



**BERKELEY HEIGHTS BOARD OF EDUCATION
REGULAR MEETING
AGENDA
NOVEMBER 20, 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

I. CALL TO ORDER

II. 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

<u>Board Member</u>	<u>Present</u>	<u>Absent</u>	<u>Time of Arrival</u>
Mrs. Sai Bhargavi Akiri			
Ms. Gale Bradford			
Dr. Tom Foregger			
Mrs. Deborah Terrero			
Mr. Bill Dillon			

Mrs. Natasha Joly			
Mrs. Dipti Khanna			
Mrs. Pamela Stanley			

Also Present:

- _____ Dr. Kim Feltre, Superintendent of Schools
- _____ Dr. Crystal Marr, Assistant Superintendent of Schools
- _____ Ms. Jennifer Nicholson, School Business Administrator/Board Secretary
- _____ Mr. Vijaysinh Sindha, Assistant Business Administrator
- _____ Board Attorney

III. FLAG SALUTE

IV. 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 legal, personnel, and students; 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.

Voice Vote

Moved _____ Seconded _____ Vote _____ Time _____

V. RETURN TO PUBLIC SESSION
MOTION to return to Public Session.

Voice Vote
Moved _____ **Seconded** _____ **Vote** _____ **Time** _____

VI. REPORT OF THE SUPERINTENDENT

- Report of the Student Representatives: Pippa Raaijmakers and Howard Acheson
- Referendum Presentation - Solutions Architecture/ Tony Solimine, Esq.

COMMENTS FROM THE PUBLIC ON REFERENDUM ITEMS

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

The Board requests that individuals state their name and town of residence (or school of attendance) for the record. Additionally, all in-person public commenters are asked to please sign in. 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.

Resolution 1: All Board Members.

1. Resolution of the Board of Education of the Township of Berkeley Heights in the County of Union, New Jersey, authorizing the submission of two bond proposal questions, together with an explanatory statement, to the school district voters at a special school district election to be held on March 10, 2026.

BE IT RESOLVED BY The Board of Education of the Township of Berkeley Heights in the County of Union, New Jersey (the "Board") (not less than a majority of the full membership of the Board concurring) as follows:

1. The following two bond proposals (the "Proposals"), together with an explanatory statement (the "Explanatory Statement") shall be submitted to the legal voters of the School District at a special School District election (the "Election") to be held on Tuesday, March 10, 2026 commencing at 6:00 a.m. for the purposes hereinafter provided. The polls shall remain open until 8:00 p.m. and as much

longer as may be necessary to permit all the legal voters then present to vote and cast their ballot. The form of the Proposals, together with Explanatory Statement, will read substantially as follows except as otherwise may be set forth herein:

BOND PROPOSAL QUESTION #1

The Board of Education of the Township of Berkeley Heights in the County of Union, New Jersey (the “Board”) is authorized to (a) undertake various security, technology, site and building interior improvements, alterations, renovations, and upgrades at Mary Kay McMillin Early Childhood Center, including acquisition and installation of fixtures, furniture, equipment, and any site work; (b) undertake various security, technology, site and building interior improvements, alterations, renovations, and upgrades at Mountain Park Elementary School, including acquisition and installation of fixtures, furniture, equipment, and any site work; (c) undertake various security, technology, site and building interior improvements, alterations, renovations, and upgrades at Thomas P. Hughes Elementary School, including acquisition and installation of fixtures, furniture, equipment, and any site work; (d) undertake various security, technology, site, roofing and building interior improvements, alterations, renovations, and upgrades at William Woodruff Elementary School, including acquisition and installation of fixtures, furniture, equipment, and any site work; (e) undertake various security, technology, site and building interior improvements, alterations, renovations, and upgrades at Columbia Middle School, including acquisition and installation of fixtures, furniture, equipment, and any site work; (f) undertake various security, technology, site and building interior improvements, alterations, renovations, and upgrades at Governor Livingston High School, including acquisition and installation of fixtures, furniture, equipment, and any site work; (g) appropriate \$21,227,001 for such improvements; and (h) issue bonds in an amount not to exceed \$21,227,001.

The final eligible costs for the projects approved by the New Jersey Commissioner of Education are \$20,747,001 (consisting of \$2,452,510 for Mary Kay McMillin Early Childhood Center, \$1,636,642 for Mountain Park Elementary School, \$2,162,234 for Thomas P. Hughes Elementary School, \$3,182,794 for William Woodruff Elementary School, \$4,063,679 for Columbia Middle School, and \$7,249,142 for Governor Livingston High School). The projects include \$480,000 (consisting of \$25,000 for Mary Kay McMillin Early Childhood Center, \$25,000 for Mountain Park Elementary School, \$40,000 for Thomas P. Hughes Elementary School, \$15,000 for William Woodruff Elementary School, \$75,000 for Columbia Middle School, and \$300,000 for Governor Livingston High School) for school facility construction elements in addition to the facilities efficiency standards developed by the Commissioner of Education or not otherwise eligible for State support pursuant to N.J.S.A. 18A:7G-5(g). The State debt service aid percentage is 40% of the annual debt service due with respect to the final eligible costs of the projects. The Board of Education is authorized to transfer funds among the projects approved at this election.

