 & Chk #212630*

Mr. Dillon & Mrs. Khanna- *Absent*

Motion Passes except for Chk #212340, Chk #212438, Chk #212756 & Chk #212630 failed.

Mrs. Stanley made the following statement:

Did you vote?

Mrs. Terrero made the following statement:

No I did, I was going to make my motion.

Mr. Disler made the following statement:

Do you want to know what the motion is before you make it?

Mrs. Terrero made the following statement:

Do you want to tell me what I should do?

Mr. Disler made the following statement:

Based on your intent I think you would like a motion to amend the agenda to add an executive session following new business, old business, whichever is the last. That would be, I think, the motion you're attempting to make.

Mrs. Akiri made the following statement:

Yeah Debbie, before you make that motion, my only request is, we have scheduled a finance and facilities meeting tomorrow afternoon and I believe we have already invited the architect to be there. So as it is our meetings go til 12 so if our meetings were running until 11:30 or 12, we were cancelling the next day's meeting because of the time and then we need to review the documents and go prepared to that meeting. So if it is going to be after the meeting which is 11:30 or 12 which is what we normally end up with, my only request is, let's just advertise it and do it for next. Put it on the exec session for next meeting because I personally can't be asked, it's a volunteer role, I agree, and I'm here til 12:30 and I'm expected to be tomorrow afternoon from 12:30 to whatever, 1, 2, I think it's 2-4 or whatever so my only request is, I have to go to work early tomorrow morning, I don't think, and also, if I were to have a meaningful discussion about these bills, we don't have them here. Natasha went and reviewed them. I saw them previously, I don't have my notes here on which ones that we are questioning, I know if your exercise is to basically say hey we owe them \$10,000 let's see which ones are problematic, we don't have any of that information so we'll be talking based off of our memory. So I don't think it will be a productive executive session when we don't have the bills here or the highlighted information. That's my concern.

Mrs. Joly made the following statement:

But it might be worthwhile to discuss the course of action. How we proceed going forward and what information we do need.

Mrs. Terrero made the following statement:

I think we need to get a plan in place and listen it's 8:30 so maybe this is motivation for us to try to finish sooner so we can get to it.

- *Mrs. Terrero made a motion, seconded by Mrs. Joly to amend the agenda to add an executive session following old business for discussion on legal matters.*

Ms. Bradford made the following statement:

I agree with Mrs. Akiri, I don't have enough information to make a good decision on anything tonight.

Mrs. Joly made the following statement:

It's not going to be a decision, we need to have a plan of action. Write down a list of what information you require, I can give you a little bit further background and I think you were copied on all the emails that I've sent to Dr. Feltre regarding this matter, so we can discuss what we're going to do going forward. No decision can be made in the exec session anyway.

Mrs. Terrero made the following statement:

To keep saying no is not helping. We need to address it.

Ms. Bradford made the following statement:

Correct.

Mrs. Akiri made the following statement:

Just to clarify if some of us are not going to stay, to close the meeting, you do need a quorum correct?

Mr. Dissler made the following statement:

Well the meeting will end.

Mrs. Akiri made the following statement:

Just letting you know, I told up front that I have my work commitment and I have a committee meeting.

Mrs. Terrero made the following statement:

Let's move on and let's try to get done early.

Mrs. Akiri made the following statement:

That's fine, I'm not staying. I wasn't planning on doing this Debbie, my mom's had a surgery so.

Motion to Amend the Agenda to Add an Executive Session Following Old Business for Discussion on Legal Matters.

MOTION by: Mrs. Terrero

SECOND by: Mrs. Joly

ROLL CALL: Mrs. Terrero, Mrs. Joly, Mrs. Stanley, Ms. Bradford- *All Ayes*

Mrs. Akiri & Dr. Foregger- *Nay*

Mr. Dillon & Mrs. Khanna- *Absent*

Motion Passes

Ms. Bradford made the following statement:

So we'll meet for an executive session to discuss legal matters following old business tonight.

PERSONNEL

Resolutions A-O: All Board members. Resolutions R-AJ: Berkeley Heights only.

A. AMEND APPOINTMENT OF SUPERVISOR OF SOCIAL STUDIES AND WORLD LANGUAGES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the appointment of Michael Santoro as the Supervisor of Social Studies and World Languages, effective August ~~25~~ **27**, 2025, through June 30, 2026, at a salary of \$99,850.00 prorated, pending employment authorization.

B. 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 M*)

C. AMEND HIRING CERTIFICATED STAFF

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the hiring of the following certificated staff for the 2025-2026 school year:
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
Raymond McKenna ¹	Teacher of Special Education/ Transition Coordinator	GL	1	TBD 8/27/25 6/30/26	MA	8	\$69,384.00 prorated	Standard
Matthew Gervasio ¹	Teacher of Special Education	GL	1	TBD 8/27/25 6/30/26	MA	5	\$66,427.00 prorated	Standard
Alexander Kuziola ¹	Teacher of Science - Biology	GL	1	TBD 8/27/25 6/30/26	MA+60	21	\$117,777.00 prorated	Standard
Nicole Baker ¹	School Psychologist	GL	1	TBD 8/27/25 6/30/26	MA+60	18	\$97,772.00 prorated	Standard

D. APPROVE TEMPORARY REASSIGNMENT OF PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the temporary reassignment of the following personnel:
1-Replacement of a resignation/retirement vacancy 2-New approved position 3-Leave of Absence

Name	Current Assignment/ Location	New Assignment/ Location	Effective Date	Pay Rate	Certification
Jennifer Guidetti ³	Paraprofessional GL	Teacher of Health & Physical Education Long Term Sub Employee #3059 CMS	9/15/25 - 10/22/25	\$200.00/day	Substitute

E. APPROVE LEAVE REPLACEMENT TEACHER

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

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Annual Salary	Certification
Michael Hoang	Leave Replacement Teacher of Physics #4393	GL	1	TBD - 11/07/25	MA	4	\$65,718.00 prorated	Provisional

F. APPROVE INTERIM TEACHER

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following interim teacher. Dates are subject to change based on hiring a full-time certificated teacher.

1-Replacement of a resignation/retirement vacancy 2-New approved position 3-Leave of Absence

Name	Assignment	Location	FTE	Effective Date	Degree	Step	Per Diem Rate	Certification
Bruno Somma ¹	Interim Health & PE Teacher Employee #4386	GL	1.0	10/3/25-TBD	BA	1	\$292.43 per day	Standard

G. APPROVE EXTENDED ASSIGNMENT SUBSTITUTE PLACEMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following extended assignment substitute placement positions:

Name	Action	Location	Effective Dates	Pay Rate	Certification
Devon McLean	Approve	GL	9/15/25 - TBD	\$200/day	Substitute

H. APPROVE LONG-TERM SUBSTITUTE

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following long-term substitute positions:

Name	Action	Assignment	Location	Effective Dates	Pay Rate	Certification
Michelle Klebaur		Substitute Paraprofessional Employee #4480	GL	9/15/25-10/22/25	\$120.00 per day	Substitute

I. APPROVE SUBSTITUTE/SUPPLEMENTAL PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves substitute/supplemental personnel for the 2025-2026 school year, as follows:

Name		Certification	Position	Effective Date
Devon	McLean	Substitute	Substitute Teacher/Paraprofessional	9/2/25
Michael	Morelli	Substitute	Substitute Teacher/Paraprofessional	9/2/25
Julie	Piazzzi	Substitute	Substitute Teacher/Paraprofessional	9/2/25
Gail	Harrison	Substitute	Substitute Teacher/Paraprofessional	9/2/25
Sophie	Friedman	Substitute	Substitute Teacher/Paraprofessional	9/2/25
Catherine	Altman	Standard	Substitute Teacher/Paraprofessional	9/2/25
Nicole	Labombarda	Standard	Substitute Teacher/Paraprofessional	9/2/25
James	Daoulabani	Substitute	Substitute Teacher/Paraprofessional	9/2/25
Elizabeth	Seitz	Substitute	Substitute Teacher/Paraprofessional	9/4/25
Carla	Foti	Substitute	Substitute Teacher/Paraprofessional	9/18/25
Lyle	Karlin	Substitute	Substitute Teacher/Paraprofessional	9/19/25
Robin	Kanterman	Standard	Substitute Teacher/Paraprofessional	9/19/25
Ann	Hsieh	Substitute	Substitute Nurse	9/12/25

J. 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
Robert Nixon	Principal	GL	12/12/25

K. 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
3778	Amend	Maternity/ FMLA/NJFLA	5/19/25-6/30/25	8/27/25-11/14/25	11/15/25-1/2/26	1/5/26
4768	Approve	Medical Leave/FMLA/ NJFLi	8/27/25-9/19/25			9/22/25
3059	Approve	Medical Leave/FMLA/ NJFLi	8/27/25-10/22/25			10/23/25
2876	Approve	Medical Leave/FMLA/ NJFLi	10/7/25-11/21/25			11/24/25
2983	Approve	Medical Leave/FMLA/ NJFLi	9/8/25-11/28/25			12/1/25
4597	Approve	Maternity	12/15/25-2/10/26	2/11/26-5/8/26	5/11/26-6/30/26	8/28/26

		Leave/FMLA/ NJFLA				
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L. APPROVE WITHHOLDING PAYMENT FOR UNPAID DAY REQUEST(S)

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves withholding payment for the following unpaid day request(s):

Employee ID	Unpaid Days
4801	8/27/25, 8/28/25
4417	8/27/25, 8/28/25

M. AMEND EXTRA-CURRICULAR ACTIVITIES

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

Governor Livingston High School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Environmental Club Advisor (50%)	Christian Kneafsey	\$907.50
Sign Language/Junior NAD Advisor (50%)	Mary Gauthier	\$907.50

N. 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
Environmental Club Advisor (50%)	Alex Kuziola	\$907.50
Sign Language/Junior NAD Advisor 50% with honor society	Lisa Demarco	\$1,056.50
Student Auxiliary Advisor	Emma Drake (50%)	\$1,210.00
Student Auxiliary Advisor	Alexandra Dabroski (10%)	\$242.00
Student Auxiliary Advisor	Thomas Kendall (40%)	\$968.00
SMAC Advisor	Christine DiNoia (50%)	\$907.50
SMAC Advisor	Grace Pitingolo (50%)	\$907.50

O. AMEND EXTRA TEACHING PERIOD ASSIGNMENTS

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 2025-2026 school year. Dates are subject to change based on coverage.

