

FLEMINGTON-RARITAN REGIONAL BOARD OF EDUCATION
REGULAR MEETING
March 17, 2025
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 Mr. Birkenstock 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 February 13, 2025, to 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 the Flemington Borough Clerk and the Raritan Township Clerk.

Ms. Dawson took Roll Call.

Members Present

Jaclyn Arce
William Bentley
Warren Buckleitner
Ryan Cirillo
Lilian Colpas
Gina Criscitiello
Michael Owen
Julia Whitley
Ryan Birkenstock

Members Absent

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Attorney Present

Douglas Silvestro

On the motion of Dr. Bentley, seconded by Ms. Criscitiello, the Board adopted the following resolution to meet in Executive Session at 6:02 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 7:03 p.m.

Dr. Bentley 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

On the motion of Mr. Birkenstock, seconded by Dr. Bentley the agenda was amended to move Item VII, Superintendent's Report to after Item XI, Report of the Standing Committees and Appointments, viva voce.

Approval of Minutes – Regular Meeting - February 27, 2025

Mr. Birkenstock asked for any corrections, additions or revisions to the minutes. Hearing none, Mr. Birkenstock announced that the meeting minutes were approved as written.

Report of the Board Secretary and Treasurer of School Monies for February 2025.

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 February 2025, 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 February 28, 2025. 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 Dr. Bentley, seconded by Ms. Arce to accept the Report of the Board Secretary and Treasurer of School Monies for February 2025.

Aye: Ms. Arce Dr. Bentley Dr. Buckleitner Mr. Cirillo Ms. Colpas	Ms. Criscitiello Mr. Owen Ms. Whitley Mr. Birkenstock	Nay: -	Abstain: -
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Mr. Birkenstock read the following statement on behalf of the Board of Education:

I want to address you tonight with complete transparency about the difficult decisions our Board has before us tonight regarding the district budget.

Each of us joined this Board with the ultimate goal to support the education and future of the children in this community. We do not take pleasure in having to make the difficult decisions to eliminate positions or raise taxes. Each of us here will tell you however, that upon assuming our roles, we were quickly confronted with the sobering reality of our district's financial position and the complexities involved in maintaining educational excellence while ensuring fiscal responsibility.

As a Board, we face the challenging task of balancing what is best for our district, our students, and our taxpayers—stakeholders who often have conflicting priorities and needs. This is an almost impossible task to achieve, requiring countless hours of deliberation and very difficult decisions that impact real lives and livelihoods. We do not take this responsibility lightly.

Following the recent special election where the proposed 6% tax increase was not approved, the Board has carefully evaluated all available options. While we are legally permitted to implement a 2% increase and have received allowances from the state that would have permitted us to raise taxes just above 5% to address growth and rising benefit costs, we have chosen a middle path of a 4% tax levy increase.

It is important to note that the district does not receive finalized state aid figures and allowance information until the end of February, well after we were required to make a decision regarding the special election. This timing constraint placed the Board in the difficult

position of having to make critical financial decisions without complete information. Despite these challenges, we have worked hard to find the most balanced approach possible.

This decision was not made lightly. We recognize the burden this places on taxpayers, particularly during challenging economic times. Simultaneously, we have had to make significant staffing reductions to balance our budget. As members of this community, we share your frustration and disappointment with these circumstances.

One significant impact of the failed special election concerns our Class III officers. The Board regrets that we are now only able to budget for one officer to remain with the district, eliminating four of the five currently staffed positions. While we understand this reflects the outcome of the public vote, it represents a difficult loss for our schools. These officers do far more than provide security—they build meaningful relationships with students, serve as mentors, and help maintain a safe learning environment. They effectively de-escalate situations and provide valuable peace of mind to our entire school community. Though this reduction is necessary given our financial constraints and the election results, we want to express our disappointment not just as board members, but as parents too, in having to make this particular cut. I want to assure parents and community members that our district maintains a comprehensive and fully functional security system, with significant infrastructure upgrades implemented in recent years. These technical security measures are designed to operate effectively and independently to protect our schools. While the Class III officers provide invaluable human presence and relationship-building that enhances our security approach, the district's core security infrastructure remains robust and operational regardless of staffing levels.