Do you approve this Bond Proposal Question #1?

BOND PROPOSAL QUESTION #2

(Bond Proposal Question #2 will only go into effect if Bond Proposal Question #1 is also approved by the voters at this election.)

The Board of Education of the Township of Berkeley Heights in the County of Union, New Jersey (the “Board”) is authorized to (a) undertake improvements, alterations, renovations, and upgrades at Mary Kay McMillin Early Childhood Center, including but not limited to replacement of select HVAC equipment and systems, including acquisition and installation of fixtures, equipment, and any site work; (b) undertake various improvements, alterations, renovations, and upgrades at Mountain Park Elementary School, including but not limited to replacement of select HVAC equipment and systems and replacement of a portion of roofing, including acquisition and installation of

Agenda

BOE MEETING

November 20, 2025

Page 4 of 24

fixtures, equipment, and any site work; (c) undertake improvements, alterations, renovations, and upgrades at William Woodruff Elementary School, including but not limited to the replacement of the select HVAC equipment and systems, including acquisition and installation of fixtures, equipment, and any site work; (d) undertake various improvements, alterations, renovations, and upgrades at Columbia Middle School, including but not limited to the replacement of select HVAC equipment and systems and a portion of roofing, and upgrades and renovations to various classrooms, including acquisition and installation of fixtures, furniture, equipment, and any site work; (e) undertake various improvements, alterations, renovations, and upgrades at Governor Livingston High School, including but not limited to electrical upgrades, replacement of a portion of roofing, and upgrades and renovations to various classrooms, including acquisition and installation of fixtures, furniture, equipment, and any site work; (f) appropriate \$29,125,969 for such improvements; and (g) issue bonds in an amount not to exceed \$29,125,969.

The final eligible costs for the projects approved by the New Jersey Commissioner of Education are \$28,915,969 (consisting of \$3,128,933 for Mary Kay McMillin Early Childhood Center, \$5,596,635 for Mountain Park Elementary School, \$3,706,844 for William Woodruff Elementary School, \$6,088,886 for Columbia Middle School, and \$10,394,671 for Governor Livingston High School). The projects include \$210,000 (consisting of \$0 for Mary Kay McMillin Early Childhood Center, \$0 for Mountain Park Elementary School, \$0 for William Woodruff Elementary School, \$145,000 for Columbia Middle School, and \$65,000 for Governor Livingston High School) for school facility construction elements in addition to the facilities efficiency standards developed by the Commissioner of Education or not otherwise eligible for State support pursuant to N.J.S.A. 18A:7G-5(g). The State debt service aid percentage is 40% of the annual debt service due with respect to the final eligible costs of the projects. The Board of Education is authorized to transfer funds among the projects approved at this election.

Do you approve this Bond Proposal Question #2?

EXPLANATORY STATEMENT

At this election, the voters of the school district are being asked to consider Bond Proposal Questions #1 and #2. As set forth above, Bond Proposal Question #2 will only go into effect if Bond Proposal Question #1 is also approved by the voters at this election.

If Bond Proposal Questions #1 and #2 are approved by the voters at this election, the Board of Education will be authorized to (a) undertake various improvements, alterations, renovations, and upgrades at Mary Kay McMillin Early Childhood Center, including but not limited to interior renovations, security and technology upgrades, site improvements, and select HVAC equipment and systems upgrades; (b) undertake various improvements, alterations, renovations, and upgrades at Mountain Park Elementary School, including but not limited to interior renovations, security and technology upgrades, site improvements, partial roofing replacement, and select HVAC equipment and systems upgrades; (c) undertake various improvements, alterations, renovations, and upgrades at Thomas P. Hughes Elementary School, including but not limited to interior renovations, security and technology upgrades, and site improvements; (d) undertake various improvements, alterations, renovations, and upgrades at William Woodruff Elementary School, including but not limited to interior renovations, security and technology upgrades, site improvements, partial roofing replacement, and select HVAC equipment and systems upgrades; (e) undertake various improvements, alterations, renovations, and upgrades at Columbia Middle School, including but not limited to interior renovations, security and technology upgrades, site improvements, partial roofing replacement, and select HVAC equipment upgrades; and (f) undertake various improvements, alterations, renovations, and upgrades at Governor Livingston High School, including but not limited to interior renovations, security and technology upgrades, site improvements, partial roofing replacement, and electrical upgrades. The foregoing improvements shall include the acquisition and installation of fixtures, furniture, equipment, and any site work.