1-Leave Replacement 2-Vacancy 3- New Instructional Program

Governor Livingston High School

Name	Subject	Assignment	Payment in Addition to Regular Salary
Dawn Buchan ¹	Physics Honors AP Physics 1	8/27/25-9/12/25 9/15/25-11/26/25	\$10,500.00 prorated
Timothy Walters ¹	Physics Honors AP Physics 1	8/27/25-9/12/25 9/15/25-11/26/25	\$10,500.00 prorated

P. 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 school year. Dates are subject to change based on coverage.

1-Leave Replacement 2-Vacancy 3- New Instructional Program

Governor Livingston High School

Name	Subject	Assignment	Payment in Addition to Regular Salary
Matthew Gervasio ²	Special Education	9/2/25 - 10/16/25	\$10,500.00 (prorated)
Qinghong Lu ¹	Chemistry Honors	9/15/25 - 11/26/25	\$10,500.00 (prorated)
Sharon Leahy ¹	AP US History 1	10/6/25	11/21/25
Benjamin Bolger ¹	AP US History 1	10/6/25	11/21/25
David Closs ¹	Contemporary America Honors	10/6/25	11/21/25

Q. 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	Additional Days	Pay Rate
Megan Beaty	Child Study Team Member	1	Per diem rate of their 2025-2026 annual salary
Megan Mongno	Child Study Team Member	1	Per diem rate of their 2025-2026 annual salary
Lauren Simon	Child Study Team Member	1.25	Per diem rate of their 2025-2026 annual salary
Joanna Trainor	Child Study Team Member	1	Per diem rate of their 2025-2026 annual salary
Scott Brelinsky	Child Study Team Member	1	Per diem rate of their 2025-2026 annual salary

R. 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 follow, 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
Delaney Trotter ¹	Teacher of Special Education	MKM	1.0	9/5/25 - 6/30/26	MA	4	\$65,718.00 prorated	Standard
Sul Hee Huang ¹	Teacher of Special Education	MP	1.0	TBD - 6/30/26 (#)	BA	20	\$97,530.00	Standard

S. AMEND EMPLOYMENT OF PARAPROFESSIONALS

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

Name	Location	Effective Date	Step	Hours Per Day	Annual Salary
Spencer Souren	CMS	9/2/25-6/30/26	6	8.25	\$32,127.48
Avery Sullivan	GL MP	8/27/25-9/9/25 9/10/25-6/30/26	2	7 6.75	\$25,402.23 prorated \$24,495.01 prorated
Diana Londono	MKM	9/11/25-6/30/26	4	8.75	\$32,841.64
Christa Iazzetta	MP	8/27/25-6/30/26	1	7.25	\$25,858.36
Anabela Prazeres	TPH	8/27/25-6/30/26	4	6.75	\$25,334.98 prorated
Gabrielle Stern	MP	8/27/25-6/30/26	1	6.75	\$24,075.02 prorated
Jordan Sievert	MKM	9/2/25-6/30/26	3	6.75	\$24,914.99

T. AMEND EMPLOYMENT OF HELP PERSONNEL

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

Name	Location	Effective Date	Hourly Rate	Hours/Week
Alexandra Perfilio (66%)	MKM	HELP Teacher	\$31.00	20

U. AMEND EMPLOYMENT OF LUNCHROOM/PLAYGROUND TEACHER AIDES

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

Name	Location	Effective Date	Hourly Rate	Hours Per Day	Annual Salary
Mary Ruggerio	MKM	9/15/25-6/17/26	\$17.50	2	\$6,300.00 prorated

V. 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 a lunchroom/playground teacher aide for the 2025-2026 school year, as follows, pending employment authorization (#):

Name	Location	Effective Date	Hourly Rate	Hours Per Day	Annual Salary
Alicia Bogardo	WW	TBD - 6/17/26 #	2	\$17.50	\$6,300.00

W. RESCIND EMPLOYMENT OF HELP PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, rescinds the employment of the following HELP personnel for the 2025-2026 school year:

Name	Location	Effective Date	Hourly Rate	Hours/Week
Evan Mayer	TPH	8/27/25 - 6/17/26	\$31.00	24.5 max

X. RESCIND EMPLOYMENT OF LUNCHROOM/PLAYGROUND TEACHER AIDE

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, rescinds the employment of the following lunchroom/playground teacher aide for the 2025-2026 school year:

Name	Location	Effective Date	Hourly Rate	Hours Per Day	Annual Salary
Evan Mayer	TPH	9/3/25-6/17/26	\$17.50	1	\$3,150.00

Y. RESCIND REASSIGNMENT OF PERSONNEL

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

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

Z. APPROVE TEMPORARY REASSIGNMENT OF PERSONNEL

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

Name	Current Assignment/ Location	New Assignment/ Location	Effective Date	Pay Rate	Certification
Jennifer Battista	Paraprofessional TPH	Elementary Teacher Long Term Sub Employee #2050 TPH	9/2/25 - 10/3/25	\$200.00/day	Substitute
Jessica Finley	HELP Teacher MP	Elementary Teacher Long Term Sub Employee #2754 MP	9/2/25 - 11/3/25	\$292.43/day	Standard

AA. 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
Grace Jackson	Elementary Teacher #4437	WW	1	9/9/25 - 2/6/26	BA	1	\$58,485.00 prorated	CEAS

AB. 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:

Name	Action	Assignment	Location	Effective Dates	Pay Rate	Certification
Lauren Charuka	Approve	Leave Replacement Elementary Teacher #3778	MKM	9/8/25 - 12/31/25	\$292.43 Per day	CEAS
Mark Shea	Approve	Leave Replacement Paraprofessional (Vacant Position)	MKM	9/15/25 - 12/23/25	\$140.74 Per day	Substitute
Raquel Montero	Approve	Leave Replacement Paraprofessional #4887	MKM	9/15/25 - 12/23/25	\$131.56 Per day	N/A

AC. AMEND RESIGNATION OF STAFF

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the following resignation of staff:

Name	Assignment	Location	Effective Date
Antonino Passalaqua	Teacher of Special Education	MKM	9/8/25
Kelly Fitzpatrick	Teacher of Special Education	TPH	8/26/25

AD. 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
Angelica Viquez	Paraprofessional	MKM	8/29/25
Diana Bolanos	Custodian	TPH	9/15/25

AE. 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
Avery Sullivan	Paraprofessional / CMS	Paraprofessional / GL	9/2/25-9/9/25
Avery Sullivan	Paraprofessional / GL	Paraprofessional / MP	9/10/25-6/30/26
Christa Iazzetta	Paraprofessional / MKM	Paraprofessional / MP	8/27/25-6/30/26
Stephanie Cox	Special Education Teacher/MP	Special Education Teacher/MKM	9/2/25-6/30/26

AF. APPROVE THE ESTABLISHMENT OF THE DUNGEONS AND DRAGONS EXTRA-CURRICULAR CLUB AT COLUMBIA MIDDLE SCHOOL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the establishment of the *Dungeons & Dragons Club* at Columbia Middle School commencing in the 2025-2026 school year. The Dungeons & Dragons Club will provide students with an opportunity to meet regularly for an ‘unplugged’ experience playing a tabletop fantasy game cooperatively in person with peers. Students will use and hone their imagination, cooperation, and problem-solving skills to develop a collective story. The club is mutually approved by the BHEA and the Superintendent of Schools. The yearly advisor stipend has been assessed at \$1,815.00. (*Attachment N*)

AG. 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:
 (@ pending approval of Personnel Resolution AF)

Columbia Middle School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Writing Club	Belinda Healey	\$907.50
Writing Club	Amy Shusta	\$907.50
Dungeons & Dragons Club Advisor (50%)	Kimberly Tota @	\$907.50
Dungeons & Dragons Club Advisor (50%)	Jaynie Karl @	\$907.50
Lunch 1 Supervision - Semester 1	Tracey Wahlers	\$1,567.00
Lunch 1 Supervision - Semester 1 (75%)	Diana Almada	\$1,175.25
Lunch 1 Supervision - Semester 1 (75%)	Jennifer Roggerman	\$1,175.25
Lunch 2 Supervision - Semester 1 (25%)	Jennifer Roggerman	\$391.75

Thomas P. Hughes School

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Lunch Supervision - Semester 1	Kristine Fickling (50%)	\$783.50
Lunch Supervision - Semester 1	Jill Marino (50%)	\$783.50

Mary Kay McMillin ECC

Activity/Program	Instructor/Supervisor	2025-2026 Stipend
Lunch Supervision - Semester 1 (\$80%)	Erika Barton	\$1,253.60

AH. 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.

1-Leave Replacement 2-Vacancy 3- New Instructional Program 4-Student Need

Columbia Middle School

Name	Subject	Assignment	Payment in Addition to Regular Salary
Jacqueline Wells ³	Special Education	9/2/25 - 10/16/25	\$10,500.00 (prorated)
Roberta Gutch ³	Special Education	9/2/25 - 10/16/25	\$10,500.00 (prorated)
Elisha Abdelaal ³	Special Education	9/2/25 - 10/16/25	\$10,500.00 (prorated)
Rayanne Elsherif ³	Special Education	9/2/25 - 10/16/25	\$10,500.00 (prorated)
Megan Mansfield ⁴	ABA	2025-2026 school year	\$10,500.00
Nicole Welch ⁴	ABA	2025-2026 school year	\$10,500.00

AI. APPROVE TEACHER IN CHARGE

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves that the following staff be permitted to serve in the assignment of Teacher in Charge as needed and as assigned, during the 2025-2026 school year:

School	Staff Member Name
CMS	Steven Buonaspina Michael Riley Vincent Gulbin *Daniella Norcia (*Co-Teacher in Charge with one above staff member)
MKM	Emily Mulieri
WW	Rachel Shanagher
MP	Maria Graziano Joseph Reel Pamela Wilczynski
TPH	Pamela Wilczynski Kate Corcoran

AJ. APPROVE PAYMENT OF STIPENDS TO PARAPROFESSIONALS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the payment of a \$1,750.00 stipend to each of the following paraprofessionals for holding a Registered Behavior Technician (RBT) certificate and for working in an ABA classroom for more than 50% of the school day during the 2025-2026 school year, as per the provisions in the negotiated Agreement between the Board of Education and Berkeley Heights Education Association:

Name	Susan LaMaita	Christa Iazzetta
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PERSONNEL COMMITTEE REPORT 9.10.25

Mrs. Stanley gave the following report:

Dungeons and Dragons Club:

- They are becoming a formal club. They have very minimal requests and are fundraising for most of their costs. We discussed the two year process they went through to establish this formal club and they have approximately 22 members. We are excited to see them achieve their goal and it's on the agenda for tonight.

