

FLEMINGTON-RARITAN REGIONAL BOARD OF EDUCATION
REGULAR MEETING
December 19, 2024
MINUTES

The In-Person Regular Meeting of the Flemington-Raritan Regional Board of Education was called to order in conformance with the "Sunshine Law" by Ms. Hurley at 6:00 p.m.

In accordance with the State's Sunshine Law, adequate notice of this meeting was provided by sending a notice of the time, date, location and, to the extent known, the agenda of this meeting on November 21, 2024 to the Hunterdon County Democrat and The Courier-News. Copies of the notice also have been placed in the Board Office and in each of the district schools, posted on the District website and filed with Flemington Borough Clerk and the Raritan Township Clerk.

Ms. Dawson took Roll Call.

Members Present

Jaclyn Arce
William Bentley, arrived at 6:23 p.m.
Ryan Birkenstock
Warren Buckleitner, arrived at 6:17 p.m.
Lilian Colpas, arrived at 6:44 p.m.
Gina Criscitiello
Michelle Hurley
Laurie Markowski

Members Absent

Jeffrey Cain

Attorney Present

-

On the motion of Mr. Birkenstock, seconded by Ms. Arce, the Board adopted the following resolution to meet in Executive Session at 6:03 p.m. viva voce.

SUNSHINE RESOLUTION

WHEREAS, the Open Public Meetings Act authorizes Boards of Education to meet in executive session under certain circumstances;

WHEREAS, the Open Public Meetings Act requires the Board to adopt a resolution at a public meeting to go into private session;

NOW THEREFORE BE IT RESOLVED by the Flemington-Raritan School District Board of Education that it is necessary to meet in executive session to discuss certain items involving:

- ✓ Matters of personal confidentiality rights, including but not limited to, staff and/or student discipline matters, and specifically: **HIB**
- Matters in which the release of information would impair the right to receive government funds, and specifically: _____
- Matters which, if publicly disclosed, would constitute an unwarranted invasion of individual privacy, and specifically: _____
- Matters concerning negotiations, and specifically: _____
- Matters involving the purchase of real property and/or the investment of public funds, and specifically: _____
- Matters involving the real tactics and techniques utilized in protecting the safety and property of the public, and specifically: _____
- Matters involving anticipated or pending litigation, including matters of attorney-client privilege, and specifically: _____
- ✓ Matters involving personnel issues, including but not limited to, the employment, appointment, termination of employment, terms and conditions of employment, evaluation of performance, promotion, or discipline of any public officer or employee, and specifically: **PERSONNEL**
- Matters involving quasi-judicial deliberations, and specifically: _____

BE IT FURTHER RESOLVED that any discussion held by the Board which need not remain confidential will be made public as soon as feasible. The minutes of the executive session will not be disclosed until the need for confidentiality no longer exists.

FURTHER RESOLVED that the Board ~~will~~/~~will not~~ return to open session to conduct business at the conclusion of the executive session.

The Board returned to public session at 7:00 p.m.

Ms. Markowski read the District Mission Statement.

As a Community of One, WE:

Foster social, emotional, and academic growth within a connected learning community
Respect, honor, and embrace diverse family and community values by building collaborative partnerships
Strengthen opportunities that nurture creative and critical thinkers
Develop and inspire personal excellence.

Every Student - Every Day - Every Opportunity

SUPERINTENDENT'S REPORT

Dr. McGann welcomed Mr. Andrew Kucinski from Nisivoccia LLP who presented the 2023-2024 Auditor's report. Mr. Kucinski reviewed the district's finances and the advisory notes for the future. Mr. Kucinski noted that there were no audit findings or recommendations and that recommendations from prior years had all been resolved. Board members asked about the interest earned on reserve accounts and it was noted that the reserve funds had been moved to a high yield savings account for the 2024-2025 school year. The audit report can be found on the district website.

Dr. McGann provided an update on enrollment, noting that total enrollment has increased by about 15 students since the last report in October to 3,313 students.

Dr. McGann advised that the poll closed this evening which asked community members for their input on the budget and provided an overview of the results from the budget poll, reporting approximately 700 responses were received. Dr. McGann noted that the special question for approval on the agenda tonight is general, however the law that allows for a special question is new and guidance from the Department of Education which was just received today, requires that the Board resolution be specific therefore Dr. McGann recommended that the question be withdrawn from the agenda and revised per NJDOE guidelines and that the reorganization meeting be moved from January 9 to January 6 to be sure that County deadlines are met for a special election.

Ms. Hurley asked if all were in favor of moving the reorganizational meeting to January 6, 2025. General consensus was to reschedule the meeting to January 6, 2025.

Ms. Hurley reviewed the results of the budget poll and for both municipalities the split was about 55% in support of exceeding the tax levy, approximately 30% were opposed and the remainder were unsure. Ms. Hurley solicited comments from Board members on the special question. Discussion took place on what programs or items might have to be cut from the budget noting Class III officers, extracurriculars and class sizes would be affected. Further discussion took place regarding tenure, seniority and the repercussions if the budget vote does not pass. Ms. Dawson reviewed ways in which the District has already sought cost savings through items like health insurance and supply reductions and offered further details as to the special election timeline. Ms. Hurley thanked everyone for their input, noting that the question would be finalized for approval at the January meeting.

Approval of Minutes – Executive Session – November 14, 2024
Regular Meeting - November 14, 2024

Ms. Hurley asked for any corrections, additions or deletions to the minutes. Hearing none, Ms. Hurley announced that the meeting minutes were approved as written.

Report of the Board Secretary and Treasurer of School Monies for October 2024.

The Superintendent of Schools recommends that the Board of Education accept the monthly financial reports of the School Business Administrator/Board Secretary and the Treasurer of School Monies for the month of October 2024, further certifies that no major account or fund has been over-expended in violation of 6A:23A-16.10(b) and that sufficient funds are available to meet the district's known financial obligations for the remainder of the fiscal year 2024-2025.

The School Business Administrator/Board Secretary certifies that no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of 6A:23A-16.10(a) as of October 31, 2024. As of these dates, sufficient funds are available to meet the district's known financial obligations for the remainder of the school year 2024-2025.

Motion by Ms. Criscitiello, seconded by Ms. Arce to accept the Report of the Board Secretary and Treasurer of School Monies for October 2024.

Aye:	Ms. Arce	Ms. Colpas	Nay: -	Abstain: -
	Dr. Bentley	Ms. Criscitiello		
	Mr. Birkenstock	Ms. Markowski		
	Dr. Buckleitner	Ms. Hurley		

Report of the Board Secretary and Treasurer of School Monies for November 2024.

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The School Business Administrator/Board Secretary certifies that no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of 6A:23A-16.10(a) as of November 30, 2024. As of these dates, sufficient funds are available to meet the district's known financial obligations for the remainder of the school year 2024-2025.

Motion by Ms. Criscitiello, seconded by Ms. Markowski to accept the Report of the Board Secretary and Treasurer of School Monies for November 2024.