It is important to understand that our Class III officers are provided through memoranda of agreement with the Township and Borough, not as direct district employees. This presents a unique budgetary challenge, as their salaries are dictated by those municipalities—a line item which we have no control over. This challenge was compounded this past year when Raritan Township increased these officers' salaries by 14%, making it even more difficult to maintain their positions while managing our overall budget constraints.

We believe school safety should be a shared responsibility between the district and local government and have been proactive in addressing this situation through ongoing discussions with both municipalities. The district has already met with Raritan Township officials and is scheduling meetings with Flemington Borough representatives. We maintain open lines of communication with both, and the Board has formally requested their assistance in this matter. We are committed to exploring every possible avenue to maintain appropriate security staffing in our schools. I encourage community members to advocate for these vital positions by reaching out to our Township, Borough, County, and District 16 legislators to express the importance of sustained funding for these officers.

Turning to the budget more specifically, for the first time, we have implemented a mandatory five-year budget projection to help plan for and prevent future financial crises. This forward-looking approach includes planned budgeted deposits into our capital reserves—another action that has not been taken in over a decade.

The budget before us tonight represents the first flat budget in recent memory, with overall spending reduced from last year. You may wonder why taxes are increasing and positions being reduced despite these cuts. The reality is that our district completely exhausted its surplus funds last year, a fund that has been used year over year to help balance our budget and now leaving us with no financial safety net. Building these reserves is essential for future stability and to fund critical infrastructure needs, such as replacing the roof above our heads and many other repairs our buildings require.

We must acknowledge that past decisions within the district have contributed and accelerated our current financial challenges that we are facing. While some of these issues cannot be fixed retroactively, others have been or will be addressed. Learning from these mistakes is crucial to ensuring they are not repeated. That is what this budget represents, a course correction and a path forward.

I understand that my words tonight cannot immediately restore your confidence. However, I can assure you that we are working diligently to improve our district's outlook. Several initiatives are underway that, while I cannot detail at this moment, will demonstrate our commitment to reducing expenses and improving long term sustainability. Change takes time, and we're constrained by the educational system which is bound by numerous laws, contracts, and requirements, limiting how quickly change can be implemented. We ask for your patience as we navigate these constraints. We are fully committed to rebuilding your confidence in both the Board and our district.

It is important to recognize that without significant changes in enrollment numbers or legislative support, our district—like many similar districts—will eventually face these same challenges again. As I have said time and time again, the math simply does not add up. Fundamental change is needed at higher levels of government where these issues have too long been ignored. I encourage all community members to remain engaged with education policy at both the local and state levels. Your vote is a powerful tool for change—research candidates carefully and support those who demonstrate genuine commitment to addressing educational funding challenges. Meaningful reform requires elected officials who prioritize sustainable solutions for our schools. Our children and community deserve representatives who will take concrete action rather than offering empty promises.

I want to thank you all for your attention and being here tonight. Your presence here shows that you care, and this board deeply appreciates it.

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.

Mr. Birkenstock set the session to 30 minutes with 3 minutes for each person.

Joseph Kassick, FRSD employee - spoke in support of reading recovery teachers and the revenue generated by teaching reading recovery to other schools.

Rachel White, Raritan Township - shared concerns about the budget cuts to critical instructional staff positions.

Megan McPeck, FRSD employee - spoke in support of the reading recovery program and shared statements from parents in support of the program.

Eve White, FRSD student - spoke about the harmful impact of budget cuts on students.

Lea Klein, FRSD employee - spoke about the importance of small class sizes, support programs and shared concerns about the positions being eliminated.