AP Honors & Physics Classes:

- Unfortunately we have two staff members out on medical leave so we talked about the coverage that we are going to have. So for our honors classes that teacher has a definitive date that they're coming back so for the honors classes until then, we are going to have a New Jersey certified AP Physics teacher teach to the New Jersey Center for Teaching and Learning, NJCPL and then that teacher will come back in November. Then for the AP classes, we discussed the eagerness of our staff to get involved and we have two teachers covering AP Physics and that way we completely cover our students. One of our big things is that we wanted to make sure that our teachers and our staff understand this unusual situation and that we support our students because many of these students happen to be in their junior year which we know is really important for grades. So we wanted to make sure that everyone understood that supporting the students and making sure that their grades were not affected by these changes. The honors students will have a substitute but they do have a background in physics and chemistry I believe so we believe that they are supported as well as we can. I know that the staff has reached out to parents and many parents are really happy with the communication and they're thankful to the district.

Organizational Chart:

- Informal discussion about district organizational chart and Dr. Feltre's view for the future. This is still something in the works. We don't have the staff aligned this way currently so it would be something as time goes on but just kind of thinking about her ideas for the future and this is requested by Board members for what we see.

Mr. Acheson made the following statement:

I'm currently an AP Physics 1 student so I would like to just discuss a little bit about the process that's being done at GL to help mitigate the absence of Mr. McG and I think the other physics teacher who I think is physics honor or physics regular. So currently we have one of the staff members who teaches a lot of, all the other science classes and she's going through and doing all the units, so thankfully we've only had class for two weeks so we're not really behind that much. So that's currently what's going on.

Mrs. Stanley asked the following question:

How have the last two weeks been for you?

Mr. Acheson made the following statement:

So it wasn't the best because basically all we were doing was watching videos on AP classroom and no one was really focused or understanding on how to do the work. One of the other physics teachers came in periodically but he was also teaching a class at the same time to check in on us and see how we were doing but it wasn't very helpful.

Mrs. Stanley asked the following question:

Is the lesson with this new company yet on the video?

Mr. Acheson made the following statement:

No, I think that's for Physics Honors.

Dr. Feltre made the following statement:

I actually have an update. There's a moving part, I do want to bring your attention to E under Personnel because this just happened yesterday and I apologize that it didn't make it all the way through full understanding with just the adjustments that we made but E is a leave replacement teacher for Physics Honors so NJCTL that you spoke to, we're hoping that we don't have to use it because if this person works out well, we may need to have the sub in there until he gets fingerprinted and everything because if he gets approved tonight, like I said it happened yesterday so everything's moving parts but we should have a Physics teacher in the classroom very shortly.

Ms. Raaijmakers made the following statement:

This is just a quick statement. When I quickly met with Dr. Feltre and Mr. Nixon, we did briefly talk about this, but I have taken AP Physics 1 and I did take it with the teacher last year. I do believe it is one of those courses where it is very new. I also took AP Chemistry and I feel like even though those are both AP Sciences, they are very different from one another and as Howard mentioned, it is easy to fall behind and correct me if this is not something to take up with the Board but, I'm also part of National Honor Society and there are a lot of opportunities for students because we volunteer our time to help tutor. So if there is any way to spread the agenda for people to show up because there are typically people I think, throughout the week, it should be in the morning, during the IMC as well, so if people need help there are plenty of seniors in my grade who have all taken AP Physics 1 and also Physics Honors so I do know that people would be willing to help out on that scenario. Also, typically with the tutoring, many people don't come so it's kind of just like, is this real volunteering, to be honest. So I feel like encouraging people to come would be useful on both ends because one, it makes it more entertaining for me, rather than sitting there in the morning for half an hour, and also, it might give some students peace of mind because I do know a couple of juniors who have reached out with small concerns just being afraid of the course in general because for some of them it is the first time taking an AP class because besides APUSH I believe that's the only one available to to Sophomores if you had already taken Algebra 2. I'm not sure if that's a direct concern with you but if it is then maybe that is something that could be done and I feel like many people would appreciate that. Even though it's been 2 weeks, I know it hasn't been a month but that's just something I wanted to add.

Mrs. Joly made the following statement:

This is something that I learned today. I don't know if it is true or not but I heard that Algebra 2 is no longer a requirement for AP Physics but I'll double check. Moving off the Physics topic, I did want to, for item J, Mr. Nixon, just wanted to say congratulations to Mr. Nixon and his next step. Being in a role for as long as he has been, it's totally understandable that he might want to progress his career in a different setting so I want to thank him for his years of dedicated service to the district for stepping in to be the Acting Superintendent when we really needed him and all the best.

Ms. Bradford made the following statement:

Thank you, yes, our best to Mr. Nixon.

Mrs. Akiri made the following statement:

I'd like to echo the same sentiments as Natasha. It will be a huge loss for our district to lose Mr. Nixon. I think a lot of people just associate GL with Mr. Nixon so he has really big shoes to fill but I do wish him all the best and he's moving to a district where I had hoped I would be buying a home but couldn't. Now coming to the topic of, I believe P, I just want to understand, I think at the beginning of the year we do approve additional teaching periods. So this approve extra teaching period assignments, so are these in addition to what we approved?

Dr. Feltre made the following statement:

Yes.

Mrs. Akiri made the following statement:

Ok, so we do need additional teaching periods for Chemistry Honors, special education, now in P, what's interesting is if you flip the page 14 to 15 there are some additional names and there are positions for AP US History 1, AP, there is no dollar amount associated with them so what is it?

Dr. Feltre made the following statement:

It's the same 10,500. The assignment should have read 10/6/25 through 11/21/25 and then that last column should say 10,500 prorated.

Mrs. Akiri asked the following question:

Ok so everyone is getting 10,500?

Dr. Feltre made the following statement:

Yes, that's according to contract.

Mrs. Akiri made the following statement:

Ok so everybody's getting 10,500. Now on the AP Physics, there is a on the agenda hiring a agency also in addition to the replacement teacher?

Dr. Feltre made the following statement:

Yes, it says if needed.

Mrs. Akiri made the following statement:

Which one is that? E? E is the replacement teacher. Oh under finance ok we already approved that.

Dr. Marr made the following statement:

Professional contracted services.

Mrs. Akiri made the following statement:

So that was for the Italian and for this. So if we don't need, will we get an update? When can we expect an update? Yes, we approved the contract so if we don't need them, are we contractually bound to let this agency know that hey you're not required, or will we be paying them the amount?

Dr. Feltre made the following statement:

No, we only pay them if we contract their services.

Mrs. Akiri made the following statement:

We already approved it in finance, right?

Dr. Feltre made the following statement:

But it does say if needed. So we won't cut them a check and we won't actually sign a contract with them unless the person under E doesn't come through.

Mrs. Akiri asked the following question:

Also if we just use them for 50% is there any discount?

Dr. Feltre made the following statement:

No.

Mrs. Akiri made the following statement:

So basically even if they come for one day basically it's everything. It's either one day or everything. And then for the Italian, I'm sorry, that is also through remote right it's just one day in person? It says the agency is 5-12, no?

Dr. Marr made the following statement:

No, it will be in person.

Mrs. Akiri made the following statement:

So grade 5-12 there will be somebody here in person teaching from that agency?

Dr. Marr made the following statement:

From 6-12 but yes. I recognize the certification but for us, our program doesn't begin until 6.

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

MOTION by: Mrs. Akiri

SECOND by: Mrs. Joly

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

Motion Passes

EDUCATION

Resolutions A: All Board members. Resolution B: Berkeley Heights only.

A. APPROVE COLLEGE STUDENT PLACEMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves college student placement in Berkeley Heights Public Schools pending submission of required documents, as follows:

Student	Placement Type	Affiliated School	Dates
Spencer Souren	Clinical 1	Ramapo University	9/15/25-12/23/25
Spencer Souren	Clinical 2	Ramapo University	1/6/26-5/1/26

B. APPROVE TEXTBOOK

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the purchase and use of the following textbook in Berkeley Heights Public Schools:

School	Grade	Book Title/Publisher
CMS	7 & 8	EntreCultures: French 1A (Copyright 2026) / Wayside Publishing
CMS	7 & 8	EntreCultures: French 1B (Copyright 2026) / Wayside Publishing

CURRICULUM COMMITTEE REPORT 9.12.25

Mrs. Joly gave the following report:

French Textbooks:

- The French teachers had researched textbooks and engaged with the vendors, received quotes, but unfortunately there was an oversight, a misstep, and it wasn't included in the budget; however, there is room in the budget for textbooks to be purchased for CMS. This was discussed between Dr. Marr and the teachers and everyone's on board. These textbooks were piloted with the 7th graders previously so it will allow for continuing education and for the 7th graders to proceed with that curriculum and then next year the GL program will be evaluated for the appropriate amount of textbooks for the high school.

AP Physics I:

- This was discussed but since Pamela covered it through personnel we don't need to discuss that.

District Goals:

- We talked about the action steps and the metrics associated with the district goals the Dr. Feltre presented at the last meeting. Some committee members felt the metrics fell short of measuring success. Part of the difficulty is that there are currently no baselines for some of these things. However, you know, Dr. Feltre, Dr. Marr agreed to review some of the metrics to see if they can be, I guess, beefed up a little bit in terms of being measured.

Other:

- There was discussion about a case that may have implications for the district. There's currently no NJDOE guidance on that and the district will continue to monitor.

District enrollment/Declining Enrollment/Out of District Placement:

- There is a planned survey that I believe Dr. Feltre had mentioned but it wasn't discussed in the meeting, so this was a survey to distribute to families who chose not to attend GL to understand why and so we can obviously use that data to drive improvements.
- We discussed criteria for out of district placement into our district. Mr. Moira and Ms. Rush joined the meeting. They explained the process of accepting out of district students and the procedures. Basically, the application of enrollment gets reviewed by everybody, by the Special Services Department, all relevant personnel to make sure the district has the appropriate program for the student that's coming in. The review includes, but not limited to, input from building principal, nursing staff, counseling department, child study team, and any other personnel deemed appropriate. Student, parent and case manager from the potential sending district, complete a tour and meet with the staff. If the programming meets the student criteria an acceptance of placement letter is issued. The district also completes NJDOE notification of placement form for submission to the county office.
- Discussed the benefits of accepting these students. It allows us to run our program, exposes our kids to kids with different challenges and benefits the general education kids.
- Should circumstances change, the district reserves the right to say we're no longer an appropriate environment for the student.

- Discussed the use of paras and understanding that paraprofessionals, one on one paras with the student, are not always for kids with behavior issues.

Mrs. Akiri asked the following question:

So as part of the process, does the building principal or anybody interview these incoming students?