The total cost for the projects will be \$50,352,970, and the Board of Education will be authorized to issue bonds in an amount not to exceed \$50,352,970. The final eligible costs for the projects approved by the New Jersey Commissioner of Education are \$49,662,970 (consisting of \$5,581,443 for Mary Kay McMillin Early Childhood Center, \$7,233,277 for Mountain Park Elementary School, \$2,162,234 for Thomas P. Hughes Elementary School, \$6,889,638 for William Woodruff Elementary School, \$10,152,565 for Columbia Middle School, and \$17,643,813 for Governor Livingston High School). The projects include \$690,000 (consisting of \$25,000 for Mary Kay McMillin Early Childhood Center, \$25,000 for Mountain Park Elementary School, \$40,000 for Thomas P. Hughes Elementary School, \$15,000 for William Woodruff Elementary School, \$220,000 for Columbia Middle School, and \$365,000 for Governor Livingston High School) for school facility construction elements in addition to the facilities efficiency standards developed by the Commissioner of Education or not otherwise eligible for State support pursuant to N.J.S.A. 18A:7G-5(g). The State debt service aid percentage is 40% of the annual debt service due with respect to the final eligible costs of the projects. The Board of Education is authorized to transfer funds among the projects approved at this election.

2. The Board hereby approves and adopts the Proposals and Explanatory Statement set forth above and, subject to the approval of the legal voters of the School District, hereby determines to carry out the same as described therein (the "Project"). The Board authorizes the Business Administrator/Board Secretary, consistent with any advice received from bond counsel, to revise the Proposals and/or Explanatory Statement, if necessary, prior to the Election to conform to any applicable legal requirements.

3. The Board hereby acknowledges and confirms that, in accordance with the requirements of N.J.S.A. 18A:24-16 and N.J.S.A. 18A:24-17, a Supplemental Debt Statement has been prepared as of the date of this resolution by the Chief Financial Officer of the Township, giving effect to the proposed total authorization of School Bonds of the School District in the maximum amount provided for in the Proposals, and that such Supplemental Debt Statement has been filed in the office of the Township Clerk, and in the office of the Business Administrator/Board Secretary prior to the adoption of this resolution, and will be filed in the office of the Director of the Division of Local Government Services, State of New Jersey, Department of Community Affairs prior to the date of the Election.

4. The Business Administrator/Board Secretary is hereby authorized and directed, in conjunction with Bond Counsel, to deliver a certified copy of this resolution and such other information as shall be necessary to the County Clerk as required by N.J.S.A. 19:60-2, to request the County Clerk to submit the Proposals to the voters at the Election and to seek the assistance of the county officials and the municipal clerk in conducting the Election.

5. The Board hereby: (i) accepts the determination of Preliminary Eligible Costs as set forth in the letter from the New Jersey Department of Education and not to appeal such determinations made therein; (ii) determines to construct the Project itself; (iii) agrees to locally fund any excess costs, if any; and (iv) delegates the supervision of the Project to the Business Administrator/Board Secretary.

6. Solutions Architecture, the School District's appointed architect for the Project (the "Project Architect"), has heretofore been authorized and delegated the responsibility to prepare the plans and specifications for the Project in consultation with and under the supervision of the Business Administrator/Board Secretary, who has been delegated the responsibility to work with the Project Architect for this purposes on behalf of the Board, in accordance with the requirements of N.J.S.A. 18A:18A-16, and such authorizations and delegations are hereof reconfirmed.

7. The School Administration and such other officers, professionals and agents of the Board as are necessary, including Wilentz, Goldman & Spitzer, P.A., Bond Counsel, and the Project Architect, are each hereby authorized and directed to perform such acts, execute such documents and do such things as are necessary and proper for the submission of the Proposals to the voters of the School District at the Election.