Kristen Errickson, Raritan Township - shared concerns about budget cuts, urged the community to be more involved and urged the Board of Education to work with the municipalities to fund Class III officers.

Katie Lake/Dawn Koella, FRSD employee - spoke about the success of the math support program and urged the Board of Education to reconsider budget cuts.

Tiffany Cinguemani, FRSD employee - shared concerns regarding the budget, elimination of support services, encouraged cuts to unnecessary programs before teaching positions and moving to a departmentalization teaching model in the K-4 schools.

Leigh Anne Cascio, FRSD employee - spoke in support of reading recovery programs and the benefits of early intervention.

Caitlyn Giles McCormick, Flemington Borough - Thanked district staff members, shared concerns about the budget and supports a higher tax increase.

Laura Destallo, Raritan Township - shared concerns about budget cuts, increased class sizes and urged the Board of Education to look at alternatives that do not affect students.

Paula Amaya, Flemington Borough - spoke in support of bilingual support staff.

Carolyn Cuperwich, Flemington Borough - spoke in support of bilingual support staff.

Laura Hernandez, Flemington Borough - spoke in support of bilingual support staff and guidance counselors.

Kristen Litchfield, FRSD employee - spoke in support of reading recovery teachers and shared a statement from a parent in support of the Reading Recovery Program.

Susanna Cuniff, FRSD employee - shared concerns over budget cuts, loss of nursing staff and the impact it will have on students.

Mike Razzoli, Raritan Township - shared concerns about budget cuts, increased class sizes and the impact to home values.

Jeff Miller, FRSD employee and Vice President of the FREA - shared concerns about budget cuts and urged the Board of Education to take the full adjustment to the tax levy.

Crystal Sliva, Raritan Township - shared support for the faculty impacted by the budget cuts, urged the Board of Education to work with the community to come up with alternate solutions.

Marie Corfield, FRSD employee - shared concerns about the budget cuts, support for bilingual support staff, spoke about teacher shortages and low morale in the district.

Liz Gardmer, FRSD employee - shared support for math and reading support teachers and the positive impact they have on students.

Allison Nass, Raritan Township - shared concerns about the impact of the budget cuts on students and the impact of increased class sizes on teachers.

Caitlin Ryan Persche, Raritan Township - spoke about the challenges of the budget and urged the community to come together and support the schools.

Nicole Del Duca, FRSD employee - shared support for guidance counselors and educators and concerns about the impact of budget cuts to students.

Aileen Marsh, FRSD employee and President of the FREA - urged the Board of Education to not place blame on the teachers contract for budget cuts.

Sue Vala, FRSD employee - spoke about ways in which she supported the special election, urged the Board of Education to take the full adjustment to the tax levy and shared concerns that the District is below adequacy.

Julia Raborn, FRSD student - spoke in support of the Stretch teachers and how much she enjoys Stretch and how it negatively affects the students when cuts are made to their teachers.

Anna Lopez, Raritan Township - Spoke in support of a tax increase and shared concerns for increased class sizes.

Jackie Beason, Raritan Township - spoke in support of our great schools and shared concerns about misinformation on social media.

Susan Mitcheltree, Raritan Township - spoke about the Board's role is not only to the taxpayer but the needs of the children too, urging the Board of Education to take the full tax levy.

Mr. Birkenstock thanked everyone for their comments and noted that it is a requirement of the special election that the positions listed in the question be eliminated.

Dr. McGann thanked everyone for speaking tonight, especially the students, noting that all staffing decisions are hard. She thanked the building Principals for making reductions to instructional tools in an effort to save positions and offered further clarification on the staffing reductions and how they will impact class sizes. Ms. Dawson offered further information on what it means for the District to be below adequacy, noting FRSD is the only district in Hunterdon County with this distinction and that it is a determination made by the State which means the District is not paying what it should to educate its students, FRSD is the only District in Hunterdon County facing such challenges to the extent that we are. Dr. McGann reiterated that the District continues to advocate with legislators for State funding reform. Ms. Dawson spoke in support of all the FRSD educators and the positive impact they have had on the students, and specifically how support teachers have helped her own children, noting that a lot of thought goes into the budget and all of the cuts are difficult to make.