Aye:	Ms. Arce	Ms. Colpas	Nay: -	Abstain: -
	Dr. Bentley	Ms. Criscitiello		
	Mr. Birkenstock	Ms. Markowski		
	Dr. Buckleitner	Ms. Hurley		

CITIZENS ADDRESS THE BOARD

Citizens Address the Board - The public is invited to respectfully share their concerns, comments, and suggestions according to the Board's policy and by-laws. Please be aware that this portion is your opportunity to comment on items of concern regarding the agenda only. The second public comment is for comment on any issue. Each speaker will have 3 minutes and the total session will be 30 minutes. The public is requested to sign the register and to state their name, municipality of residence, and group affiliation, if applicable. While all comments will be considered, Board Members will not respond to speakers at this time.

Ms. Hurley set the session to 30 minutes with 3 minutes for each person.

No Comment.

THE SUPERINTENDENT OF SCHOOLS RECOMMENDS THE FOLLOWING RESOLUTIONS FOR APPROVAL:

PERSONNEL

Gina Criscitiello, Chairperson, Next Meeting – TBA

Ms. Criscitiello shared an update on the personnel committee which met on December 2nd. The committee welcomed newly appointed board member Dr. Buckleitner to the team and then we all dove right into business with Mrs. Latzke (our district's Human Resource Manager) going over two new resignations. One teacher will be retiring this coming February and the other resignation is of a TA. Next, the committee heard the recommendation of two new hires, one 6th-grade math teacher and a physical education teacher for Copper Hill. Mrs. Latzke then went over the remaining open positions, a few minor amendments, and the NJ minimum wage increase that goes into effect on January 1st. Mrs. Latzke then ended her presentation by recommending Danielle Stewart, our

Math/Science Supervisor, to be appointed the new District's Chemical Hygiene Officer, replacing Kristen Wolff. This Officer is an NJDOE requirement. The committee approved all items. Next, Dr. McGann gave the committee her update on the search for the district's new position of a Transportation Supervisor. This new supervisor will need to be close to the business office so Dr. McGann went over her plan of actions of moving employees' offices around to accommodate this new position. Since space is already tight, Dr. McGann recommended we change our Student Data Manager contract; right now that position has an office but works from home remotely three days out of the work week. Dr. McGann recommends we bump that position to the full five days at home, which will free up the office space. The Student Data Manager will still have to attend all cabinet meetings in person as well as weekly meetings with other members of the central office administration team. Dr. McGann then was seeking committee approval for the two feedback surveys, one survey for the staff and the other regarding the budget. A slight revision was made to the staff feedback survey, and the committee approved both surveys. The last four agenda items Dr. McGann went over were for information only. Those conversations consisted of an update on district goals, a conversation regarding a district organizational chart, information regarding the first Family Engagement Committee meeting, as well an update on our technology team's wants and how we can achieve this for them sooner rather than later.

Personnel Item(s) 1-29, which included addendum item 29 were approved under one motion made by Ms. Criscitiello, seconded by Dr. Bentley.

Aye:	Ms. Arce	Ms. Colpas	Nay: -	Abstain: -
	Dr. Bentley	Ms. Criscitiello		
	Mr. Birkenstock	Ms. Markowski		
	Dr. Buckleitner	Ms. Hurley		

Certified Staff – Appointments, Resignations & Leaves of Absence

1. Approval was given to accept the resignation of the following staff member(s) for the 2024-2025 school year, as follows:

Item	Last Name	First Name	Loc.	Position	Purpose	Last Day of Employment
1.	Mulderrig	Karen	FAD	Teacher Resource Program Pull-Out Support Grade 1	Retirement	June 30, 2025
2.	Pacholick	Mindy	JPC	Teacher Resource Program Pull-Out & In-Class Support Grade 7	Retirement	February 28, 2025

2. Approval was given for district staff member(s) to take a leave of absence or amend their leave during the 2024-2025 school year.

3. Approval was given to employ the following staff member(s) for the 2024-2025 school year, pending certification, fingerprints, background check, and health exam, as follows:

Item	Last Name	First Name	Loc.	Position	Salary/Degree/Step	Effective Dates	Certification /College
1.	O'Neill	Jeffrey	CH	Teacher Health and Physical Education	\$63,945 (prorated) / BA+15 / 4	February 18, 2025 - June 30, 2025	Teacher of Health and Physical Education / East Stroudsburg University, West Virginia University
2.	Rafalowski	Paul	RFIS	Teacher Math Grade 6	\$89,905 (prorated) / MA+30 / 14	February 3, 2025 - June 30, 2025	Teacher of Mathematics, School Administrator, Supervisor, Principal / Rutgers, the State University of New Jersey, Montclair State University

4. Approval was given to employ the following leave replacement(s) for the 2024-2025 school year, pending certification, fingerprints, background check, and health exam, as follows:

Item	Last Name	First Name	Loc.	Position / Replacing	Salary/Degree/Step	Effective Dates	Certification /College
1.	Gilliland	Judith	CH	Teacher Grade 1 / M. Kleinwaks	\$65,145 (prorated) / MA / 1	January 21, 2025 - April 29, 2025	Elementary School Teacher in Grades K - 6 (CEAS) / Bloomsburg University, Cabrini College

5. Approval was given to update the salaries of the following staff member(s) for advancement on the 2024-2025 Teachers Salary Guide, effective January 1, 2025, as follows:

Item	Last Name	First Name	Loc./ Position	From: Salary/Degree/Step	To: Salary/Degree/Step
1.	DeSapio	Gianna	RH / Teacher Grade 2	\$63,245 / BA+15 / 2	\$65,495 (prorated) / MA / 2

6. Approval was given to amend the October 10, 2024 motion:

to employ the following leave replacement(s) for the 2024-2025 school year, pending certification, fingerprints, background check, and health exam, as follows:

Item	Last Name	First Name	Loc.	Position/ Replacing	Salary/ Degree/Step	Effective Dates	Certification /College
2.	Ponnusamy	Jeyanthi	RFIS	Teacher Grade 5 Math & Science / (A. Lopez)	\$61,770 (prorated) / BA / 1	December 8, 2024 - April 9, 2025	Elementary School Teacher in Grades K - 6 (Limited CE), Middle School with Subject matter Specialization Mathematics in Grades 5 - 8 (Limited CE), Teacher of Computer Science Technology (CE), Mission College, Arizona State University, Annamalai University, Thiagarajar College of Arts

to read:

Item	Last Name	First Name	Loc.	Position/ Replacing	Salary/ Degree/Step	Effective Dates	Certification /College
2.	Ponnusamy	Jeyanthi	RFIS	Teacher Grade 5 Math & Science / (A. Lopez)	\$61,770 (prorated) / BA / 1	December 6, 2024 - April 9, 2025	Elementary School Teacher in Grades K - 6 (Limited CE), Middle School with Subject matter Specialization Mathematics in Grades 5 - 8 (Limited CE), Teacher of Computer Science Technology (CE), Mission College, Arizona State University, Annamalai University, Thiagarajar College of Arts

7. Approval was given to amend the November 14, 2024 motion:

to confirm the employment of the following leave replacement(s) for the 2024-2025 school year, pending certification, fingerprints, background check, and health exam, as follows:

Item	Last Name	First Name	Loc.	Position/Replacing	Salary/ Degree/Step	Effective Dates	Certification /College
1.	Olsavska	Jana	RH/ FAD	Teacher PreK-Relief / R. McCarthy	\$65,145 (prorated) / MA / 1	October 16, 2024 - January 2, 2025	Teacher of Preschool through Grade 3 (CEAS), Elementary School Teacher (CEAS) / Montclair State University, Seton Hall University

to read:

Item	Last Name	First Name	Loc.	Position/Replacing	Salary/ Degree/Step	Effective Dates	Certification /College
1.	Olsavska	Jana	RH/ FAD	Teacher PreK-Relief / R. McCarthy	\$65,145 (prorated) / MA / 1	October 16, 2024 - January 13, 2025	Teacher of Preschool through Grade 3 (CEAS), Elementary School Teacher (CEAS) / Montclair State University, Seton Hall University

8. Approval was given to amend the November 14, 2024 motion:

to temporarily transfer the following staff member(s) for the 2024-2025 school year, as follows:

Item	Last Name	First Name	From: Loc./Position	To: Loc./Position	Effective Dates
2.	McCarthy	Rachel	RH/FAD Teacher Prek Relief	RH / Teacher Prek	October 17, 2024 - January 2, 2025

to read:

Item	Last Name	First Name	From: Loc./Position	To: Loc./Position	Effective Dates
2.	McCarthy	Rachel	RH/FAD Teacher Prek Relief	RH / Teacher Prek	October 17, 2024 - January 13, 2025

9. Approval was given to appoint Danielle Stewart as the Chemical Hygiene Officer for the 2024-2025 school year.

Non-Certified Staff – Appointments, Resignations & Leaves of Absence

10. Approval was given to accept the resignation of the following staff member(s) for the 2024-2025 school year, as follows:

Item	Last Name	First Name	Loc.	Position	Purpose	Last Day of Employment
1.	Boyd	Emily	RFIS	Teacher Assistant	Resignation	November 30, 2024

11. Approval was given to confirm the employment of the following staff member(s) for the 2024-2025 school year, pending, fingerprints, background check, and health exam, as follows:

Item	Last Name	First Name	Loc.	Position	Salary/Step	Effective Dates	Certification/New/Replacement
1.	Tranculov	Melissa	CH	Teacher Assistant	\$25,554 (prorated) / 1	November 20, 2024 - June 30, 2025	N/A / New

*Salary will be adjusted to include an additional \$500 (based on FTE) for holding a teaching or substitute certification.

12. Approval was given to confirm the 2024-2025 school year Teacher Assistant(s) salaries to reflect the \$500 (prorated) salary adjustment (based on FTE) for holding a substitute or teaching certification, as follows:

Item	Last Name	First Name	Loc.	Position	Salary / Step	Effective Date
1.	Anno	Darlene	FAD	Teacher Assistant	\$32,261*(prorated) / 6	November 13, 2024 - June 30, 2025

*Salary will be adjusted to include an additional \$500 (based on FTE) for holding a teaching or substitute certification.

13. Approval was given to confirm the transfer of the following staff member(s) for the 2024-2025 school year, as follows:

Item	Last Name	First Name	From: Loc./Position	To: Loc./Position	Effective Dates
1.	McKnight	Theresa	BS / Teacher Assistant	RFIS / Teacher Assistant	12/10/2024

14. Approval was given for the following volunteers to assist with extracurricular activities during the 2024-2025 school year, pending, fingerprints, background check, and health exam, as follows:

Item	Last Name	First Name	Loc.	Position
1.	Hall	Owen	JPC	Wrestling Coach
2.	Jackson	Nathan	JPC	Wrestling Coach
3.	Leka	Liridon	JPC	Wrestling Coach

15. Approval was given to amend the November 14, 2024 motion:

to employ the following staff member(s) for the 2024-2025 school year, pending, fingerprints, background check, and health exam, as follows:

Item	Last Name	First Name	Loc.	Position	Salary/Step	Effective Dates	Certification/New/Replacement
1.	Finnegan	Lisa	RFIS	Teacher Assistant	\$25,554 (prorated) / 1	November 25, 2024 - June 30, 2025	N/A / New

to read:

Item	Last Name	First Name	Loc.	Position	Salary/Step	Effective Dates	Certification/New/Replacement
1.	Finnegan	Lisa	RFIS	Teacher Assistant	\$25,554 (prorated) / 1	December 3, 2024 - June 30, 2025	N/A / New

16. Approval was given to amend the August 22, 2024 motion:

to employ the following advisor to assist with extracurricular activities during the 2024-2025 school year, pending fingerprint, background check, and health exam, as follows:

Item	Last Name	First Name	Loc.	Purpose	Max # of Hours	Rate	Effective Dates
2.	Colton	Hillary	JPC	Spring Musical Advisor	150 hours	\$36.00/hr	Dec 2, 2024-March 1, 2025

to read:

Item	Last Name	First Name	Loc.	Purpose	Max # of Hours	Rate
2.	Weaver	Caliana	JPC	Spring Musical Advisor	150 hours	\$36.00/hr

17. Approval was given to adopt a revised job description for the position of Teacher Assistant

All Staff – Additional Compensation

18. Approval was given for extra compensation for the following staff member(s) during the 2024-2025 school year, as follows:

Item	Last Name	First Name	Loc.	Purpose	Max # of Hours	Rate
1.	Holcombe	Marianne	CH	Student Supervision Before /After Care	90 Shared Hours	Hourly
2.	Mattis	Emily	CH			
3.	Schess	Marie	CH			
4.	Achenbach	Elma	CH	Class Coverage - 10/04/24	40 minutes	\$36/hr
5.	Achenbach	Elma	CH	Class Coverage - 10/08/24	40 minutes	\$36/hr
6.	Achenbach	Elma	CH	Class Coverage - 10/09/24	40 minutes	\$36/hr
7.	Achenbach	Elma	CH	Class Coverage - 10/10/24	40 minutes	\$36/hr
8.	Achenbach	Elma	CH	Class Coverage - 10/15/24	40 minutes	\$36/hr
9.	Achenbach	Elma	CH	Class Coverage - 10/17/24	40 minutes	\$36/hr
10.	Achenbach	Elma	CH	Class Coverage - 10/25/24	40 minutes	\$36/hr
11.	Achenbach	Elma	CH	Class Coverage - 10/30/24	40 minutes	\$36/hr
12.	Achenbach	Elma	CH	Class Coverage - 10/31/24	40 minutes	\$36/hr
13.	Ware	Jacquelynn	CH	Class Coverage -10/08/24	40 minutes	\$36/hr
14.	Ware	Jacquelynn	CH	Class Coverage - 10/09/24	40 minutes	\$36/hr
15.	Ware	Jacquelynn	CH	Class Coverage - 10/18/24	40 minutes	\$36/hr
16.	Ware	Jacquelynn	CH	Class Coverage - 10/28/24	40 minutes	\$36/hr
17.	Ware	Jacquelynn	CH	Class Coverage - 10/29/24	40 minutes	\$36/hr
18.	Ware	Jacquelynn	CH	Class Coverage - 10/30/24	40 minutes	\$36/hr
19.	Healey	Kimberly	JPC	Class Coverage - 11/11/24	40 minutes	\$36/hr
20.	Obregon	Maria	JPC	Class Coverage - 11/11/24	40 minutes	\$36/hr
21.	Bubeer	Julie	JPC	Class Coverage - 11/11/24	40 minutes	\$36/hr
22.	Peterson	Kristin	JPC	Class Coverage - 11/11/24	40 minutes	\$36/hr
23.	Waldron	Taylor	JPC	Class Coverage - 11/11/24	40 minutes	\$36/hr
24.	Creighton	Kimberly	JPC	Class Coverage - 11/11/24	40 minutes	\$36/hr
25.	Sladky	Samantha	JPC	Class Coverage - 11/11/24	40 minutes	\$36/hr