8. This Board hereby makes the following covenants and declarations with respect to obligations determined to be issued by the Business Administrator/Board Secretary through a public offering of private placement or through a conduit borrower on a tax exempt basis. The Board hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on its bonds or notes if issued as tax exempt, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds above the yield on its bonds or notes. The Business Administrator/Board Secretary is hereby authorized to act on behalf of the Board to deem the obligations authorized herein as bank qualified for the purposes of Section 265 of the Code, when appropriate. The Board hereby declares its intent to issue bonds or notes in the amount set forth in the Proposals approved by the voters as set forth in Section 1 and to use the proceeds to pay or to reimburse expenditures for the costs of the Projects authorized herein. This resolution is a declaration of intent within the meaning and for the purposes of Treasury Regulations 1.150-2 or any successor provisions of federal income tax law,

9. This resolution shall take effect immediately.

ROLL CALL VOTE:

	Mrs. Akiri	Dr. Foregger	Mrs. Terrero	Mr. Dillon	Mrs. Joly	Mrs. Khanna	Mrs. Stanley	Ms. Bradford
Motion								
Second								
Aye								
Nay								
Abstain								
Absent								

-Special Education Update Presentation - Kevin Morra and Alyssa Rush

VII. REPORT OF THE BUSINESS ADMINISTRATOR/BOARD COMMUNICATIONS

VIII. 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. Additionally, all in-person public commenters are asked to please sign in. 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.

IX. MINUTES

Resolution 1: All Board Members.

1. APPROVAL OF MEETING MINUTES

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

Meeting	Date
Executive Session Meeting Minutes	October 16, 2025
Regular Meeting Minutes	October 16, 2025
Special Meeting Minutes	November 3, 2025

ROLL CALL VOTE:

	Mrs. Akiri	Dr. Foregger	Mrs. Terrero	Mr. Dillon	Mrs. Joly	Mrs. Khanna	Mrs. Stanley	Ms. Bradford
Motion								
Second								
Aye								
Nay								
Abstain								

Absent								
--------	--	--	--	--	--	--	--	--

X. FINANCE

Resolutions 1-16: All Board members. Resolutions 17-18: Berkeley Heights Only

1. APPROVE PAYMENT OF PAYROLL AND BILLS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, approves the Payroll and Bills List as follows: *(Attachment A)*

Payroll		
	10/15/2025	\$2,169,625.19
	10/31/2025	\$1,888,699.91
	11/14/2025	\$2,700,091.42
Accounts Payable		
Chk#212340 <i>(Attachment A)</i>	6/26/2025	\$5,839.45
Chk#212630 <i>(Attachment A)</i>	8/21/2025	\$10,045.60
Chk#213004 <i>(Attachment A)</i>	10/16/2025	\$4,834.50
	10/30/2025	(\$213,339.18)
	10/30/2025	\$213,339.18
	11/3/2025	\$4,800.00
	11/20/2025	\$1,291,094.44
Total		\$8,288,369.69

2. APPROVAL OF OCTOBER 2025 BOARD SECRETARY’S REPORT

RESOLVED that the Berkeley Heights Board of Education, pursuant to N.J.A.C. 6A:23-2.12(c)4, certifies that as of October 31, 2025 after review of the Board Secretary’s monthly financial report (appropriations section), and upon consultation with appropriate district officials, to the best of our knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.12(b), and sufficient funds are available to meet the district’s financial obligations for the remainder of the year. *(Attachment B)*

3. APPROVAL OF OCTOBER 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 October 2025 line item transfers in the 2025–2026 school budget, as listed on file in the Board Office. *(Attachment C)*

4. APPROVAL OF OCTOBER 2025 TREASURER’S REPORT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the Business Administrator, accepts the financial report of the Treasurer of School Funds for the month ending October 31, 2025. *(Attachment D)*

5. APPROVE STUDENT EDUCATIONAL FIELD TRIPS

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

6. 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
Summit Speech School	2025-2026 School Year	Provide Audiological Consultations & Audiological Evaluation of services for student #8535201074 in fulfillment of IEP requirements.	\$750.00

7. 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 F)*

8. APPROVE TRANSPORTATION ROUTES FOR THE REGULAR 2025-2026 SCHOOL YEAR WITH MORRIS UNION JOINTURE COMMISSION

RESOLVED, that the Berkeley Heights Board of Education hereby approves the transportation routes and costs for the school year 2026.

Destination	Date	Cost Per Annum	Route No.	Aide Per Diem
GLHS	9/1/25-6/30/26	\$65,946.10	910	\$0.00
UCVTS	9/1/25-6/30/26	\$92,242.80	913	\$0.00
GLHS	9/1/25-6/30/26	\$63,192.10	914A	\$0.00
CMS	9/1/25-6/30/26	\$78,237.90	914B	\$0.00
Rise Program-Randolph HS	9/1/25-6/30/26	\$124,636.00	921	\$185.74
P.G. Chambers	9/1/25-6/30/26	\$58,663.80	980	\$84.65
DLC-Warren	9/1/25-6/30/26	\$30,778.40	984	\$55.28

9. RESOLUTION AUTHORIZING DISPOSAL OF SURPLUS PROPERTY VIA GOVDEALS

WHEREAS, the Berkeley Heights Board of Education owns certain property, including equipment, furnishings, and other personal property, that is no longer needed for public school purposes, is obsolete, unused, in disrepair, or otherwise surplus to the needs of the District; and

WHEREAS, N.J.S.A. 18A:18A-45 and N.J.S.A. 40A:11-36 authorize Boards of Education to sell or otherwise dispose of such property in accordance with law; and

WHEREAS, the Board seeks to dispose of surplus property in an open and transparent manner and to obtain the best possible return, and GovDeals.com provides an online auction service consistent with applicable laws and regulations;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of Berkeley Heights, in the County of Union, State of New Jersey, that the Board is authorized to sell or otherwise dispose of surplus personal property through GovDeals.com or other lawful means.