Mrs. Joly made the following statement:

Everybody interviews.

Mrs. Akiri made the following statement:

Oh, interviews the student? I thought they all give input, is what you said.

Mrs. Joly made the following statement:

I think the district, and the parents and the student come in to tour if I re-read, the review includes unlimited input from building principal, nursing staff, counseling department, child study team and any other personnel. Student, parent, case manager from the potential sending district, complete a tour and meet with staff so they can see the student in the setting and see how the student interacts in the classroom.

Mrs. Akiri asked the following question:

Also, on the enrollment data, so other than the survey, are we going to get any sort of a report? Can you look into over the last 5 years or 10 years what has been?

Mrs. Joly made the following statement:

I think we have data for the last, we have 22-23, I thought we had enrollment data for the last 3 years. I think this year is pending.

Dr. Feltre made the following statement:

When I showed you the enrollment trends, all the way back to 2020-2021.

Mrs. Akiri made the following statement:

So Dr. Feltre, you remember my email? I was going back to the old emails and there were some links in the emails linking us to enrollment data for the year or for the month. But when I go and click on those emails in the BHPSNJ email, the link says it's no longer working. So I did bring it to your attention and I said I'm only seeing 21 data but then there are 2 or 3 years missing. You said somebody was working on streamlining it but I haven't seen the 3 years that were missing sent back to us.

Dr. Feltre made the following statement:

I'll follow up with Mrs. Deva.

Mrs. Akiri made the following statement:

Also, I want to ask Mr. Disler, enrollment data is not private right? A lot of districts actually after the Board meeting they do put it at the Board meeting under the agenda. So why is that our enrollment data for the last 5 years is, even when a Board member requests it, it has to be through a Google link. Is there something about it that cannot be made public?

Mr. Disler asked the following question:

Are you asking just the number of students?

Mrs. Akiri made the following statement:

No, so every month, I think by law, we are expected to report the enrollment numbers at Board meetings and the district maintains a log but it's not on our district website and when a Board member requests it, we get it through a link not as an attachment but, I've seen other districts openly publish it as part of their Board meeting agendas and on their district.

Dr. Feltre made the following statement:

And I am publishing it as part of the Board meeting agendas.

Mrs. Akiri made the following statement:

Starting last month.

Dr. Feltre made the following statement:

Right because I can only do what I can do since I've been here.

Mrs. Akiri made the following statement:

So I'm saying, since last month you've been publishing it but prior to that it was included in the executive session. So I just want to ask Mr. Disler while he's here, if somebody wants to see enrollment data that is maintained by the district from 2020-2025, can we publish it or not?

Mr. Disler asked the following question:

Is it just the number of students?

Mrs. Akiri made the following statement:

Yeah, the number of students in each school.

Mr. Disler made the following statement:

Yeah, there's nothing wrong with that. That's public, I mean someone could OPRA and they could put it on their own website and if the district so desired to put the numbers on their website, that's fine. It's public information.

Mrs. Akiri made the following statement:

Yeah so instead of an OPRA, so the whole idea of Google documents, that's where I'm a little concerned. It's out there, it's maintained by people, you can scan it and send it or you can put it on our district website because that is what I was looking at and then when you do send a survey for GL, or who's attending or not attending or alternatives, are we also going to look at, is it just the 9th grade or are we going to look at declining enrollment in 10th, 11th, 12th? Are you going to look at it holistically?

Dr. Feltre made the following statement:

My understanding, the big concern was 9th grade so that's where we were focusing.

Mrs. Akiri made the following statement:

Ok. I'm hearing that some students do come to 9th grade and then...

Dr. Feltre made the following statement:

I'll have to look at the enrollment data to see if it warrants that kind of dedication of staff.

Mrs. Akiri made the following statement:

Before I asked you that, I wanted to see the last 4 or 5 years and I couldn't get the data.

Dr. Feltre made the following statement:

I gave you that data. It's not fair to say you couldn't get the data. You have the data from 2021 through 24-25. It's all on one spreadsheet. If you look at the bottom tabs, it's all there. I know you wanted individual monthly ones and I believe you have all of them from when I was here and then I know there was a glitch on who owned them and we were putting them into a shared folder. I don't have access to that.

Mrs. Akiri made the following statement:

Dr. Feltre, when I say your overall consolidated data is not adding up and I did not want to say that publicly so all I'm saying is you gave me a Google spread.

Dr. Feltre made the following statement:

How is it not adding up? They are the same numbers that are taken from the monthly ones and put in that sheet because the woman who does it copy and pastes them. So how is it not adding up?

Mrs. Akiri made the following statement:

So if I can get the monthly data I can show you which month was off because there were two years monthly numbers were not there. So when you give it to me I'll send it to you.

Mrs. Terrero made the following statement:

This was something I was going to ask during the other personnel, but I figured it was more appropriate to ask now. So just in general, can you guys give me an idea? I don't know if this is normal because this is my first year of us having so much staff go out on leave. So my question is how do we put ourselves in a situation so that we're not behind the eight ball next time? And I don't know what the answer is, is there a way to cross train other teachers so that if somebody does step out, somebody can jump right in, what can we do as a district so that, because I can tell you I know children that actually dropped out of AP psychics because of it and I would hate to see that happen to kids. So what can we do moving forward, we can't move backwards but what can we do moving forward to better prepare our district so that this doesn't happen again?

Dr. Feltre made the following statement:

Well, to be honest, nothing because we already have cross training. The teachers who are teaching AP Physics 1 right now to the students are the ones who've taught it in the past. So I mean we tend to ask teachers what it is that they want to teach, their schedule is based on that and course enrollment and then however number of sections we have, we assign it so we do have that in most cases. When you only have one teacher, if that teacher goes out on medical leave then yes, we are strapped. We're a small district, if we don't have multiple people you don't have the cross reference. In any department where we have multiple people, most of the time there is crossover based on certification. There are certain areas where certification is specific so you can't necessarily have a bio teacher teach physics but a math teacher can teach any math if they have enough experience and they feel comfortable doing so, you know, in english and certain areas of speciality.

Mrs. Terrero made the following statement:

So is there planning that, so in the case of this scenario, where you only have one teacher, let's just say, is there something we can do? And maybe it's the online program that we can help the district put you in a position so that you can jump right in and activate it so that, I'm just trying to figure out if there's something we can do to put a plan in place so that you're better positioned should something like that happen that you're not doing a lot of shifting and it's not chaotic and disruptive to the kids of the school. I don't know what the answer is, but you know if it's the online programs that we need to approve so that if you need to pull them in you have it. I mean I'm trying to think.

Dr. Feltre made the following statement:

The challenge with any online program is there's always a lag time so once we sign them up there has to be onboarding right, the best case scenario is if somebody knows they're going out, they give us enough lead time. Unfortunately most of the recent medical leaves are unexpected.

Mrs. Terrero asked the following question:

And is this unusual, like this year?

Dr. Feltre made the following statement:

I can't speak to historically here. I can tell you based on my experiences in other districts, no, it's not unusual.

Motion to Approve Education Resolutions A: All Board members. Resolution B: Berkeley Heights only.

MOTION by: Mrs. Stanley

SECOND by: Mrs. Terrero

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

Motion Passes

Mrs. Akiri made the following statement:

I just have a follow up question from last time on education, the multivariable calculus. We are still not offering that course this year, correct Dr. Feltre?

Dr. Marr made the following statement:

That is correct. With the transition we are working to try to offer it in the spring semester through our partnership with the university.

Mrs. Akiri made the following statement:

So previously we used to approve it for the entire school year.

Dr. Marr made the following statement:

That is correct, with John Hopkins.

Mrs. Akiri made the following statement:

With John Hopkins, we did not renew the contract because of whatever reason.

Dr. Marr made the following statement:

Because John Hopkins doesn't offer it anymore

Mrs. Akiri made the following statement:

Right, so when you say spring semester that would be almost 4 marking periods done without multi variable calculus?

Dr. Marr made the following statement:

That is correct, two marking periods. So the fall semester we will not be offering multivariable calculus but in the spring semester we will be able to offer it through a partnership with the university that you can expect to see on the Board agenda next month.

Mrs. Akiri asked the following question:

So when you say two marking periods?

Dr. Marr made the following statement:

January through June.

Mrs. Akiri asked the following question:

Oh so it will start in January so children will get advanced notice if they want to sign up for it?

Dr. Marr made the following statement:

Yes.

POLICY

Resolutions A-C: 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
P0174	Legal Services (M)	Revise
P1570	Internal Controls (M)	Revise
R1570*	Internal Controls (M)	Revise
P1620	Administrative Employment Contracts (M)	Revise
P6111	Special Education Medicaid Initiative (SEMI) Program (M)	Revise
R6111	Special Education Medicaid Initiative (SEMI) Program (M)	New
P6220	Budget Preparation (M)	Revise

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
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

C. DISTRICT BYLAWS/POLICIES/REGULATIONS - ABOLISH

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

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

POLICY COMMITTEE REPORT 9.8.25

Mrs. Stanley gave the following report:

Policy 0174:

- Voted down at the last meeting and brought back to policy. There was a heated debate on the use of legal services. The committee was able to find a solution that they could move forward with so we added two sentences, any OPRA request would need Superintendent, Assistant Superintendent approval prior to being sent to the attorneys and the Board president will report to the full Board during the exec session on all their individual legal consultations with the Board attorney. We felt that this was a good compromise to make sure that OPRAs are not being abused and to also make sure that the Board stays informed by the Board president while not trying to stop the Board president or the Superintendent from contacting the attorney when so needed in an immediate situation.

Mrs. Akiri asked the following question:

What was the second point Pamela about individual contact? The first one was we reached a compromise on contact and the second one, something about individual Board members?

Mrs. Stanley asked the following question:

No, I didn't say anything about individual Board members. You can read it in the minutes exactly what it says but I didn't say anything about individual Board members but the Board president and the Superintendent, the compromise was that we wouldn't stop them from contacting the attorney but that all Board members would be informed. By adding these sentences everyone can feel comfortable that we are being informed and that OPRAs are not being abused.

Policy 1570 Internal Controls:

- This is a revision. Strauss Esmay added updated statutes and agreed with the language.

Regulation 1570 Internal Controls:

- We did agree with the language. Tom did reach out after the fact, after the minutes went out so we did have a revision. It was added to our latest agenda and your handouts and it was added, I sent an email today to you guys and it was added to the public so accidentally there were 3 words that were removed from the policy that should remain in the policy. Tom did have some questions about listing out every single position that we have. I don't feel that's needed so we have to discuss that after I'm done with my committee report on whether or not we want to send this back to the committee or not.