26.	Pinola	Megan	JPC	Class Coverage - 11/11/24	40 minutes	\$36/hr
27.	Lyman	Margaret	JPC	Class Coverage - 11/11/24	40 minutes	\$36/hr
28.	Cobb	Cathy	JPC	Class Coverage - 11/11/24	40 minutes	\$36/hr
29.	Pagano	Flor	JPC	Class Coverage - 11/11/24	40 minutes	\$36/hr
30.	Pinola	Megan	JPC	Class Coverage - 11/12/24	40 minutes	\$36/hr
31.	Hand	Gina	JPC	Class Coverage - 11/12/24	40 minutes	\$36/hr
32.	Vita	Matthew	JPC	Class Coverage - 11/12/24	40 minutes	\$36/hr
33.	Cobb	Cathy	JPC	Class Coverage - 11/12/24	40 minutes	\$36/hr
34.	Krukowski	Megan	JPC	Class Coverage - 11/12/24	30 minutes	\$36/hr
35.	Membreno	Ada	JPC	Class Coverage - 11/13/24	40 minutes	\$36/hr
36.	Healey	Kimberly	JPC	Class Coverage - 11/13/24	40 minutes	\$36/hr
37.	Sorrentino	Giorgianna	JPC	Class Coverage - 11/13/24	40 minutes	\$36/hr
38.	Peterson	Kristin	JPC	Class Coverage - 11/13/24	40 minutes	\$36/hr
39.	Pirog	Michelle	JPC	Class Coverage - 11/13/24	40 minutes	\$36/hr
40.	Pinola	Megan	JPC	Class Coverage - 11/13/24	40 minutes	\$36/hr
41.	Miller	Jennifer	JPC	Class Coverage - 11/13/24	40 minutes	\$36/hr
42.	Gardner	Elizabeth	JPC	Class Coverage - 11/14/24	40 minutes	\$36/hr
43.	Obregon	Maria	JPC	Class Coverage - 11/14/24	40 minutes	\$36/hr
44.	Krukowski	Megan	JPC	Class Coverage - 11/14/24	40 minutes	\$36/hr
45.	Boelhouwer	Peter	JPC	Class Coverage - 11/14/24	40 minutes	\$36/hr
46.	Creighton	Kimberly	JPC	Class Coverage - 11/14/24	40 minutes	\$36/hr
47.	Miller	Robert	JPC	Class Coverage - 11/14/24	40 minutes	\$36/hr
48.	Corson	Seth	JPC	Class Coverage - 11/14/24	40 minutes	\$36/hr
49.	Pinola	Megan	JPC	Class Coverage - 11/14/24	40 minutes	\$36/hr
50.	Soltis	Amy	JPC	Class Coverage - 11/15/24	40 minutes	\$36/hr
51.	Bubeer	Julie	JPC	Class Coverage - 11/15/24	40 minutes	\$36/hr
52.	Creighton	Kimberly	JPC	Class Coverage - 11/15/24	40 minutes	\$36/hr
53.	Schmidt	Cherylann	JPC	Class Coverage - 11/15/24	40 minutes	\$36/hr
54.	Handren	Marisa	JPC	Class Coverage - 11/15/24	40 minutes	\$36/hr
55.	Peterson	Kristin	JPC	Class Coverage - 11/15/24	40 minutes	\$36/hr
56.	McAnlis	Melissa	JPC	Class Coverage - 11/15/24	40 minutes	\$36/hr
57.	Waldron	Taylor	JPC	Class Coverage - 11/15/24	40 minutes	\$36/hr
58.	Cataldo	Lynn	JPC	Class Coverage - 11/15/24	40 minutes	\$36/hr
59.	DeLaney	Tiffany	JPC	Class Coverage - 11/15/24	40 minutes	\$36/hr
60.	Pagano	Flor	JPC	Class Coverage - 11/18/24	40 minutes	\$36/hr
61.	Agabiti	Joseph	JPC	Class Coverage - 11/18/24	40 minutes	\$36/hr
62.	Pinola	Megan	JPC	Class Coverage - 11/18/24	40 minutes	\$36/hr
63.	Creighton	Kimberly	JPC	Class Coverage - 11/18/24	40 minutes	\$36/hr
64.	Sladky	Samantha	JPC	Class Coverage - 11/18/24	40 minutes	\$36/hr
65.	Maguire	Anna	JPC	Class Coverage - 11/18/24	40 minutes	\$36/hr
66.	Butler	Jacquelyn	JPC	Class Coverage - 11/18/24	40 minutes	\$36/hr
67.	Gilmurray	Mindi	JPC	Class Coverage - 11/18/24	40 minutes	\$36/hr
68.	Pirog	Michelle	JPC	Class Coverage - 11/19/24	40 minutes	\$36/hr
69.	Waldron	Taylor	JPC	Class Coverage - 11/19/24	40 minutes	\$36/hr
70.	Miller	Jennifer	JPC	Class Coverage - 11/19/24	40 minutes	\$36/hr
71.	Creighton	Kimberly	JPC	Class Coverage - 12/2/24	40 minutes	\$36/hr
72.	Gilmurray	Mindi	JPC	Class Coverage - 12/2/24	40 minutes	\$36/hr
73.	Obregon	Maria	JPC	Class Coverage - 12/2/24	40 minutes	\$36/hr
74.	Peterson	Kristen	JPC	Class Coverage - 12/2/24	40 minutes	\$36/hr
75.	Pirog	Michelle	JPC	Class Coverage - 12/2/24	40 minutes	\$36/hr
76.	Vita	Matthew	JPC	Class Coverage - 12/2/24	40 minutes	\$36/hr
77.	Bubeer	Julie	JPC	Class Coverage - 12/3/24	40 minutes	\$36/hr
78.	Connelly	Kathleen	JPC	Class Coverage - 12/3/24	40 minutes	\$36/hr