The following items are hereby declared surplus property and authorized for sale on [GovDeals.com](https://www.govdeals.com):

Equipment	Manufacturer	Quantity
Laptop/Chromebook charging cart	Bretford	7
Laptop/Chromebook charging cart	Tripp-Lite	1
Table-top charging station	Kensington	4

- The Surplus Property will be sold in its 'as is, where is' condition, without express or implied warranties.
- The Business Administrator is authorized to oversee the sale process, to execute the necessary agreements with GovDeals, and to report the results back to the Board.
- All proceeds from the sale shall be deposited into the General Fund of the Berkeley Heights School District

10. APPROVE TRANSPORTATION CONTRACT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and School Business Administrator, approve the renewal of the regular education transportation contract with First Student, Inc., which is a 2% increase from last year for the 2025-2026 school year. (*Attachment G*)

Route	Cost
LT-04	\$497,874.60

**The contract was previously approved at the 6.26.25 BOE meeting- updating route number.*

11. APPROVE THE 2025-2026 COMPREHENSIVE MAINTENANCE PLAN

WHEREAS, the New Jersey Department of Education requires that each Board of Education annually prepare and submit a Comprehensive Maintenance Plan (CMP), in accordance with N.J.A.C. 6A:26-20.5, documenting required maintenance activities for each school facility under its jurisdiction; and

WHEREAS, the plan must include a description of the district’s preventive maintenance activities for the past three years, along with a schedule and budget projection for future maintenance, to ensure

that all facilities are properly maintained in a safe, efficient, and educationally adequate condition; and

WHEREAS, submission of the CMP, approved by the Board of Education, is required to demonstrate compliance with state maintenance requirements and to maintain eligibility for state facilities aid; and WHEREAS, the New Jersey Department of Education requires that the Comprehensive Maintenance Plan be approved by the Board of Education and submitted to the Executive County Superintendent no later than November 15 of each year;

NOW, THEREFORE, BE IT RESOLVED, that the Berkeley Heights Board of Education hereby approves the district's Comprehensive Maintenance Plan for the 2025–2026 school year and authorizes its submission to the Executive County Superintendent of Schools in accordance with New Jersey Department of Education requirements. (*Attachment H*)

12. RESOLUTION TO ACCEPT A DONATION FROM THE GLASS CANNON, LLC TO THE TELEVISION PRODUCTION PROGRAM AT GOVERNOR LIVINGSTON HIGH SCHOOL
WHEREAS, The Glass Cannon, LLC has generously offered to donate an assortment of American DJ (ADJ) stage lighting equipment to Governor Livingston High School's Television Production Program; and

WHEREAS, the donated items will enhance the educational and production capabilities of the program, providing students with professional-grade equipment to support their learning and creative experiences; and

WHEREAS, the donation includes the following equipment:

Item	Quantity	Value per Unit	Total Value
Encore FR20 DTW (compact 2-inch Fresnel lens fixtures with Dim to Warm feature and barn doors)	5	\$130	\$650
DP-DMX20L (4-channel universal, portable DMX dimmer/switch pack)	3	\$185	\$555
Encore FR20 DTW (compact 2-inch Fresnel lens fixtures with Dim to Warm feature and barn doors)	3	\$315	\$945
Encore Profile 1000 Color (120W LED Ellipsoidal with adjustable zoom, 64 colors, dimming, and 4 M-Type GOBOs)	4	\$700	\$2,800

TOTAL DONATION VALUE: \$4,950

NOW, THEREFORE, BE IT RESOLVED, that the Berkeley Heights Board of Education gratefully accepts this donation from The Glass Cannon, LLC; and

BE IT FURTHER RESOLVED, that the Board expresses its sincere appreciation to The Glass Cannon, LLC for its generous support of the students and programs at Governor Livingston High School.