Policy 1620 Administrative Employment Contracts:

- This is a revision. Strauss Esmay added updated statutes. We agreed on the language. The committee had a discussion on paragraph 4 and when a 30 day notice would be required. It is not required for a renewal of a contract but when we're changing terms in a contract most of the time we've seen this with Superintendent contracts when you're changing an actual term in the contract.

Policy 6111 Special Education Medicaid Initiative Semi Program:

- This is a revision. We agree with the language. We're waiting on the BA to get us a detail on the Berkeley Heights status and reimbursement for the semi program because we had some questions around that, but the policy itself is ready to go.

Regulation 6111 Special Education Medicaid Initiative Semi Program:

- New to our district. It is mandatory. The district said we comply with this regulation and that they do recommend it so we can move forward with the addition of this regulation.

Policy 6220 Budget Preparation:

- We agreed to move forward with this policy. Strauss Esmay added new language around statutes. We had a deep discussion on the budget presentation with the BA and the expectations that we would have moving forward. We also discussed the word proposed budget and the language that it should be shared with the Board and when the policy states that should be shared with the Board.

Those are the new policies for tonight that we are looking for approval. There are second read policies, there's 4 of them, that we didn't receive any concerns on in between the two meetings and then we have the abolishment because now we require all our policies to be abolished in 2 meetings instead of 1. We did have more discussion on Regulation 6220, Budget Preparation and this is new. We are going to wait for the BA to read this over and make their recommendations because it's a lot and we want to make sure that they are in compliance and that they know what our Board wants and expects.

Policy 0143 Board Member Election and Appointment:

- We did not have time to discuss.

Policy 0173 Public Duties of Public Accountants:

- We did not have time to discuss.

Policy 2422 Statutory Curriculum Requirements:

- We had received the day before this meeting, a notice from Porzio, the law firm, it was talking about a legal case and so the Board had the discussion on the Porzio notice but did not have time to absorb it because it was only the day before when we had received it. Our Assistant Superintendent gave us steps the district is taking in response to this and the committee will look this over in preparation for our October meeting and see if there are any requirements that need to be put in policy to protect us.

Policy 2200 Curriculum Content:

- We are still waiting because we did not have time to discuss, but we did get back from Strauss Esmay their answer on why they removed certain things so if you look at the comments section there's a whole comment that was given and I will make sure I sent that our prior to our next agenda for policy.

Policy 0155 Board Committees:

- Listed under old business, looking for everyone to give feedback.

Policy 9160 Fairness in Seating at School Functions:

- Did not have time to follow up.

The Finance Committee would like to ask whether we would add AP testing for homeschooled into a policy so we do need to discuss that at our next meeting.

Mrs. Akiri made the following statement:

For Policy 0174 Legal Services, you said that the compromise was if the Board President or Superintendent make contact with the attorney they will keep the entire Board informed.

Mrs. Stanley made the following statement:

No that's not what I said and that's not what the policy says either. So if you look at Policy 0174 Legal Services, we added 2 sentences. In the minutes you can read those 2 sentences, it says any OPRA request would need Superintendent, Assistant Superintendent approval prior to being sent to the attorneys and the Board president will report to the full Board during the exec session on all their individual legal consultations with the Board attorney. Because the 2 concerns were OPRA requests were being sent to the attorney and this legal services policy is all about trying to keep funds at a reasonable rate and the other concern was we want to know when the Board president does contact the attorney but we didn't want to do so in a way that would stop the Board president from contacting the attorney when needed but in a way that everybody would stay informed and so I think this was a good compromise. We did have a really heated discussion on it but I think it was a good compromise for us to move forward with this policy and make sure that we are putting the district's needs first.

Mrs. Akiri asked the following questions:

So how will the Board president report it in exec? Will there be a log of dates and times and how long was the contact?

Mrs. Stanley made the following statement:

That you wouldn't put in policy, that would be something that the Board would request of the Board president so you should work with the Board president on what you would like to see.

Mrs. Akiri made the following statement:

My question is the policy, if you're just adding a sentence it's pretty vague, that the Board president will come and give us an update on all individual contacts or consultations made. Now those individual contacts and consultations could be a text message could be a telephone call, could be multiple follow up telephone calls so when we go to do the bill review you could be seeing multiple line items of these contacts and that is what a professional services company like the legal company will do so are we going to get a similar update and will it be in exec or is it going to be like oh I contacted the Board attorney 10 times or I contacted the Board attorney 12 times? How is it going to be?

Mrs. Joly made the following statement:

My expectations based on conversations we had previously when we were checking bills, like the Superintendent, if there's a bill she checks against her record. My expectation is that Gale would have a record as well or whoever is the president at the time and the actual legal bills at least based on what I've seen, do break it out, though looking at the Porzio bills, not everybody puts the timeframe, sometimes there's a lot of interactions against one time number but there are attorneys who put in parentheses like .4 hours under the one line item so it is clear. I saw these because I was reviewing bills and there's a lot of interactions that happen right? And a lot of times we are not necessarily aware of what it's all about so my initial ask, when Pam says it's a compromise was to actually have it in writing, so anytime the Board president reaches out, that we get it in writing, but that could be a little over the top so and you know, in collaborative fashion, try to find a compromise so at least this way we can get an update at exec session for all the engagements.

Mrs. Stanley made the following statement:

But also, just so you're aware, in this policy it talks about logs. So if you read the policy everybody who has contact with the attorney keeps a log and they're required to do so according to this policy so that way they can check the bills and make sure if there is any question like hey I don't remember seeing this, we can check against their log so hopefully that helps with your information, that they already keep these logs and then it would just be that during exec session the Board president would have to then let us know, ok I did contact them twice, this is what was discussed and then we move on but a lot of this will be confidential so one of the concerns was putting it in writing is maybe not in the best interest because if

it's confidential and then two, legally we didn't want to add more cost to getting everything in writing so this was the compromise and I think it's a good one because it gets the goal. The goal is to stay informed but not restrict.

Mrs. Akiri asked the following question:

So my next question was basically and it was a good segue, about the logs. So who in the district has the consolidated logs of all legal contacts?

Mrs. Stanley made the following statement:

So there is no consolidated log because that's not what's required by the policy and we did have a really good discussion on this and what the point of the log is. It's not for the Business Administrator to have a log of every single time somebody contacted the legal firm, but to make sure that we do a check and balance right? So if you read the policy, the policy talks about check and balancing. The whole point of the log is to make sure that we keep the attorney honest and that they are charging us for the hours that we actually spoke to them because that's the whole point of check and balance right? And we're a public entity so we're checking and balancing it so when the business office gets the bill they could send it to Gale and say are these minutes, are these accurate, and she goes yes because she looks at her log and we have multiple people who have logs, there's not just one and so to have all of them consolidated wouldn't necessarily be in the best interest of the district either, time-wise. So there is no consolidated log but the whole point is not to have this master log, the whole point is to do checks and balances to make sure that our money is being spent as necessary.

Ms. Nicholson made the following statement:

May I add to that? We've put a process in place in the business office this month where any attorney bills that come into our office are to be reviewed and initialed, each line item, so if it says Jennifer Nicholson called the attorney regarding this, I'm going to take my pen, I'm going to write on the paper my initials to make sure that I'm verifying that the information is true. So that's a new process that we're implementing for the checks and balances.

Dr. Foregger asked the following question:

Maybe I'm mis-reading this, it's only when your legal costs exceed 130% of the statewide average per student amount that there's this logging business, is that right? Or are we doing it all the time?

Dr. Feltre made the following statement:

We are keeping it but we're not required to because we don't meet the 130%. We keep a log because I need to verify the costs. Just the same way that the Board attorney keeps a log.

Dr. Foregger made the following statement:

Ok so we're doing it anyway. Now the second part is, there's a little bit of confusion here in the language and the policy. If you look under point 4, it's the bottom of the page, all legal advice and logs of legal counsel contact shall be forwarded to and then it says, designated contact persons. Well those are the people that have the logs, so it used to say Business Administrator/Board Secretary and you took that out. I don't know why you took that out but it's a little strange to say the logs are forwarded to the people that already have them. Is that what you really intend?

Mrs. Stanley made the following statement:

No, that was Strauss Esmay and I think what they're saying is that it doesn't have to be the Business Administrator, so if she has someone in her office doing the bills, which we do right?

Dr. Foregger made the following statement:

But it says, all logs shall be forwarded to the designated contact persons. Is that really what you want to say? I don't think that's right.

Ms. Nicholson made the following statement:

I did not write that.

Mrs. Stanley made the following statement:

Yeah, Strauss Esmay wrote that.

Dr. Foregger made the following statement:

Well, let's get Mr. Strauss and Mr. Esmay in here.

Mrs. Joly asked the following question:

Is it the attorney logs that get forwarded to the contact?

Dr. Foregger made the following statement:

No this is the legal counsel contacts. These are the things that the contacts are supposed to maintain.

Mrs. Stanley made the following statement:

Right, after we've reached a certain amount you have to then start logging and so after that, that sentence says that you would have to give all your contacts to this designated person. I think Strauss Esmay just took out the Business Administrator because it's not always the Business Administrator doing this. It might be one of our staff members.

Dr. Foregger made the following statement:

Strauss Esmay doesn't change our policy. This is what we had in our policy.

Mrs. Stanley made the following statement:

This is their recommendation.

Dr. Foregger made the following statement:

I don't care what Strauss Esmay thinks, I mean that's ridiculous. I want somebody in the business office here looking at it.

Mrs. Stanley made the following statement:

Right, and that's exactly what it says. A designated contact person so the business office will designate a contact person but Strauss Esmay just doesn't know the name of that person because every district I'm sure, has a different name for that title.

Dr. Foregger made the following statement:

Alright so I'm not really getting an answer, I'll give up on that. Any OPRA requests will need Superintendent/Assistant Superintendent approval. Well I hate the use of slash, that's also called a virgule if you want to know what the real name is. That's ambiguous to me. Who do you want giving the approval, both or one or the other?

Mrs. Joly made the following statement:

One or the other.

Dr. Foregger made the following statement:

One or the other. Can we change it? I would prefer it just be the Superintendent, I don't like to put designated work onto the Assistant Superintendent in the policies.

Mrs. Stanley made the following statement:

One of the reasons why is because in our discussions we ran into some issues that sometimes the Superintendent is not available and for good reason because she is at a conference, or she's sick or ill and she deserves to be able to do those things so the Assistant Superintendent when she is designated by the Superintendent to be in charge, she would also have permission to do so. If we put just Superintendent it would require that only she, and we know that OPRA is timed, no what's the correct word? Time sensitive because there's a requirement to answer these in what 10 days, 7 days?