THE SUPERINTENDENT OF SCHOOLS RECOMMENDS THE FOLLOWING RESOLUTIONS FOR APPROVAL:

PERSONNEL

Chairperson Gina Criscitiello, Next Meeting – March 31, 2025

Ms. Criscitiello shared an update on the personnel committee which last met on March 3rd. Mrs. Latzke reported receiving two resignations and two retirement notifications. The district currently has 13 open positions, with the majority being leave of absence replacements. The committee reviewed additional compensation for employees and salary adjustments in accordance with Article 12

of the FREA agreement, ensuring teachers who submitted proof of completed graduate credits were moved accordingly on the salary guide. This educational advancement protocol not only reflects the district's commitment to professional development but also underscores that our educators are among the most highly qualified in the field, with a majority holding advanced degrees. This dedication to continued learning exemplifies why our teaching staff is valued and recognized as among the best in the industry. The Superintendent followed up with providing an update on district goals to aid in the board's evaluation process. Lastly, given the challenging financial situation currently facing the district, the committee addressed the difficult but necessary conversation regarding the Superintendent's recommendations for staff reductions as part of ongoing budget-balancing measures.

Personnel Item(s) 1-15, including addendum items 1.4, 1.5 & 7.34 were approved under one motion made by Ms. Criscitiello, seconded by Mr. Birkenstock.

Board members shared support for teachers, noting disappointment in the outcome of the special election.

Aye: Ms. Arce Ms. Colpas **Nay:** Ms. Criscitiello **Abstain:** -
 Dr. Bentley Mr. Owen Ms. Whitley
 Dr. Buckleitner Mr. Birkenstock
 Mr. Cirillo

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.	Hoff	Kelly	CH	Speech and Language Pathologist	Retirement	June 30, 2025
2.	Stumm	Donna	RFIS	Teacher Science Grade 6	Retirement	June 30, 2025
3.	Gilliland	Judith	CH	Leave Replacement Teacher Grade 1	Resignation	March 7, 2025
4.	Barragan	Kathleen	FAD	Teacher Grade 4	Retirement	June 30, 2025
5.	Burns	Rebecca	CO	Supervisor of Pupil Personnel Services & Special Education	Resignation	June 30, 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 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.	Hernandez	Jessica	CH	Teacher Grade 1 / M. Kleinwaks	\$65,145 (prorated) / MA / 1	March 10, 2025 - April 29, 2025	Elementary School Teacher in Grades K - 6 (CEAS), English as a Second Language (CEAS) / City University of New York, American University

4. 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.	Sewall	Catherine	JPC / Teacher Art	\$89,410 / BA+15 / 15	\$91,660 / MA / 15

5. Approval was given to amend the January 23, 2025 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
1.	Buckley	Lyndsey	BS	Teacher Grade 3 / K. Castelblanco	\$61,770 (prorated) / BA / 1	March 27, 2025 - June 30, 2025	Elementary School Teacher in Grades K - 6 (CEAS) / Rider University
2.	Tubman	Shannon	RFIS	Teacher Grade 6 Social Studies & Science / R. Jones	\$61,770 (prorated) / BA / 1	February 7, 2025 - February 26, 2025	Elementary School Teacher in Grades K - 6 (CEAS) / Students with Disabilities (CE) Pending / The College of New Jersey
3.	Tubman	Shannon	RFIS	Teacher Grade 5 Resource Program Pull-Out / C. Buell	\$61,770 (prorated) / BA / 1	February 27, 2025 - June 30, 2025	Elementary School Teacher in Grades K - 6 (CEAS) / Students with Disabilities (CE) Pending / The College of New Jersey

to read:

Item	Last Name	First Name	Loc.	Position/Replacing	Salary/Degree/Step	Effective Dates	Certification /College
1.	Buckley	Lyndsey	BS	Teacher Grade 3 / K. Castelblanco	\$65,145 (prorated)/ MA / 1	March 27, 2025 - June 30, 2025	Elementary School Teacher in Grades K - 6 (CEAS) / Rider University
2.	Tubman	Shannon	RFIS	Teacher Grade 6 Social Studies & Science / R. Jones	\$61,770 (prorated) / BA / 1	February 7, 2025 - February 27, 2025	Elementary School Teacher in Grades K - 6 (CEAS) / Students with Disabilities (CE) Pending / The College of New Jersey
3.	Tubman	Shannon	RFIS	Teacher Grade 5 Resource Program Pull-Out / C. Buell	\$61,770 (prorated) / BA / 1	February 28 , 2025 - June 30, 2025	Elementary School Teacher in Grades K - 6 (CEAS) / Students with Disabilities (CE) Pending / The College of New Jersey

6. Approval was given to amend the February 27, 2025 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.	Smith	Cynthia	RFIS	Teacher Social Studies / Science Grade 6	\$61,770 (prorated) / BA / 1	February 27, 2025 - March 24, 2025	Teacher of the Handicapped, English as a Second Language, Social Studies, Elementary School Teacher / Rutgers University, The College of New Jersey

to read:

Item	Last Name	First Name	Loc.	Position/Replacing	Salary/Degree/Step	Effective Dates	Certification /College
1.	Smith	Cynthia	RFIS	Teacher Social Studies / Science Grade 6	\$61,770 (prorated) / BA / 1	February 28 , 2025 - April 28 , 2025	Teacher of the Handicapped, English as a Second Language, Social Studies, Elementary School Teacher / Rutgers University, The College of New Jersey

7. Approval was given of the following resolution:

WHEREAS, the Board of Education of the Flemington-Raritan School District (“Board of Education”) has determined to abolish certain positions and terminate the employment of impacted staff for economic and budgetary reasons prior to the 2025-2026 school year; and

WHEREAS, the Board of Education is duly authorized, pursuant to N.J.S.A 18A:11-1 et seq., N.J.S.A. 18A:16-1 and N.J.S.A. 18A:28-9 et seq., to dismiss staff members employed in the District whenever, in the judgment of the Board of Education, it is advisable to abolish any such position for reasons of economy, because of a reduction in the number of pupils, a change in the administrative or supervisory organization of the district, or for other good cause; and

WHEREAS, for reasons of economy, efficiency, and a need to restructure staff of the district, the following existing full-time employee (“FTE”) positions are recommended for elimination:

Item	FTE	Position	End Date
1.	1.00	Art Teacher	June 30, 2025
2.	1.00	Elementary Reading Recovery	June 30, 2025
3.	1.00	Elementary Reading Recovery	June 30, 2025
4.	1.00	Elementary Reading Recovery	June 30, 2025
5.	1.00	Elementary Reading Recovery	June 30, 2025
6.	1.00	Elementary Reading Recovery	June 30, 2025
7.	1.00	Elementary Reading Recovery	June 30, 2025
8.	1.00	Elementary Reading Recovery	June 30, 2025
9.	1.00	Elementary Reading Recovery	June 30, 2025
10.	1.00	Elementary STEM Teacher	June 30, 2025
11.	1.00	Elementary STEM Teacher	June 30, 2025
12.	1.00	Elementary STEM Teacher	June 30, 2025
13.	1.00	Elementary STEM Teacher	June 30, 2025
14.	1.00	Elementary STEM Teacher	June 30, 2025
15.	1.00	Elementary Teacher	June 30, 2025
16.	1.00	Elementary Teacher	June 30, 2025
17.	1.00	Elementary Teacher	June 30, 2025
18.	1.00	Elementary Teacher	June 30, 2025
19.	1.00	Elementary Teacher	June 30, 2025
20.	1.00	Elementary Teacher	June 30, 2025
21.	1.00	Elementary Teacher	June 30, 2025
22.	1.00	Elementary Teacher	June 30, 2025
23.	1.00	Elementary Teacher	June 30, 2025
24.	1.00	Elementary Teacher	June 30, 2025
25.	1.00	Elementary Teacher	June 30, 2025
26.	1.00	School Nurse	June 30, 2025
27.	1.00	School Nurse Floating	June 30, 2025
28.	1.00	Support Skills ELA	June 30, 2025
29.	1.00	Support Skills ELA	June 30, 2025
30.	1.00	Support Skills ELA	June 30, 2025
31.	1.00	Support Skills Math	June 30, 2025
32.	1.00	Support Skills Math	June 30, 2025
33.	1.00	Support Skills Math	June 30, 2025
34.	1.00	Supervisor of Pupil Personnel Services & Special Education	June 30, 2025