79.	Creighton	Kimberly	JPC	Class Coverage - 12/3/24	40 minutes	\$36/hr
80.	Healey	Kimberly	JPC	Class Coverage - 12/3/24	40 minutes	\$36/hr
81.	Maguire	Anna	JPC	Class Coverage - 12/3/24	40 minutes	\$36/hr
82.	Membreno	Ada	JPC	Class Coverage - 12/3/24	40 minutes	\$36/hr
83.	Obregon	Maria	JPC	Class Coverage - 12/3/24	40 minutes	\$36/hr
84.	Peterson	Kristen	JPC	Class Coverage - 12/3/24	40 minutes	\$36/hr
85.	Pirog	Michelle	JPC	Class Coverage - 12/3/24	40 minutes	\$36/hr
86.	Soltis	Amy	JPC	Class Coverage - 12/3/24	40 minutes	\$36/hr
87.	Sorrentino	Giorgianna	JPC	Class Coverage - 12/3/24	40 minutes	\$36/hr
88.	Waldron	Taylor	JPC	Class Coverage - 12/3/24	40 minutes	\$36/hr
89.	Bubeer	Julie	JPC	Class Coverage - 12/5/24	40 minutes	\$36/hr
90.	Butler	Jacquelyn	JPC	Class Coverage - 12/5/24	40 minutes	\$36/hr
91.	Corson	Seth	JPC	Class Coverage - 12/5/24	40 minutes	\$36/hr
92.	Creighton	Kimberly	JPC	Class Coverage - 12/5/24	40 minutes	\$36/hr
93.	Krukowski	Megan	JPC	Class Coverage - 12/5/24	40 minutes	\$36/hr
94.	Membreno	Ada	JPC	Class Coverage - 12/5/24	40 minutes	\$36/hr
95.	Miller	Robert	JPC	Class Coverage - 12/5/24	40 minutes	\$36/hr
96.	Soltis	Amy	JPC	Class Coverage - 12/5/24	40 minutes	\$36/hr
97.	Sorrentino	Giorgianna	JPC	Class Coverage - 12/5/24	40 minutes	\$36/hr
98.	Boelhouwer	Peter	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
99.	Bubeer	Julie	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
100.	Cataldo	Lynn	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
101.	Creighton	Kimberly	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
102.	Genito	Michelle	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
103.	Hand	Gina	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
104.	Healey	Kimberly	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
105.	Lyman	Margaret	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
106.	Marsigliano	Amy	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
107.	Membreno	Ada	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
108.	Miller	Jennifer	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
109.	Pagano	Flor	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
110.	Peterson	Kristin	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
111.	Pinola	Megan	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
112.	Pirog	Michelle	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
113.	Schmidt	Cherylann	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
114.	Sewall	Catherine	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
115.	Sladky	Samantha	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
116.	Smith	Holly	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
117.	Soltis	Amy	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
118.	Squicciarini	Therese	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
119.	Vita	Matthew	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
120.	Waldron	Taylor	JPC	Class Coverage - 12/6/24	40 minutes	\$36/hr
121.	Bubeer	Julie	JPC	Class Coverage - 12/9/24	40 minutes	\$36/hr
122.	Connelly	Kathleen	JPC	Class Coverage - 12/9/24	40 minutes	\$36/hr
123.	Healey	Kimberly	JPC	Class Coverage - 12/9/24	40 minutes	\$36/hr
124.	Membreno	Ada	JPC	Class Coverage - 12/9/24	40 minutes	\$36/hr
125.	Sladky	Samantha	JPC	Class Coverage - 12/9/24	40 minutes	\$36/hr
126.	Soltis	Amy	JPC	Class Coverage - 12/9/24	40 minutes	\$36/hr
127.	Bubeer	Julie	JPC	Class Coverage - 12/10/24	40 minutes	\$36/hr
128.	Bianco	Julie	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
129.	Bubeer	Julie	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
130.	Cobb	Cathy	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
131.	Creighton	Kimberly	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr

132.	Ellenberg	Kelley	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
133.	Krukowski	Megan	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
134.	Maguire	Anna	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
135.	Membreno	Ada	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
136.	Obregon	Maria	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
137.	Peterson	Kristin	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
138.	Pirog	Michelle	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
139.	Sladky	Samantha	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
140.	Soltis	Amy	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
141.	Vita	Matthew	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
142.	Waldron	Taylor	JPC	Class Coverage - 12/11/24	40 minutes	\$36/hr
143.	Gilmurray	Mindi	JPC	Class Coverage - 12/12/24	40 minutes	\$36/hr
144.	McAnlis	Melissa	JPC	Class Coverage - 12/12/24	40 minutes	\$36/hr
145.	Pinola	Megan	JPC	Class Coverage - 12/12/24	40 minutes	\$36/hr
146.	Bianco	Julie	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
147.	Boelhouwer	Peter	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
148.	Bubeer	Julie	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
149.	Butler	Jacquelyn	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
150.	Casterline	Christine	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
151.	Cobb	Cathy	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
152.	Corson	Seth	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
153.	Counsel	Jeannie	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
154.	Creighton	Kimberly	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
155.	Gardner	Elizabeth	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
156.	Genito	Michelle	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
157.	Gilmurray	Mindi	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
158.	Hall	Bryce	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
159.	Hand	Gina	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
160.	Hatke	Osmond	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
161.	Horowitz	Steven	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
162.	Karney	Kurt	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
163.	Kircher	Jennifer	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
164.	Krukowski	Megan	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
165.	Licata	Sarah	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
166.	Logan	Jonathan	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
167.	Lyman	Margaret	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
168.	Maguire	Anna	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
169.	Marsigliano	Amy	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
170.	Meyer	Misti	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
171.	Miller	Robert	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
172.	Miller	Jennifer	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
173.	Pagano	Flor	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
174.	Peterson	Kristin	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
175.	Phillips	Regina	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
176.	Pinola	Megan	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
177.	Pirog	Michelle	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
178.	Sladky	Samantha	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
179.	Soltis	Amy	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
180.	Tasker	Raymond	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
181.	Vita	Matthew	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
182.	Waldron	Taylor	JPC	Class Coverage - 12/13/24	40 minutes	\$36/hr
183.	Sladky	Samantha	JPC	Wrestling Supervision	40 hours	\$36/hr
184.	Azofeifa	Hannah	RFIS	Comic Book Club Advisor*	10 hours	\$36/hr

185.	Ibach	Benjamin	RFIS	Class coverage - 11/19/24	40 minutes	\$36/hr
186.	Kucharski	Amy	RFIS	Class coverage - 11/19/24	40 minutes	\$36/hr
187.	Kucharski	Amy	RFIS	Class coverage - 12/9/24	40 minutes	\$36/hr

*Club advisor salaries are funded by student activity fees.

19. Approval was given to appoint the following staff member(s) as Translators/Interpreter(s) outside of contracted hours, during the 2024-2025 school year, as follows:

Item	Last Name	First Name	Purpose	Max # of Hours	Rate
1.	Belon	Noelia	Translator/Interpreter	440 Shared Hours	\$36/hr

20. Approval was given to appoint the following mentor(s) for the 2024-2025 school year, as follows:

Mentee				Mentor			
Item	Last Name	First Name	Loc.	Last Name	First Name	Loc.	Stipend
1.	Abarca	Katherine	RFIS	Nagy	Samantha	RFIS	\$1000.00
2.	Olsavska	Jana	RH/FAD	Bateman	Nicole	SS	\$550.00

*Individuals may receive prorated rates based on actual time in service.