13. 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
Studio Allegro	December 13, 2025 & December 14, 2025	\$2,225.00
Studio Allegro	June 6, 2026 & June 7, 2026	\$2,212.50
Kevlor Productions aka Broadway Dance Theater	December 5, 2025, December 6, 2025 & December 7, 2025	\$3,575.00

14. AMEND OUT OF DISTRICT PLACEMENT

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends the placement for student #3615453857 from Archway Creative Achievement Academy to Bonnie Brae School pending approval from the county office. Tuition for Archway Creative Achievement Academy was approved at \$68,299.20 for the 2025-2026 regular school year and Bonnie Brae School will be \$61,174.00 for the 2025-2026 regular school year..

15. APPROVE COLLEGE JUMPSTART PROGRAM

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the summer 2026 College Jumpstart Program at Governor Livingston High School from June 22-25, 2026. Two sessions will be offered per day from 9:00-11:30 a.m. or 12:00-2:30 p.m. at a cost of \$325.00 per session per in-district student. (*Attachment I*)

16. APPROVE RATES FOR SECURITY SERVICES FOR ICE HOCKEY GAMES

RESOLVED, that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves the agreement with Jobs-In-Blue/The Township of Union County to provide security with the Union County Police Department at Union Sports Arena in Union, NJ, for the Governor Livingston High School Ice Hockey team for the 2025-2026 school year, in the amount of \$45.00/hour plus 10% admin fee or \$4.50 for a total of \$49.50 per hour along with a (4) hour minimum. (*Attachment J*)

17. APPROVE PRESCHOOL TUITION FOR 2026-27 SCHOOL YEAR

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent and the School Business Administrator, approves the preschool tuition rate for the 2026-27 school year at \$462.60 per month.

18. ACCEPT DONATION FROM MARY KAY MCMILLIN PTO FOR SCHOOL ASSEMBLY

WHEREAS, the Berkeley Heights Board of Education recognizes and appreciates the generous support of community organizations in enhancing educational experiences for students; and

WHEREAS, the Mary Kay McMillin PTO has offered a donation in the amount of \$2,000.00 to fund a school assembly program titled *Ball in the House*, presented by Young Audiences Arts for Learning; and

WHEREAS, this assembly program will provide an engaging and educational experience that supports the district’s goals of promoting the arts and enriching the curriculum for all students;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby accepts, with gratitude, the donation of \$2,000.00 from the Mary Kay McMillin PTO to support the presentation of *Ball in the House*, and directs that these funds be used for that purpose; and

BE IT FURTHER RESOLVED, that the Board extends its sincere appreciation to the Mary Kay McMillin PTO for its continued support of student learning and school programming.

FIRST MOTION BY: _____ **SECOND MOTION BY:** _____

Finance and Facilities Committee Report
Athletics/ Co-Curricular Committee Report
Technology & Communications Committee Report

ROLL CALL VOTE:

	Mrs. Akiri	Dr. Foregger	Mrs. Terrero	Mr. Dillon	Mrs. Joly	Mrs. Khanna	Mrs. Stanley	Ms. Bradford
Motion								
Second								
Aye								
Nay								
Abstain								
Absent								

XI. PERSONNEL

Resolutions 1-14: All Board members. Resolutions 15-22: Berkeley Heights only.

1. APPROVE APPOINTMENT OF INTERIM HIGH SCHOOL PRINCIPAL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the appointment of Dr. Daniel Gallagher as Interim High School Principal for the period commencing December 5, 2025, and ending no later than January 23, 2026, at a pay rate of \$650.00 per day.

2. APPROVE APPOINTMENT OF GOVERNOR LIVINGSTON HIGH SCHOOL PRINCIPAL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the appointment of Margaret D. Berry as Principal of Governor Livingston High School effective January 22, 2026, through June 30, 2026, at a salary of \$152,000.00 prorated.

3. APPROVE DOCTOR OF EDUCATION STIPEND

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves a Doctor of Education stipend in the amount of \$2,000.00 prorated for Millenni Basumatary, Supervisor of English, Music, Basic Skills, and Media Specialists as stated in the Berkeley Heights Administrators Association Agreement.

4. 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, as follows:

Name	Location	Effective Date	Step	Hours Per Day	Annual Salary
Winnie Pierre-Louis	GL	11/10/25 - 6/30/26	2	M-F 8 M-T 7 W-F 8	\$29,031.12 \$27,579.56 prorated

5. APPROVE EMPLOYMENT OF BUS DRIVER

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the employment of Yleana Reynoso as an Athletic School Bus Driver for the 2025-2026 school year effective December 21, 2025, through June 30, 2026, at an hourly rate of \$35.00 per hour pending employment authorization.