WHEREAS, based foregoing and information provided by the Superintendent, the Board of Education finds it advisable to reduce the aforementioned positions in the District effective the end of the day on June 30, 2025;

IT IS HEREBY RESOLVED by the Flemington Raritan Regional School District Board of Education as follows:

1. That upon recommendation of the Superintendent, the following positions are hereby eliminated, effective as of the end of the day June 30, 2025, as a result of a reduction in force:

Item	FTE	Position	End Date
1.	1.00	Art Teacher	June 30, 2025
2.	1.00	Elementary Reading Recovery	June 30, 2025
3.	1.00	Elementary Reading Recovery	June 30, 2025
4.	1.00	Elementary Reading Recovery	June 30, 2025
5.	1.00	Elementary Reading Recovery	June 30, 2025
6.	1.00	Elementary Reading Recovery	June 30, 2025
7.	1.00	Elementary Reading Recovery	June 30, 2025
8.	1.00	Elementary Reading Recovery	June 30, 2025
9.	1.00	Elementary Reading Recovery	June 30, 2025
10.	1.00	Elementary STEM Teacher	June 30, 2025
11.	1.00	Elementary STEM Teacher	June 30, 2025
12.	1.00	Elementary STEM Teacher	June 30, 2025
13.	1.00	Elementary STEM Teacher	June 30, 2025
14.	1.00	Elementary STEM Teacher	June 30, 2025
15.	1.00	Elementary Teacher	June 30, 2025
16.	1.00	Elementary Teacher	June 30, 2025
17.	1.00	Elementary Teacher	June 30, 2025
18.	1.00	Elementary Teacher	June 30, 2025
19.	1.00	Elementary Teacher	June 30, 2025
20.	1.00	Elementary Teacher	June 30, 2025
21.	1.00	Elementary Teacher	June 30, 2025
22.	1.00	Elementary Teacher	June 30, 2025
23.	1.00	Elementary Teacher	June 30, 2025
24.	1.00	Elementary Teacher	June 30, 2025
25.	1.00	Elementary Teacher	June 30, 2025
26.	1.00	School Nurse	June 30, 2025
27.	1.00	School Nurse Floating	June 30, 2025
28.	1.00	Support Skills ELA	June 30, 2025
29.	1.00	Support Skills ELA	June 30, 2025
30.	1.00	Support Skills ELA	June 30, 2025
31.	1.00	Support Skills Math	June 30, 2025
32.	1.00	Support Skills Math	June 30, 2025
33.	1.00	Support Skills Math	June 30, 2025
34.	1.00	Supervisor of Pupil Personnel Services & Special Education	June 30, 2025

2. That the affected employees will promptly receive appropriate notification of his/her employment status; and
3. That the Superintendent is authorized to provide the necessary notification to the affected employees.