21. Approval was given to amend the July 25, 2024 motion:

to confirm extra compensation for the following staff member(s) during the 2024-2025 school year, as follows:

Item	Last Name	First Name	Loc.	Purpose	Max # of Hours	Rate
24.	Burkhardt	Kristin	RFIS	Garden Club Advisor*	30 hours	\$36/hr

to read:

Item	Last Name	First Name	Loc.	Purpose	Max # of Hours	Rate
24.	Vallecilla	Amelia	RFIS	Garden Club Advisor*	20 hours	\$36/hr

*Club advisor salaries are funded by student activity fees

22. Approval was given to amend the September 12, 2024 motion:

to confirm extra compensation for the following staff member(s) during the 2024-2025 school year, as follows:

Item	Last Name	First Name	Loc.	Purpose	Max # of Hours	Rate
8.	Pacholick	Mindy	JPC	Lunch Duty	180 days	\$36/hr

to read:

Item	Last Name	First Name	Loc.	Purpose	Max # of Hours	Rate
8.	Pacholick	Mindy	JPC	Lunch Duty	80 days	\$36/hr
11.	Membreno	Ada	JPC	Lunch Duty	100 days	\$36/hr

Substitutes

23. Approval was given to confirm the employment of the following applicant(s) as substitute(s) pending fingerprints, background check, and health exam, during the 2024-2025 school year, as follows:

Item	Last Name	First Name
1.	Benson	Karlie
2.	Buckley	Meredith
3.	Carfagno	Sara
4.	Constantin	Ileana

Item	Last Name	First Name
5.	Cook	Diane
6.	Ellenberg	Joshua
7.	Ellenberg	Leah
8.	Finnerty	Karen
9.	Harris	Kathleen
10.	Liszt	Ava
11.	Nace	Mina
12.	Parmese	Stefanie
13.	Santo	Lily
14.	Scarpa	Mary
15.	Soteropoulos	Anastasia

24. Approval was given of the following substitute pay rates effective January 1, 2025, to adjust for the increase to the minimum wage, as follows:

Item	Position	Rate
1.	Substitute Cafeteria Aide	\$15.49/hr

Miscellaneous

25. Approval was given for the following certified, registered, and insured therapy dogs and their handlers to visit and support the district, during the 2024-2025 school year as follows:

Item	Therapy Dog Provider	Name of Handler	Loc.	Purpose	Dog	Effective Dates
1.	Bright and Beautiful Therapy Dogs	Christine Galloway	District	Support students during scheduled times in the classroom and counseling office	Jake	Dec 13, 2024-June 30, 2025
2.	Bright and Beautiful Therapy Dogs	Christine Galloway	District	Support students during scheduled times in the classroom and counseling office	Harry	Dec 13, 2024-June 30, 2025

26. Approval was given to amend the June 27, 2024 motion:

to approve the following certified, registered, and insured therapy dogs and their handlers to visit and support the following schools, during the 2024-2025 school year as follows:

Item	Therapy Dog Provider	Name of Handler	Loc.	Purpose	Dog	Effective Dates
5.	Bright and Beautiful Therapy Dogs	Vincent and Corinne Felice	FAD & RFIS	Support students during scheduled times in the classroom and counseling office	Marley	July 1, 2024-June 30, 2025
8.	Bright and Beautiful Therapy Dogs	Emily Matthews	FAD	Support students during scheduled times in the classroom and counseling office	Dutton	Dec 13, 2024-June 30, 2025

to read:

Item	Therapy Dog Provider	Name of Handler	Loc.	Purpose	Dog	Effective Dates
5.	Bright and Beautiful Therapy Dogs	Vincent and Corinne Felice	District	Support students during scheduled times in the classroom and counseling office	Marley	July 1, 2024-June 30, 2025
8.	Bright and Beautiful Therapy Dogs	Emily Matthews	District	Support students during scheduled times in the classroom and counseling office	Dutton	Dec 13, 2024-June 30, 2025

27. Approval was given to adopt the following anonymous feedback survey questionnaire:

1. 2024-2025 Trimester 1 Teacher Feedback Form

28. Approval was given to confirm the adoption of the following anonymous feedback survey questionnaire:

1. 2025-2026 Budget Poll

29. Approval was given to employ the following staff member(s) for the 2024-2025 school year, pending, fingerprints, background check, and health exam, as follows:

Item	Last Name	First Name	Loc.	Position	Salary	Effective Dates	Certification/New/Replacement
1.	Hagar	Brenda	CO	Transportation Supervisor	\$103,000 (prorated)	February 03, 2025 - June 30, 2025	New

INSTRUCTION AND PROGRAM

Lilian Colpas, Chairperson, Next Meeting – TBA

Instruction and Program Item1 were approved under one motion made by Ms. Colpas, seconded by Ms. Arce.

Board members shared appreciation to HCRHS for the donation.

Aye: Ms. Arce Dr. Bentley Mr. Birkenstock Dr. Buckleitner	Ms. Colpas Ms. Criscitiello Ms. Markowski Ms. Hurley	Nay: -	Abstain: -
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1. Approval was given to accept the following curriculum, professional development, and/or technology-related donation(s) for the 2024-2025 school year.

Item	Donation	Donor	Value	Location
1.	Children's Play, "The Royal Rescue: the Queen, the Knight, and the Lost Puppy"	HCRHS	\$0	BS, CH, FAD, RH

OPERATIONS/TRANSPORTATION

Michelle Hurley, Chairperson, Next Meeting – TBA

Ms. Hurley shared an update on the operations committee which last met on November 18th and December 11th. The committee provided routine approvals for the bills list and Treasurer's reports and special education items. The committee also accepts the Superintendent's recommendation for the replacement of two of the District's tools for communication, School Messenger and Finals Site Services, with one service provider, Apptegy. Apptegy includes a mobile app that will help families stay connected. The cost of the single service is the same as the two services combined. The committee discussed the dissolution of the JTC, establishment of our own transportation department, and next steps including a valuation of vehicle assets, which is listed on the agenda for approval tonight. JTC met on December 17th via Zoom and approved this item. The majority of the committee discussion centered around the budget. Without having state aid figures, the district is estimating an approximate shortfall of about \$4M. The Superintendent, Business Administrator and committee recommends asking the public for permission to exceed the 2% cap in order to avoid significant personnel cuts that will increase class sizes and impact programs. The committee reviewed a draft of the ballot question and the interpretive statement and provided feedback. The district sent out a budget poll and a letter to the community to gauge support of exceeding the cap. An FAQ document was also created and is available online. There is a motion tonight to submit the question but as we discussed, we are going to withdraw that item, now that we know as of today that there is a requirement for more specifics to appear on the agenda rather than just give approval. The district held a town hall meeting on December 12th and will hold additional town hall meetings in the coming months. The next one is scheduled for January 27th.

Ms. Hurley motioned to approve Operation/Transportation item(s) 1-8 & 10, seconded by Mr. Birkenstock. Item 9 was withdrawn.

Discussion took place regarding the approval amount for Item 10 noting that the full contract amount is \$5,000, however FRSD is only responsible for \$2,500 since the cost is being split equally amongst HCRHS and FRSD.

Operation/Transportation item 10 was amended under motion by Ms. Hurley, seconded by Mr. Birkenstock to add a qualifying statement to indicate that it is only 50% of our responsibility.

Aye:	Ms. Arce	Ms. Colpas	Nay: -	Abstain: -
	Dr. Bentley	Ms. Criscitiello		
	Mr. Birkenstock	Ms. Markowski		
	Dr. Buckleitner	Ms. Hurley		

Operation/Transportation item(s) 1-8 & item 10 as amended, were approved under one motion made by Ms. Hurley, seconded by Mr. Birkenstock.

Aye:	Ms. Arce	Ms. Colpas	Nay: -	Abstain: -
	Dr. Bentley	Ms. Criscitiello		
	Mr. Birkenstock	Ms. Markowski		
	Dr. Buckleitner	Ms. Hurley		

1. Approval was given of the transfer list from November 8, 2024, to December 13, 2024.
2. Approval was given of the bill list for the month of December totaling \$5,186,400.80.
3. Approval was given of the following resolution:

Whereas, the Board of Education, in accordance with N.J.S.A. 18A:23-1, must have a certified external audit of the District's accounts and financial transactions;

Whereas, the Board of Education received the audit performed by Nisivoccia LLP, CPAs, and discussed said audit at its public meeting held on December 19, 2024, and

Be it resolved that the annual audit for the year ending 2023-2024 be accepted and placed on file.