Ms. Nicholson made the following statement:

7 days.

Mrs. Stanley made the following statement:

7 days, so we just didn't want to put unnecessary, it was a way to do check and balance so if the business office needs to go to the attorneys for an OPRA, there's a check and balance to make sure that it's a legit reason why.

Dr. Foregger made the following statement:

Well at any given time there's always somebody that's acting as Superintendent. We're never without a Superintendent.

Mrs. Stanley made the following statement:

But just because she's not available because she's in a meeting doesn't mean that we shouldn't be able to get answers. So again, I think we were just trying to compromise and I think the intent is clear. I can do and/or instead of a slash.

Dr. Foregger made the following statement:

And/or is even worse.

Mrs. Stanley made the following statement:

Alright then I'll keep the slash.

Dr. Foregger made the following statement:

No get rid of the slash, make it an or at least I know what it says then.

Mrs. Stanley made the following statement:

Is that substantive change?

Mr. Disler made the following statement:

That is not a substantive change.

Dr. Foregger made the following statement:

This is only first read anyway so we don't worry about substantive or non-substantive, I'm going to have some changes here that I also want. These two sentences are awkwardly worded. I'm gonna give you a rewrite on it. An OPRA request that is to be reviewed by an attorney requires Superintendent approval

prior to transmittal, I think that reads a little smoother than the way you got it there. Then a Board president consulting with the Board attorney shall report, shall, that's binding, a will is not binding, shall report the consultation and result at the next Board meeting during an executive session. I think that reads a little smoother than what you've got here, so I offered that as a change. Now I still think the logs, your language here is really confusing, forwarding it to the designated contact persons, I object to that and I think the current policy of having the Business Administrator or administrative staff member review the legal bills or logs is the better one. It makes more sense.

Mrs. Akiri made the following statement:

I agree with Tom that designated contact persons can be multiple people and I think what we had originally, that they all get reported to the Business Administrator makes sense because at the end of the day you are authorizing payment of all bills. And from what you just told us, you're also maintaining this initialing process in your office.

Ms. Nicholson made the following statement:

Correct.

Mrs. Akiri made the following statement:

Why can't we just, I personally don't know how many designated contact persons there are as of today. Do you know Jennifer?

Ms. Nicholson made the following statement:

I do not.

Dr. Foregger made the following statement:

They're listed right here in this policy. The Superintendent of Schools, oh that's another change I had. This is really messed up here, somebody doesn't remember when to use an apostrophe. This should just say, Superintendent of Schools Designee, no apostrophe and no s after Superintendents so Superintendent of Schools Designee would be correct.

Mrs. Stanley made the following statement:

In the interest of time, instead of having another policy committee meeting tonight, I would love to get an email and the policy committee can look all these things...

Dr. Foregger made the following statement:

Oh I thought you wanted to get it done tonight? I can give you the changes tonight.

Mrs. Stanley made the following statement:

In the interest of time, since Mrs. Akiri said she doesn't want to stay late so we can do our finance meeting tomorrow. I would appreciate it if you sent me an email.

Dr. Foregger made the following statement:

I would be happy to, I thought we were gonna do it all tonight. All right, I'll send you my detailed comments. I do have a change, I do think on that 1570-R Internal Controls, there's a list of occupations here, titles, I would add, I don't know what are we calling guidance these days, I think it's counselors isn't it?

Dr. Feltre made the following statement:

School Counseling.

Dr. Foregger made the following statement:

School Counselor, that's their official title now, I would put that in instead of guidance, some business office titles, we have an Assistant to the BA, I would add that Assistant BA, I would add that and there's a bunch on the Superintendent side, I don't know all those titles, there's ABS, Anti-Bullying Specialists, those are the ones I know about.

Ms. Bradford made the following statement:

So Dr. Foregger, you're going to email a list of those...

Dr. Foregger made the following statement:

You want me to send all my changes?

Ms. Bradford made the following statement:

Send the changes to the policy committee chair, Mrs. Stanley, so that they can look at them at the next policy committee.

Mr. Disler made the following statement:

Just one comment on the policy logs and the like, I will just chime in that that is regulatory so the Department of Education sets the mandate for the logs, it is 6A;23A-5.2, so again the logs are only required if you exceed 130% of the statewide average per pupil, so it doesn't necessarily apply to you now but I just want to make sure any changes that you would make to again, what is the standard policy, would at least make sure that you comply with the regulatory requirements by the Department of Education.

Dr. Foregger made the following statement:

Well actually that's interesting. We did exceed it one year recently, how long does this stay in effect?

Mr. Disler made the following statement:

I believe it's for the year. That's my recollection.

Dr. Foregger made the following statement:

But you don't find out whether you exceeded until the what is it, Taxpayer's Guide to Education or something. It's a report from the state that comes out after it got all the audit reports, maybe July or so. So you find out in July, so does that mean it's in effect then that year?

Mr. Disler made the following statement:

My recollection, I'm talking off the top of my head so do not quote me on this. My recollection is you learn about it and then for the following year into your following audit, you have to comply with that regulation. So you obviously don't know in the moment that you're exceeding the state wide average, but I believe it's until...

Dr. Foregger made the following statement:

Unless you're really going to town here.

Mr. Disler made the following statement:

Yes, that's my recollection of how it is implemented.

Mrs. Joly made the following statement:

So again, you looked at this right, so I guess for 24-25 you had the number and we were less than 130%.

Ms. Nicholson made the following statement:

That's right.

Mrs. Joly made the following statement:

The only thing I wanted to understand, because like Tom proposed a number of changes that are not substantive, that would not prevent us from, but I think that where he proposed the changing of the names or adding positions is substantive.

Mrs. Stanley made the following statement:

So that's what we need to discuss, if we want to table that one tonight, the Regulation 1570. I don't know if Dr. Feltre had had time to look at this policy and whether you felt that we needed every single title listed. If that's where we're going than I would have to reach out to Strauss Esmay and find out more from them because nothing in there indicated that we needed to add every position we have listed in the whole district, and some of them are very vague, it says certified administrator other, and then down it says non-administrative, non-certificated, so I don't think it's meant to be like every single titled person in the district to be listed but if that's where we want to go then we will table this and we will ask Strauss Esmay.

Dr. Foregger made the following statement:

Well there is an actual list from the state because they collect in the fall names and all kinds of staff information, fall data survey, so they have a file that says here's, I don't know, why would you list some and not others here.

Dr. Feltre made the following statement:

Because it says at a minimum. There's the statute and then it says a a minimum so these must be the ones that are cited in the statute.

Dr. Foregger asked the following question:

Oh really, these are cited?

Dr. Feltre made the following statement:

That's what I'm thinking, I'm not 100% sure but based on the way it reads and the fact that they cite the statute up above the 6A and then they say a permanent position tracking number for the employee, or wait, wrong one, C, ensure that the data within the position control roster system includes at a minimum, the filling information and then you're saying down there under D, the assignment position title as follows, those were the ones I believe that are listed but without actually looking at my books in my office.

Mrs. Stanley made the following statement:

So the update is exactly as the regulation, as the statute says.

Dr. Foregger asked the following question:

They copied it?

Mrs. Stanley made the following statement:

They copied it word for word.

Dr. Foregger made the following statement:

Plagiarized all right.

Dr. Feltre made the following statement:

Well that's where policy tends to come from. They take the statute and they turn it in to policy and regulation.

Dr. Foregger made the following statement:

Legalize plagiarism alright. I don't want to get sidetracked on that. I do have substantive comment though on this conduct of meetings. It says you're going to get us the agenda within one day before the meeting. I'd like to have it 3 days. I don't like last minute agendas, 3 days.

Mrs. Stanley asked the following question:

Which policy?

Dr. Foregger made the following statement:

It says conduct of meetings, Policy 161, wasn't that one that we're considering? No? I thought that was in your list.

Mrs. Akiri made the following statement:

161 is not here Tom.

Dr. Foregger made the following statement:

I did all that work for nothing. Okay so 161 we're not talking about tonight, and I did 1570R and I did 174, ok I yield the floor.

Mrs. Akiri asked the following question:

I have a question for Mr. Disler, on the legal services policy, if we want to keep it the strikeout language where the log should be sent to the Business Administrator, is that considered a substantive change?

Mr. Disler made the following statement:

Sorry, say that one again, are you talking about number 4 on the list, the log list?

Mrs. Akiri made the following statement:

Yes, all written requests for legal advice and logs of legal counsel contact shall be forwarded to the Business Administrator/Board Secretary.

Mrs. Stanly made the following statement:

She's on 174.

Mr. Disler made the following statement:

If I understand the correct designation, you have designated as the designate contacts, your Superintendent, BA, Board President and Director of Special Services. The current policy, if I'm understanding correctly, requires that all written requests for legal advice and logs of legal contracts shall be forwarded to the Business Administrator. The policy change would require not just those being sent to the Business Administrator, but also the Superintendent, Board President, and Director of Special Services. So, if I understand the question correctly, if we go back originally from the four people, which are the Superintendent, BA, Board President, Director of Special Services and just make the logs being required just sent to the Business Administrator, would that be a substantive change? It's on the fence. I would say probably not because that's your existing language and all you're doing is going from 4 people down to 1. It's a close call but if you're asking me, I think it probably can be done between meetings as a not substantive change.

Mrs. Akiri made the following statement:

Okay because at the end of the day, I think all bills are approved based on the Business Administrator's recommendation so I wouldn't want the logs to go to 4 people and then 1 person be held responsible for asking the Board to approve so I think we should just go with the Business Administrator. So this is number 4 Natasha where it says, all written requests for legal advice and logs of legal counsel contact shall be forwarded to the Business Administrator and based on what Jennifer said, you are already maintaining a log, correct? So do I have to move a motion? Is it a substantive change?

Ms. Bradford made the following statement:

I think there are other changes possibly to 0174, that are going to go back to the policy committee.

Mrs. Akiri made the following statement:

So my question to Mr. Disler is, if there are multiple changes that are going to 0174 are they considered substantive other than this one?

Mr. Disler made the following statement:

So the 2 ones that Tom brought up which are purely just, I think it would read better with this verbiage but without changing the meaning, there's no doubt in my mind those are not substantive. This one is on the fence, again if you're asking me with just keeping the original language would require another reading? My gut tells me no. I just don't think that's a real substantive change. You're keeping the original language in the policy. All the change did was add 3 more people to be contacted that you're then going back so I do think that change can be done by the policy committee and brought for the Board if the Board so desires.

Mrs. Stanley made the following statement:

The policy committee can look at it before the October meeting.