6. 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
Melissa Thompson	Substitute	Substitute Teacher/Paraprofessional	11/3/25
Shambhavi Pandey	Substitute	Substitute Teacher/Paraprofessional	11/3/25
Brooke DeSarno	Substitute	Substitute Teacher/Paraprofessional	10/31/25
Michael Hoang	Substitute	Substitute Teacher/Paraprofessional	11/10/25
Melissa Baker	Substitute	Substitute Teacher/Paraprofessional	11/10/25
Carla Foti	Substitute	Substitute Teacher/Paraprofessional	10/17/25
Vittoria Finelli	Substitute	Substitute Teacher/Paraprofessional	10/21/25
Madeline Neal	Substitute	Substitute Teacher/Paraprofessional	10/21/25

7. AMEND TEMPORARY REASSIGNMENT OF PERSONNEL

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends 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 10/28/25	\$200.00/day	Substitute

8. 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
Michael Hoang	Leave Replacement Teacher of Physics #4393	GL	1	9/25/25 - 11/07/25 11/10/25	MA	4	\$65,718.00 prorated	Provisional

9. 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
2050	Amend	Medical Leave	8/27/25- 11/02/25 1/16/26			11/3/25 1/19/26
0300	Amend	WW	9/18/25- 10/24/25 11/7/25			10/25/25 11/10/25
4264	Approve	Maternity Leave/FMLA/ NJFLA	2/27/26-3/27/26	4/6/26-6/26/26		8/27/26
4589	Approve	Maternity Leave/FMLA/ NJFLA	1/30/26-3/13/26	3/16/26-6/17/26		8/27/26

4499	Approve	Medical Leave	1/13/26-2/3/26			2/4/26
4987	Approve	Personal Leave	11/17/25-11/26/25			12/1/25

10. AMEND RESIGNATION OF STAFF

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

Name	Assignment	Location	Effective Date
Robert Nixon	Principal	GL	12/12/25 12/8/25

11. 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 Stankwich	Maintenance	District	11/11/25

12. APPROVE INTERPRETER STIPENDS

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves sign language stipends for the following personnel to provide interpreting of the Governor Livingston High School fall production performance on November 21, 2025, at a compensation amount of \$800.00 each: Veronica Bajric and Nina Forbes.

13. 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. Dates are subject to change based on coverage.

Governor Livingston High School

Name	Subject	Assignment	Payment in Addition to Regular Salary
Matthew Gervasio	Special Education	9/2/25 - 10/16/25 12/11/25	\$10,500.00 prorated

14. APPROVE EXTRA TEACHING PERIOD ASSIGNMENTS

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

Governor Livingston High School

Name	Subject	Assignment	Payment in Addition to Regular Salary
Steven Hess	Math Analysis	11/17/25-11/26/25	\$10,500.00 prorated

Catherine Birstler	Math Analysis	11/17/25-11/26/25	\$10,500.00 prorated
Kelsey Cicchino	Math Analysis	11/17/25-11/26/25	\$10,500.00 prorated
Gabriel Peraza	FinLit/PerFin	11/17/25-11/26/25	\$10,500.00 prorated
Leanne Cunetta	Math Analysis	11/17/25-11/26/25	\$10,500.00 prorated
Veronica Bajiric	Interpreter	11-10-25 - 6/17/26	\$7,500 prorated

15. 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
Debra Souren	MKM	11/10/25 - 6/30/26	4	6.75 7	\$25,334.98 \$26,273.31 prorated
Mary Anne Sabella	MKM	11/10/25 - 6/30/26	12	6.75 7	\$30,720.67 \$31,858.47 prorated

16. APPROVE EMPLOYMENT OF HELP PERSONNEL

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

Name	Location	Effective Date	Hourly Rate	Hours/Week
Shayna Doyle	TPH	12/8/25 - 6/17/26	\$31.00	29.5

17. AMEND EMPLOYMENT OF LUNCHROOM/PLAYGROUND TEACHER AIDE

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, amends 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
Alicia Bogardo	WW	TBD 10/30/25 - 6/17/26	2	\$17.50	\$6,300.00

18. AMEND TEMPORARY REASSIGNMENT OF PERSONNEL

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

Jennifer Battista	Paraprofessional TPH	Elementary Teacher Long Term Sub Employee #2050 TPH	9/2/25 - 10/3/25 11/5/25	\$200.00/day	Substitute
Joann Cocuzza	HELP Teacher/WW	Elementary Teacher Long Term Sub Employee #0300 WW	9/22/25 - 10/17/25 11/7/25	\$292.43/day	Standard

19. AMEND TEMPORARY REASSIGNMENT OF PERSONNEL

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

Name	Current Assignment/ Location	New Assignment/ Location	Effective Date	Degree	Step	Annual Salary
Josephine Kwan	Paraprofessional/ MKM	Teacher of Special Education/MP Employee #3837	9/15/25 - 3/2/26 3/16/26	MA	1	\$64,803.00 prorated

20. 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
Jessica Finley	HELP Teacher MP	Elementary Teacher Long Term Sub Employee #2050 TPH	11/10/25 - 1/16/26	\$292.43/day	Standard

21. 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
Jackson Tennant	Paraprofessional	MKM	8/26/25

22. 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 assignment beyond their normal teaching schedule during the 2025-2026. Dates are subject to change based on coverage.