4. Approval was given to confirm a contract with James Hager as the District's transportation consultant for an amount not to exceed \$20,000.
5. Approval was given to contract with Apptegy as the District's service provider for communication synergy and website platform for an amount not to exceed \$3,750.
6. Approval was given to contract with the following accompanist to assist with school performances, including rehearsals, during the 2024 - 2025 school year, as follows:

Item	Last Name	First Name	Loc.	Purpose	Max # of Hours	Rate
1.	Beck	David	RH	Winter Concert	5	\$50/hr
2.	Waston	Stefanie	RH	Spring Concert	5	\$50/hr
3.	McCormick	Michael	BS	Accompanist	10	\$50/hr
4.	McCormick	Michael	JPC	Accompanist	10	\$60/hr

7. Approval was given to amend the August 22, 2024 motion:

Approval was given to contract with the following accompanists to assist with school performances, including rehearsals, during the 2024-2025 school year, as follows:

Item	Last Name	First Name	Loc.	Purpose	Max Hours	Rate
4.	Watson	Stephanie	JPC	Accompanist	104	\$60/hr

to read:

Item	Last Name	First Name	Loc.	Purpose	Max Hours	Rate
4.	Watson	Stephanie	JPC	Accompanist	94	\$60/hr

8. Approval was given to contract the following vendor(s) to conduct child study evaluations as needed during the 2024 - 2025 school year, not to exceed the budgeted amount of \$200,000.

Item	Provider	Max. Fee per Evaluation/Service
1.	Psychiatric Associates of Hunterdon	\$ 1,543.50 per eval

9. ~~Approval to authorize the Superintendent to submit to the County Office of Education on behalf of the Flemington-Raritan Board of Education special voter question to go above the 2% tax levy cap for the 2025-2026 school year per P.L. 2024, c.60.~~

10. Approval was given to accept the proposal from Hunterdon County Educational Services Commission between Flemington Raritan School District and Hunterdon Central Regional High School for a transportation bus valuation at an amount not to exceed \$5,000, split equally between FRSD and HCRHS.

POLICY

Jaclyn Arce, Chairperson, Next Meeting – TBA

Ms. Arce shared an update on the Policy committee which last met on December 3rd and will meet again once future dates are confirmed. During the meeting, the committee completed its review of Policy Alerts 232 and 233 and recommended the adoption of the revisions provided by Strauss Esmay for Regulation 5200 (Attendance) and Regulation 7610 (Vandalism) and policy 9181 (Volunteer Athletic Coaches and Co-Curricular Activity/Assistants). The committee continued its work on the policy audit and recommended adopting Policy 3146 (Conduct of Reduction in Force), as this policy was missing, and the district currently has only Regulation 3146 in place. Additionally, the committee approved revisions to Policies 3450 and 4450 (Staff Recognition). The committee also recommends abolishing Policy 3122 (Affirmative Action Program for Employment and Contract Practices) and Policy 4122 (Affirmative Action), as these are not part of Strauss Esmay's policies and duplicate existing policies are already in place and implemented by Strauss Esmay.

Policy item(s) 1-3 were approved under one motion made by Ms. Arce, seconded by Ms. Criscitiello.

Aye:	Ms. Arce	Ms. Colpas	Nay: -	Abstain: -
	Dr. Bentley	Ms. Criscitiello		
	Mr. Birkenstock	Ms. Markowski		
	Dr. Buckleitner	Ms. Hurley		

1. Approval was given to present the following new policies and regulations for a 1st reading:

1. P 3146 - Conduct of Reduction in Force

2. Approval was given to adopt the following revised policies and regulations:

1. P 3450 - Staff Recognition

2. P 4450 - Staff Recognition

3. R 5200 - Attendance (M)

4. R 7610 - Vandalism

5. P 9181 - Volunteer Athletic Coaches and Co-Curricular Activity Advisors/Assistants

3. Approval was given to abolish the following policies:
 1. P 3122 - Affirmative Action Program for Employment and Contract Practices
 2. P 4122 - Affirmative Action

MISCELLANEOUS (INFORMATION-ACTION)

Miscellaneous Action Item 1 was approved under motion made by Ms. Hurley, seconded by Ms. Arce.

Aye: Ms. Arce Dr. Bentley Mr. Birkenstock Dr. Buckleitner	Ms. Colpas Ms. Criscitiello Ms. Markowski Ms. Hurley	Nay: -	Abstain: -
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Information

1. Suspensions for the month of November 2024:

School	Infraction	Duration
JPC	Fighting	2 Days
JPC	Fighting	2 Days
JPC	Fighting	2 Days
JPC	Fighting	2 Days
JPC	Fighting	2 Days
RFIS	Threatening behavior	1 Day

2. Drill(s) to date for the 2024-2025 School Year:

Month	Fire Drills					
	BS	CH	FAD	RH	RFIS	JPC
September	9/12	9/9	9/10	9/10	9/12	9/6
October	10/8	10/21	10/2	10/11	10/24	10/17
November	11/6	11/19	11/12	11/15	11/13	11/4
Month	Security Drills					
	BS	CH	FAD	RH	RFIS	JPC
September	9/17	9/6	9/16	9/13	9/24	9/23
October	10/17	10/24	10/14	10/21	10/9	10/28
November	1/18	11/20	11/19	11/18	11/4	11/25

3. Harassment, Intimidation, and Bullying Investigation(s) for the 2024-2025 school year:

School	Date of Incident	Report #	HIB (Y/N)	Additional Action Taken
RFIS	October 2, 2024	RFIS #2	No	Remedial actions are outlined in the report.
RH	December 9, 2024	RH #1	No	Remedial actions are outlined in the report.

Action Items

1. Approval was given to accept the following Harassment, Intimidation, and Bullying Investigation(s) presented on the November 14, 2024 Board agenda, as follows:

School	Date of Incident	Report #	HIB (Y/N)	Additional Action Taken
RFIS	October 2, 2024	RFIS #1	Yes	Remedial actions are outlined in the report.

CORRESPONDENCE

Ms. Arce reported that one correspondence was received regarding the budget.

OLD BUSINESS

None.

NEW BUSINESS

Ms. Hurley shared the FRSD Board of Education 2024 Year in review which highlighted the Board's accomplishments in partnership with the District. Accomplishments include implementing new class size regulations for K-4, previewing policy changes on the agenda, welcoming Dr. Burns, Assistant Superintendent, passing a resolution urging the State to look at the funding formula and meetings with Municipal and State Legislators. The climate survey/feedback survey was updated to increase participation, the LRFP was approved, reserve monies were moved to a high yield savings account, the RFIS report card was revised and a policy was adopted honoring student achievement. Board goals were approved, along with a new code of conduct, and District goals were set to pursue high impact grants and decreasing staff workload. Lines of communication were established with PTO leadership, ad hoc committees were created and the teacher satisfaction survey was launched and finally a total of 95 policies were adopted, revised or abolished.

Dr. McGann congratulated Ms. Viviana Moncada, Frances A Desmares Guidance Counselor on being awarded the New Jersey State Counselor of the Year.