Mrs. Joly made the following statement:

I kind of agree, I don't think Dr. Feltre wants to review everyone's logs, I don't know, it feels right that it should be the Board Secretary. But if it's not substantive we can do it.

Motion to Approve Policy Resolutions A-C: All Board members.

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

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

Mrs. Akiri- *Nay to All*

Mr. Dillon & Mrs. Khanna- *Absent*

Motion Passes

STRATEGIC PLANNING 9.5.25

Ms. Bradford gave the following report:

- Ms. Jean Cleary, the Board's NJSBA field representative, had previously sent the district a checklist on the five-year strategic plan process.
- Dates for the community meetings were decided on Wednesday, September 24th, Tuesday, October 28th, and Monday, November 24th, 2025.
- A flyer was circulated online and paper copies were distributed to stakeholders in the community, including the seniors. One will be sent online to our scouts and to the churches. It's also on the district website and Berkeley Heights Public Schools Facebook.
- There also is a folder coming out that we have. You've even gotten 10 copies to distribute.

- The meetings will take place right here in this cafeteria with round tables, and there was some discussion about how many Board members wanted to attend, so please let me know through that Google form, because if it is a quorum, then we have to advertise it as a special meeting 48 hours ahead so that would mean you'd have to let us know by Monday.
- There will be small tables, the rectangular tables, each table will have a laptop, there will be post-its on there, there'll be pencils and pens for people to write. Mrs. Cleary will be circulating. Each meeting has a central question, which is on the flyer. Board members can circulate and sit at the tables.
- The first meeting is, where are we now? The second meeting is, where do we want to be in 3 to 5 years? And the third meeting is, how are we going to get there in 3 to 5 years?

NEGOTIATIONS 8.25.25 & 9.10.25

Ms. Bradford gave the following report:

- The committee members will be meet with the representatives from the Head Custodians Contract team as discussions continue.

Mountainside Berkeley Heights:

- Negotiation Committee for the Ad Hoc Committee for the Mountainside Berkeley Heights send and receive agreement. A meeting was held on Friday, September 12th, for Berkeley Heights team-only members to review the data and create a potential draft contract proposal, so the members looked over the contract from before and made their notes then a meeting between the Mountainside and Berkeley Heights committees was held on Tuesday, September 16th, to preview data, to create a calendar of meeting dates, to discuss goals and to request any additional information and two dates were established in October and November for that.
- The send-receive contract ends in June 2026.

LIAISON REPORTS

Ms. Bradford gave the following report:

Union County Educational Services Commission (UCESC):

- I attended as an alternate for Mrs. Khanna.
- The UCESC meeting was held on Wednesday, August 13, 2025.
- There was a presentation by Creature Comfort Pet Therapy and their mission to assist Union County Schools to enhance the lives through pets coming into the district. They actually have a goat and they brought the pets to the meeting there and they have rabbits, too.
- There was an update on the plans for building expansion on the property next to 45 Cardinal Drive in Westfield. They are using Solutions Architecture.
- The Union County Educational Services Foundation, it's like our BHEF, they have a fundraiser going on. There's more information on their site for supporting the students. Again, the lollipops on the table are from the Westlake School and their miniature business that they have going on.
- The Superintendent at Union County presented her 5-year strategic plan, emphasizing staff evaluation, student interventions, and AI curriculum and facilities construction. The next meeting is October 8th.

Berkeley Heights Town Council Meetings 9.16.25

- Hispanic Heritage Month was celebrated with a flag-raising ceremony and a brief history. The YMCA will also hold a celebration.
- A discussion took place on chickens and chicken coops.
- A discussion to create an ordinance for a cost recovery program for Berkeley Heights fire fees. For example, if there was a gas line or something hazardous material here in the school district, there might be a fee now to cover the time that the fire department personnel are required to be on site.
- The mayor has created a special task force on flooding and how to best use the \$3 million bond, and a discussion took place on recent flooding in town.

- Several town residents questioned the Lower Columbia Lease Agreement and a resolution awarding a professional services contract for engineering survey and planning service for CMS lower field project. For more refer to our town website.

Board Goals:

- The process for updating board goals will begin with board members completing an online self-evaluation through NJSBA. The board president will keep board members informed of a start and ending date to complete the self-evaluation. Mrs. Jeanne 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 the goals.
- The Board officials and Dr. Feltre discussed options for training and settled on some dates in November. The training session will include an update to all board members on HIB procedures, and those dates will go out.

Dr. Foregger made the following statement:

There was a report from I believe from Angus Chen, I think it was from the Environmental Commission. They had done a study on these artificial turf fields and came out against having artificial turf at lower Columbia. There's a lot of problems in those fields. I think there's like a battle going on all over the country between the people who want turf fields and people who don't and so far, well I don't know who's winning. I wish I could say.

Mrs. Akiri made the following statement:

I was also at the town council meeting, and I want to comment as a tax-paying resident, parent, this whole apparatus, you know for the last 4, 5 years saying that they need to have the lease agreement in place so they can apply for NJ grants and then coming after 5 years...

Ms. Bradford made the following statement:

Mrs. Akiri, I'm just going to caution you because as a Board member...

Mrs. Akiri made the following statement:

No, I'm saying what I spoke there and just saying what happened and the thing was there is nothing, we held an open negotiations here during our budget meeting and I'm really sorry Gale that at that point you never cautioned us that hey we need to move in to exec to discuss this but today for a small legal matter we want to move and go into exec but we could have discussed and held a very public contract negotiations publicly in April so let me just speak. It was also interesting to find that when we asked if the township had paid the \$1 payment and they will pay it at the next bill and there were some really disparaging comments made, you want your \$1 we can give you your \$1 that was just not expected but that's what happened.

LIAISON REPORTS CONT.

Mrs. Stanley gave the following report:

BHEF:

- Met on September 9th.
- Getting ready for their lunch and learns. They held 5 last year so they're hoping to do at least 5 this year.
- They have plaids and pints coming up on October 17th. This is one of their big fundraisers. It's gonna be at Vintage Tavern. They hosted it last year and had really good attendance. Gale and I went and had a great time.
- They are looking for teachers to apply for grants. Last year they did have a lot of money that they wanted to give to teachers so they really need you to apply for those grants so that way they know where to distribute it.

- They are providing audio equipment for the CMS plays and stuff that happens in the cafeteria. So they're excited for that purchase to be done.
- They have another meeting coming up but they are starting their year off strong and they're preparing for winter walk so look for them there.

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: 9:48 p.m.

- *Shravana Malladi (Berkeley Heights Resident)*: I've actually been a long time resident of New Jersey in fact, I grew up in Berkeley Heights myself, went to Governor Livingston so it's been a long time that I've been here. I sent an email on August 17th requesting an approval for my homeschooling daughter to be able to take the AP exams this coming May and I received a response on September 9th with the approval. So I want to thank the Board and everybody for approving my request to allow my daughter to take this exam. I had actually called GL last year, last August 2024 for that same request and I hadn't really received a proper response on that regard so this time I genuinely thank you for that. As a tax paying resident, it seems almost obvious that our family should be allowed to access public spaces and opportunities. However, as an outside to the school system, I've found that it isn't easily granted. You know we say that our children are our future but I think with that being said, preventing our children from access to anything that would help them elevate their future would actually prevent them from wanting to become future leaders because they lose hope in the system. So this approval has been really helpful and my daughter is actually looking forward to going ahead with taking the exam. Just as a future kind of comment or so, if next time anybody kind of asks for this request, if possible if a response could come a little bit faster because it actually changes the way our school system or our school year is kind of settled in our house. I appreciate homeschooling is a little bit different for a lot of parents but we have our reasons. First of all as a resident of Berkeley Heights myself, I've actually graduated from Columbia Middle School and Governor Livingston so I have an emotional attachment to these schools as well so it isn't out of a lack of disrespect or dislike for the school system that we have decided to go in this route. It's just that my children just need a

different route, it works better for them and so it would be helpful if access to these events or these places would be easier for our children and shouldn't be taken out on the children simply because they had to make a decision that was different from what is typically done. So thank you again so much for giving me this chance to speak and also for the approval.

Time Out: 9:52 p.m.

NEW BUSINESS

Mrs. Joly:

- Lower Columbia Lease and the Recreation Department update (email from Debbie Varnerin)

Mrs. Joly made the following statement:

We have all received that update date from Mrs. Varnerin. We all know that there's likely no turf field at Lower Columbia. Obviously I've stated my personal distaste for how this process worked and the timing of everything, even the contract that was awarded at the Town Council meeting. You'll see they put in a bid in April and that was after the lease was signed and it's only now after there's determination of no field that this contract has been awarded to do surveying and what have you. I've requested documents to demonstrate how the township came to the conclusion in terms of what constituted initial discovery, that OPRA came back without any documents. I thanked the town clerk for looking but also asked her if she had access to the personal email account from which Deb is conducting and writing official emails, I don't have a response to that but at the town council meeting it did get heated and it was interesting to note that none of the questions were answered but the township was maybe in its frustration, said oh, take the field back, if you want it back, take it back. I understand that wasn't necessarily a researched response but given everything that's happened and given that you know where we are today and even that environmental report, these were the things that were being brought up even before the lease started. This is not new information about the environmental impacts. But they were made public and they were shared with us again only after the fact, after the determination was made. So this is just a discussion given, and we don't have the full Board here but I do want the Board to start considering in totality given everything that happened is this a contract that we want to be a part of. You know the administration, the town, Ms. Vianna said, like well take the field back and you do the maintenance so I think it's worthwhile to see exactly what that entails and we do have the Shared Services Agreement so we can take a look at that and see if this is something that we can take on, see if the PAL, work with the PAL in terms of maintaining the fields and lining the fields when they need to use it. But again, if they wanted it so bad, but then in a heated moment they're like oh take it back. So I really don't understand what the benefit is. I also didn't get answers to the question around what grants are required where a lease is required and then this whole debate between lease versus Shared Services Agreement so if the grant application requires a lease do we actually have a lease or do we have a Shared Services Agreement which Mr. Solomon says, the lease is governed by a Shared Services Act, it doesn't matter what you call it, a lease, it's still a Shared Services Act. And to the point about why it got heated and the discussion about the \$1. It's not so much the \$1 obviously it's a very nominal amount, it's just it would be nice if we could follow the process right? We shouldn't have negotiated in public, if the lease was signed in March that payment should have been made. Again, nominal amount, not the biggest deal but just given the circumstances of everything that happened I just want the Board to consider whether we want to remain in this contract or not.