Columbia Middle School

Name	Subject	Assignment	Payment in Addition to Regular Salary
Lauren Basile	Adaptive PE (50% of the stipend for 50%)	9/15/25 - 6/17/26	\$2,625.00 prorated

FIRST MOTION BY: _____ SECOND MOTION BY: _____

Personnel Committee Report

ROLL CALL VOTE:

	Mrs. Akiri	Dr. Foregger	Mrs. Terrero	Mr. Dillon	Mrs. Joly	Mrs. Khanna	Mrs. Stanley	Ms. Bradford
Motion								
Second								
Aye								
Nay								
Abstain								
Absent								

XII. EDUCATION

Resolutions 1-6: All Board members.

1. APPROVE REPORT OF SUPERINTENDENT

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

Case Number	Case Number	Case Number
296192_CMS	296270_CMS	295719_CMS
295910_CMS	296636_GLH	

2. APPROVE SUBMISSION OF QSAC DISTRICT PERFORMANCE REVIEW

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the submission of the completed New Jersey Quality Single Accountability Continuum (QSAC) District Performance Review from the Berkeley Heights School District to the New Jersey Department of Education (NJDOE), as a required component of the NJDOE-mandated QSAC monitoring process.

3. AMEND USE OF EVALUATION/PRACTICE INSTRUMENTS FOR CERTIFICATED STAFF MEMBERS

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

4. APPROVE NEW COURSES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the following proposed new courses to be offered in the Berkeley Heights Public Schools starting in the 2026-2027 school year. (*Attachment K*)

School	Proposed New Course
GL	Multivariable Calculus (Calc III)
GL	The Reflective Studio: Art & Self Expression

5. APPROVE 2026-2027 SCHOOL CALENDAR

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the 2026-2027 School Calendar. (*Attachment L*)

6. APPROVE TENTATIVE WINTER 2025-2026 ATHLETICS SCHEDULES

RESOLVED that the Berkeley Heights Board of Education, upon the recommendation of the Superintendent, approves the tentative 2025-2026 Winter season schedules for the interscholastic athletics teams representing Governor Livingston High School and Columbia Middle School, copies of which are on file with the Superintendent.

FIRST MOTION BY: _____ **SECOND MOTION BY:** _____

Curriculum Committee Report

ROLL CALL VOTE:

	Mrs. Akiri	Dr. Foregger	Mrs. Terrero	Mr. Dillon	Mrs. Joly	Mrs. Khanna	Mrs. Stanley	Ms. Bradford
Motion								
Second								

Aye								
Nay								
Abstain								
Absent								

XIII. POLICY

Resolutions 1-2: All Board members.

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

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

Policy	Title	Action
P 0155	Board Committees	Revise
P 2530	Resource Materials	Revise
R 2530	Resource Materials	New
P 9130	Public Complaints and Grievances	Revise
R 9130	Public Complaints and Grievances	Revise
P 2535	Library Material (M)	New
R 2535	Library Material (M)	New
P 2624	Grading System	Revise

2. 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 0143	Board Member Election and Appointment	Revise
P 0173	Duties of Public School Accountant	Revise
P 2422	Statutory Curricular Requirements (M)	Revise
R 2200	Curriculum Content (M)	Revise

FIRST MOTION BY: _____ **SECOND MOTION BY:** _____

Policy Committee Report

ROLL CALL VOTE:

	Mrs. Akiri	Dr. Foregger	Mrs. Terrero	Mr. Dillon	Mrs. Joly	Mrs. Khanna	Mrs. Stanley	Ms. Bradford
Motion								
Second								
Aye								
Nay								
Abstain								
Absent								

XIV. STRATEGIC PLANNING

Strategic Planning Committee Report

XV. NEGOTIATIONS

Negotiations Committee Report

XVI. LIAISON REPORTS

XVII. 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. Additionally, all in-person public commenters are asked to please sign in. 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.

XVIII. NEW BUSINESS

XIX. OLD BUSINESS

XX. ADJOURNMENT

MOTION to ADJOURN.

Voice Vote

Moved _____ Seconded _____ Vote _____ Time _____

Additional Information:

[Enrollment Report](#)

Reminder:

The next Regular Board of Education Meeting will be held on

Thursday, December 11, 2025 beginning at 6:30 p.m.

[October 16, 2025 Board of Education Meeting Recording](#)