The Board acknowledged outgoing Board of Education Member, Michelle Hurley

Ms. Arce read the following statement on behalf of the Board of Education. Tonight we come together and recognize and celebrate the work of someone who has left a meaningful and lasting impact on our school district. Michelle, it's hard to believe that your time on the Board has come to an end but it's even harder to sum up the difference you have made since you joined the Board in 2021. From day one, your dedication to this district and its students has been clear. You hit the ground running, immersing yourself in the work of committees such as policy, operations, joint transportation and instruction and program; not just participating but leading with vision, compassion and thoughtfulness. Your two years as Board President were a testament to your ability to ignite and inspire fellow Board members. Under your leadership, we navigated challenges and celebrated achievements. You were a steadfast advocate for developing a long range facility plan and approving additional referendum projects, ensuring that our schools are not just ready for today's students but for future generations. Furthermore, you've advocated for a return to standard report cards for 5th & 6th grade students, smaller class sizes in 1st through 4th grade and the establishment of committee reports and a board evaluation process, our rebranding of the climate survey, a system to honor high achieving students, the deposit of funds into capital reserve and the implementation of the code of conduct chart. These initiatives have significantly enhanced the education experience of our District's students. You have also had a lasting impact on how this Board operates. You have helped establish procedures and policies and structures that will guide this Board and future Boards. What sets you apart, Michelle, is not just your accomplishments but the way you achieve them with integrity, collaboration and an unwavering focus on what's best for Flemington-Raritan students. You never shied away from tough conversations, yet you always approached them with respect and with an open mind, bringing people together even when opinions differed. While we will miss your insights, your leadership and your tireless commitment, we know that your impact will continue to resonate throughout this District. On behalf of the entire Board, I want to thank you for your service, your passion and your friendship. As you move on to new opportunities, please take with you our gratitude, respect and best wishes. We are better as a District and as individuals, having worked alongside you. Thank you Michelle, for everything you've done and everything you've meant to this Board and our community.

Board members shared kind words, admiration and thanks to Ms. Hurley for her leadership on the Board.

Ms. Hurley shared appreciation for fellow Board members, noting she was honored to work alongside everyone.

The Board acknowledged outgoing Board of Education Member, Laurie Markowski

Ms. Hurley read the following statement on behalf of the Board of Education. I have the honor and privilege to celebrate the incredible legacy of service of our most seasoned Board member, Mrs. Laurie Markowski, who has given a lifetime of dedication and commitment to the school district and to the students, parents, teachers and staff that we serve. Today, we recognize the extraordinary contribution of Ms. Markowski, who has served on this school board for over 20 years of service. That is more than 2 decades of unwavering commitment to the mission of our schools, to the success of our students and to the betterment of our community. I estimate that this equates to hundreds of meetings and at least 5,000 hours of volunteer service, if not double that. So it is a lifetime and it is more than people contribute in a part time paid position. Ms. Markowski's voice at the table and in committee provided a historical context that was invaluable in the work of the Board. Over the years she has worked tirelessly to ensure that our schools are not just places of learning but places where every child has the opportunity to thrive, where every teacher is supported and every family has a voice in shaping the future of education. She has served on every committee and endured challenging times in the District. While most Board members often find finishing a single term challenging, she faithfully served 7 terms. Some people quit within their first year or resign because it's too challenging and not only did she serve at the local level, she also held leadership positions in the Hunterdon County School Board Association, serving as President for many years and on the delegate assembly for NJ School Boards. There is no question that the work of the local school board member is demanding, there are long meetings, complex issues and difficult decisions. You don't join a school board for adoration or accolades and yet Ms. Markowski has shown up time and time again with an open heart, clear mind and determination to serve with integrity and respect for all voices. I've had the privilege of working alongside Laurie for three years and in that time I've witnessed first hand the immense dedication and love she has for our students and the entire school community. When I joined the Board, Ms. Markowski was publicly advocating for bringing back student presence and recognition at Board meetings and it is because of her that this is now again a reality. In 20 years, she never lost sight of the bigger picture of why we are all here, the well being and future of every student. Today, we not only honor Laurie for her incredible years of service but we also express our deepest gratitude for the impact she's had on the lives of countless students and families. It is impossible to put into words the full extent of what she has contributed but we know that her work has shaped the very foundation of this District and will continue to be felt for many years to come. So Laurie, on behalf of the entire School Board, our administration, our teachers, our staff and most importantly our students, we all want to say thank you. Thank you for your years of dedicated service, for your leadership and for your extraordinary commitment to public education. We are deeply grateful for everything you've done and for the legacy that you leave behind. Laurie, the District will truly miss your presence and we collectively wish you continued success and happiness in your future endeavors.

Board members thanked Ms. Markowski for her many years of service, her wealth of knowledge and guidance on the Board.

Ms. Markowski thanked everyone for their kind words and friendship and the community for the opportunity to serve.

Ms. Colpas read the following proclamation.

Proclamation Honoring Laurie Markowski for 20 Years of Distinguished Service

Whereas, Laurie Markowski has devoted 20 years of dedicated and exemplary service to the Flemington-Raritan Regional School District Board of Education ("FRSD"), making her one of the longest-serving members in the history of our district;

Whereas, over more than two decades, Laurie Markowski has provided steadfast leadership and a tireless commitment to ensuring that every student in FRSD has access to a high-quality education, fostering a legacy that will endure for generations;

Whereas, during this remarkable tenure, Laurie Markowski has served with distinction through several superintendent transitions, the construction of JP Case Middle School, countless revisions to curriculum, and multiple referendum projects, always prioritizing the needs of students, families, and educators;

Whereas, Laurie Markowski has been a guiding force through challenges and triumphs, dedicating countless hours to board meetings, committee work, and community engagement to advance the mission of FRSD;

Whereas, Laurie Markowski's contributions reflect unparalleled dedication, ensuring that the district adapted to the evolving needs of students and embraced innovation while preserving the core values of our community;

Therefore, be it resolved, that the Flemington-Raritan Regional School District Board of Education recognizes and celebrates Laurie Markowski for her extraordinary 20 years of service, a tenure marked by resilience, compassion, and an enduring belief in the transformative power of education;

Be it further resolved, that the Board extends its deepest gratitude and appreciation to Laurie Markowski for her remarkable dedication and leadership, and expresses its heartfelt wishes for continued success and happiness in all future endeavors;

In witness whereof, the Flemington-Raritan Regional School District Board of Education, on this 19th day of December 2024, does hereby adopt this proclamation to honor Laurie Markowski's enduring impact and legacy.

Dr. McGann thanked Ms. Hurley and Ms. Markowski for their service to the District.

CITIZENS ADDRESS THE BOARD

Citizens Address the Board - The public is invited to respectfully share their concerns, comments, and suggestions according to the Board's policy and by-laws. Each speaker will have 3 minutes and the total session will be 30 minutes. The public is requested to sign the register and to state their name, municipality of residence, and group affiliation, if applicable. While all comments will be considered, Board Members will not respond to speakers at this time.

Ms. Hurley set the session to 30 minutes with 3 minutes for each person.

No Comment.

On the motion of Mr. Birkenstock, seconded by Dr. Bentley, the meeting was adjourned at 9:23 p.m. viva voce.

Respectfully submitted,

Ms. Tanya Dawson
Business Administrator/Board Secretary