Mrs. Stanly made the following statement:

I think we're missing the bigger point, is that no Board member should be going to town council and having a meeting when the full Board isn't there to make decisions. Because no individual Board member can make decisions for the Board and this sounds like it did get out of control and that we are violating Open Publics Meeting Act by doing this. So I don't understand why this went down. When you're talking

about procedure and follow proper procedure, that is not proper procedure in my mind. But when it comes to the Shared Service Agreement, we knew that it was never about a turf field right? We literally said that multiple times. We said they could or could not put a turf field. They are not required to put a turf field, we knew that. When we looked at the contract we stated this, we had a conversation around that. Again, I didn't vote for this because there was a turf field or not a turf field. I voted for this because it was the right thing I thought, for the district, for our students, to try to get these fields maintained with money that we don't have to spend on them. They already maintain most of this area anyways and this allows them to have a little bit more leeway and get some grants that we would not be able to apply for. Whether there's a turf field or not, I don't know. That's in their hands because now they lease that field right? Again, I don't understand what happened this week at the town council meeting and I don't think it was appropriate at all and I think it puts the whole Board at risk not just individual Board members.

Mrs. Joly made the following statement:

So let me respond to that. There was no OPMA violation, there was no quorum and as a resident and a taxpayer...

Mrs. Stanly made the following statement:

You just said you were talking about a \$1 that was owed to us. Are you owed \$1 personally for that piece?

Mrs. Joly made the following statement:

So first of all, once again, I did not talk about the \$1. I'm saying, there was no quorum and as a resident I am allowed to go and speak. There was no OPMA violation. We even kind of "joked" about it. Gale was in the back and there was not a quorum.

Mrs. Stanly made the following statement:

Just because there's not a quorum does not mean that there's not an OPMA violation.

Mrs. Joly made the following statement:

This was me stating in public what I've stated in public before so yes, it is about maintenance of the fields right? But it's not clear to me, previously when there was a presentation regarding the turf, there was a presentation around how this was going to be funded. Now, if there's potentially a turf field that they're going to look to build in Nokia, how much of the funding, we just haven't seen a plan at all, an alternate plan right? So I don't know what we're going to get for this. And yes, it's always about the kids right? Always about the kids, always about the field. Yes it is, but you also have to have faith in the people that you are working are going to get it done and they way that they went about it and the way that we won't have visibility into you know what goes on because it's not unofficial township emails and that again, I'm not saying yes or no, I'm saying it's something we could consider and discuss further.

Mrs. Akiri made the following statement:

First of all just to clarify, the question was asked as a parent and a taxpaying resident if the township paid the \$1. Nobody asked from a Board perspective and I am very much aware of a Board member first of all doesn't have any rights when they're not a quorum, they're not a Board member and I did specify that and I just asked a very simple question which was answered publicly that no, they did not, they're gonna add it on the list. Now my other bigger concern is the recreation chair sending an email update using her personal email and so going forward or 'til date, I want to know, what will be the process form the district administration for the district, are you going to communicate with entities regarding public property if somebody sends you an email from their personal email or are you going to request them to respectfully use their own official email?

Dr. Feltre made the following statement:

I can speak to that. The person in question is a volunteer, not a township or an elected official who has anything but a personal email. So as a volunteer, she used the email to which she has access. She does not have a township or an elected official email.

Mrs. Joly made the following statement:

We are volunteers as well.

Ms. Bradford made the following statement:

Yeah but we're elected.

Dr. Feltre made the following statement:

As the Board you have a district email that we provide for you as a Board of Education because you are elected officials. But the person in question does not have a township issued email address. She does not work for the town and she's not an elected official in any capacity of the town. That's the only email she has.

Mrs. Akiri made the following statement:

Dr. Feltre, that is inaccurate.

Dr. Feltre made the following statement:

That is the information that was provided to me from the source.

Ms. Bradford made the following statement:

Thank you for the comment and we've got a response, Mrs. Terrero.

Mrs. Akiri made the following statement:

Gale, let me finish.

Ms. Bradford made the following statement:

This is a discussion and you have made your point, Mrs. Terrero.

Mrs. Akiri made the following statement:

No, I want to clarify something. If you go on the Berkeley Heights Township website right now and click Berkeley Heights recreation, they have an email. So all I'm saying is, and this is listed on our township and I can send you a screenshot, you can check it right now, you are looking up state statutes.

Ms. Bradford made the following statement:

Thank you for your information.

Mrs. Akiri made the following statement:

I still have a further point to make. So you will continue to email even because they are considered a volunteer, I will send an email following up on that. Now my other question is, how are we going to address the Shared Services Agreement with the township. That's a question for the administration.

Ms. Bradford made the following statement:

Thank you for your points. Mrs. Terrero, you have the mic now.

Mrs. Terrero made the following statement:

I just pulled the email up that she sent just because I know there's some questions about what happens with the property now because there's no turf and what she specifically says is, the most cost effective

solution is to replace the existing natural grass with natural grass sod with improved drainage, irrigation and light. I think it's important to note that it's not like they're not putting a turf field in, they're not doing anything to enhance the property, so I don't think because they're looking to do additional work down there, I don't think it's wise for us to walk away because they're looking to improve the property. Do you know what I'm saying? I think that we need to really think about it, they're not walking away from the field, they're just saying we can't put turf. Here's the other point that's important to read. When you read this email, she's saying it's not effective to put a turf field on it, she doesn't say they can't do it, she's just saying it's not the best use of the dollars that they have to put it in. So I think there's a distinct difference between that. I'm not making an excuse either way, I just that we need to kind of look at little bit at this, a little bit wider and I think it's something that we need to be a little more careful with our criticism of it because I don't think they're saying they wouldn't put the turf field in, they're saying that it's not advised.

Mrs. Joly made the following statement:

That's fine but these are the answers, these are the questions we have been asking. What was the analysis done to determine that it's not applicable? What were the costs that you came up with to say oh, this is no longer cost effective? What is the new plan because that update was sent without a plan in terms of what is the new funding is going to look like, what were the estimates? We don't know. There's lots of questions, there were questions around which I still think, you know, we had Mr. Disler's opinion about how the lease was executed and so if the Shared Services Agreement actually applies to the lease, I don't know. I have my own opinion, but it's not worth even going into that. But again, so we have no information and none of the questions asked were answered.

Mrs. Terrero made the following statement:

The other thing is, she does say in the email, once I have the new plans for the natural grass field I will share them with everyone. So I think maybe what the best thing for us to do is to take a step back and give her an opportunity to give us the plan and then once we have that, then we can make a more informed decision about what we want to do. I think that's the right choice.

Dr. Foregger made the following statement:

With regard to the \$1 payment, I think that was a significant question. It may seem like a small amount but to me, it seems sort of, it complies with the contract, it complies with the agreement. It helps to put it into effect. If they didn't want to pay it, they might say it's not in effect. Once they pay it, we can get legal advice on this. I don't need it right now. I'm glad if we're getting the \$1, that's good I think. They did award a contract to Harbor Consultants, their planner, to come up with engineering and survey and design of a natural turf field for that area.

Ms. Bradford made the following statement:

No, it didn't say turf field.

Dr. Foregger made the following statement:

Ok wait a minute, you're right, in the resolution it did not say that so when asked what is this for, they said this is for a natural turf field.

Ms. Bradford made the following statement:

They did not say that in the resolution.

Dr. Foregger made the following statement:

Not in the resolution, you're right. But when I asked in the citizen's hearing, I said what, I asked about that resolution 170, what are you doing here, why are you doing this? They said we're going to put a natural, we want to design a natural turf field so that's what their plan is. So apparently, they have not officially told us that's what they're doing. Is that right? We've not heard anything?

Ms. Bradford made the following statement:

That's just the resolution. No, we have not received.

Dr. Foregger made the following statement:

That seems to be their plan.

OLD BUSINESS

Mrs. Stanley on behalf of the Policy Committee:

- Discussion on Policy 0155 Board Committees

Mrs. Stanley made the following statement:

I am here for the Policy Committee, so again, this is not my personal request. This is the request of the Policy Committee. So the Policy Committee was brought Policy 0155, Board Committees-revised, and they are asking us to look at the committees...so you guys are not going to do your duty as Board members and close the meeting Tom?

Ms. Bradford made the following statement:

Excuse me, Mrs. Akiri and Dr. Foregger just left.

Mrs. Stanley made the following statement:

Just walked out to not complete their duty as Board members. We do not have a quorum.

Ms. Bradford made the following statement:

We have 1, 2, 3, 4.

Mr. Disler made the following statement:

We do not have a quorum.

Mrs. Stanley made the following statement:

They've done this once before and we ran into issues and then they tried to explain that we didn't.

Mr. Disler made the following statement:

There would be no quorum.

Mrs. Stanley made the following statement:

Next time there is a new business item by them I should walk out? Like this is just silly.

Ms. Bradford made the following statement:

Mrs. Stanley, let's wait to hear.

Mr. Disler made the following statement:

There is no quorum so the meeting must end. If the Board would like a discussion on the topic of attorney client privilege, we can do so as there is no quorum right? You can still do so because there would be no violation of the Open Public Meetings Act, if you'd like to continue that discussion we can. I think obviously you can have a policy discussion without a quorum but I think your intent was to have it in public in front of the full Board.

Mrs. Stanley made the following statement:

Well the problem is, is that I don't think the committee should be making, we don't believe, the Policy Committee does not believe we should be making this decision. We believe everyone should have their

input cause it's about committees right? So that was the whole point. This has already been, cause it's old business. It was already on the agenda last time but we were past midnight so tonight would be a perfect night because it's only 10 o'clock.

Mr. Disler made the following statement:

So, there are 4 Board members so the things you can discuss, the meeting technically doesn't have to end because you're 8 members so any non-GL business, you technically still have a quorum for, if I'm understanding that correctly because that would make it 7 members but issues like Board policy would require 5 members to be present.

Ms. Bradford asked the following question:

So, do we need to adjourn the meeting and just go into the next room and talk about what we were going to talk about?

Mr. Disler made the following statement:

Yeah, I think you should end the meeting because you don't have a quorum. The issue for attorney client is on what again? Policy or a specific bill?

Mrs. Stanley made the following statement:

Specific bill.

Mr. Disler made the following statement:

So I think the meeting will end and then the Board has the right obviously through the Board President as we just talked about that first reading policy, to have a discussion and the Board members can join that discussion if they so desire.

ADJOURNMENT

MOTION to ADJOURN.

MOTION by: Mrs. Terrero

SECOND by: Mrs. Joly

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

Motion Passes.

- The meeting was adjourned at 10:14 p.m.

Respectfully submitted,



Ms. Jennifer Nicholson
School Business Administrator/Board Secretary