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

8. 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.	Nunez	Marisol	CH	Teacher Assistant	Resignation	February 21, 2025

9. Approval was given to amend the February 27, 2025 motion:

to approve 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.	Heindrichs	Craig	CH	Teacher Assistant	*\$25,554 (Prorated) / 1	February 28, 2025	Substitute

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

to read:

Item	Last Name	First Name	Loc.	Position	Salary/Step	Effective Dates	Certification/New/Replacement
1.	Heindrichs	Craig	CH	Teacher Assistant	\$25,554 (Prorated) / 1	February 28, 2025	None / New Position

10. Approval was given of the following resolution:

WHEREAS, the Board of Education of the Flemington-Raritan School District (“Board of Education”) has determined to abolish certain positions and terminate employment for economic and budgetary reasons; and

WHEREAS, the Board of Education is duly authorized, pursuant to N.J.S.A 18A:11-1 et seq., N.J.S.A. 18A:16-1 and N.J.S.A. 18A:28-9 et seq., to dismiss staff members employed in the District whenever, in the judgment of the Board of Education, it is advisable to abolish any such position for reasons of economy, because of a reduction in the number of pupils, a change in the administrative or supervisory organization of the district, or for other good cause; and

WHEREAS, for reasons of economy, efficiency, and a need to restructure staff of the district, the following existing full-time employee (“FTE”) positions are recommended for elimination:

Item	FTE	Position	End Date
1.	.50	10 Month Secretary - Bilingual	June 30, 2025
2.	.533	10 Month Secretary - Health Office	June 30, 2025
3.	1.00	10 Month Secretary - Health Office	June 30, 2025
4.	1.00	10 Month Secretary - School	June 30, 2025
5.	1.00	Administrative Secretary - Payroll	April 30, 2025
6.	1.00	Administrative Secretary - Preschool	June 30, 2025

WHEREAS, based foregoing and information provided by the Superintendent, the Flemington-Raritan Regional School District Board of Education finds it advisable to reduce the aforementioned positions in the District effective the end of the day as listed above, through a reduction in force;

IT IS HEREBY RESOLVED by the Flemington Raritan Regional School District Board of Education of Education as follows:

1. That upon recommendation of the Superintendent, the following positions are hereby eliminated, effective the end of the day as listed, through a reduction in force:

Item	FTE	Position	End Date
1.	.50	10 Month Secretary - Bilingual	June 30, 2025
2.	.533	10 Month Secretary - Health Office	June 30, 2025
3.	1.00	10 Month Secretary - Health Office	June 30, 2025
4.	1.00	10 Month Secretary - School	June 30, 2025
5.	1.00	Administrative Secretary - Payroll	April 30, 2025
6.	1.00	Administrative Secretary - Preschool	June 30, 2025

2. That the affected employees will promptly receive appropriate notification of his/her employment status; and

3. That the Superintendent is authorized to provide the necessary notification to the affected employees.

All Staff – Additional Compensation

11. Approval was given 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
1.	Nichols	Rebecca	BS	Concert Chaperone	4 hours	\$36/hr
2.	Renye	Melissa	BS	Concert Chaperone	4 hours	\$36/hr
3.	Kaetzel	Maggie	BS	Concert Director	4 hours	\$36/hr
4.	O'Neill	Jeffrey	CH	Bus Duty	220 shared hours	\$36/hr
5.	Ibach	Benjamin	RFIS	Class coverage - 1/31/25	40 minutes	\$36/hr
6.	Abarca	Katherine	RFIS	Class coverage - 2/5/25	40 minutes	\$36/hr
7.	DeCanio	Daniel	RFIS	Class coverage - 2/11/25	40 minutes	\$36/hr
8.	Kucharski	Amy	RFIS	Class coverage - 3/3/25	40 minutes	\$36/hr
9.	Quattrochi	Megan	RFIS	Class coverage - 3/3/25	40 minutes	\$36/hr
10.	Hallock	Patrick	JPC	Chaperone-Spring Musical	3 hours	\$36/hr
11.	Creighton	Kimberly	JPC	Class Coverage - 2/24/25	40 minutes	\$36/hr
12.	Gilmurray	Mindi	JPC	Class Coverage - 2/24/25	40 minutes	\$36/hr
13.	Pirog	Michelle	JPC	Class Coverage - 2/24/25	40 minutes	\$36/hr
14.	Sorrentino	Giorgianna	JPC	Class Coverage - 2/24/25	40 minutes	\$36/hr
15.	Waldron	Taylor	JPC	Class Coverage - 2/24/25	40 minutes	\$36/hr
16.	Boelhouwer	Peter	JPC	Class Coverage - 2/25/25	40 minutes	\$36/hr
17.	Gilmurray	Mindi	JPC	Class Coverage - 2/25/25	40 minutes	\$36/hr
18.	Peterson	Kristin	JPC	Class Coverage - 2/25/25	40 minutes	\$36/hr
19.	Pirog	Michelle	JPC	Class Coverage - 2/25/25	40 minutes	\$36/hr
20.	Smith	Holly	JPC	Class Coverage - 2/25/25	40 minutes	\$36/hr
21.	Waldron	Taylor	JPC	Class Coverage - 2/25/25	40 minutes	\$36/hr
22.	Assini	Andrew	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
23.	Bianco	Julie	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
24.	Biedermann	Gretchen	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
25.	Connelly	Kathleen	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
26.	Creighton	Kimberly	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
27.	Gardner	Elizabeth	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
28.	Genito	Michelle	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
29.	Hallock	Patrick	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
30.	Horowitz	Steven	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
31.	Kodidek	Sherry	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
32.	Licata	Sarah	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
33.	Logan	Jonathan	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
34.	Maguire	Anna	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
35.	McAnlis	Melissa	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
36.	Obregon	Maria	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
37.	Ruppel	Ann	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
38.	Smith	Holly	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
39.	Soltis	Amy	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
40.	Vita	Matthew	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
41.	Waldron	Taylor	JPC	Class Coverage - 2/26/25	40 minutes	\$36/hr
42.	Butler	Jacquelyn	JPC	Class Coverage - 2/27/25	40 minutes	\$36/hr
43.	Sladky	Samantha	JPC	Class Coverage - 2/27/25	40 minutes	\$36/hr
44.	Waldron	Taylor	JPC	Class Coverage - 2/27/25	40 minutes	\$36/hr
45.	Agabiti	Joseph	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr

46.	Butler	Jacquelyn	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
47.	Corson	Seth	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
48.	Creighton	Kimberly	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
49.	Ellenberg	Kelley	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
50.	Gardner	Elizabeth	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
51.	Genito	Michelle	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
52.	Gilmurray	Mindi	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
53.	Kircher	Jennifer	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
54.	Krukowski	Megan	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
55.	McAnlis	Melissa	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
56.	Miller	Robert	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
57.	Pagano	Flor	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
58.	Phillips	Regina	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
59.	Pirog	Michelle	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
60.	Vita	Matthew	JPC	Class Coverage - 3/3/25	40 minutes	\$36/hr
61.	Butler	Jacquelyn	JPC	Class Coverage - 3/5/25	40 minutes	\$36/hr
62.	Creighton	Kimberly	JPC	Class Coverage - 3/5/25	40 minutes	\$36/hr
63.	Gilmurray	Mindi	JPC	Class Coverage - 3/5/25	40 minutes	\$36/hr
64.	Membreno	Ada	JPC	Class Coverage - 3/5/25	40 minutes	\$36/hr
65.	Phillips	Regina	JPC	Class Coverage - 3/5/25	40 minutes	\$36/hr
66.	Pinola	Megan	JPC	Class Coverage - 3/5/25	40 minutes	\$36/hr
67.	Pirog	Michelle	JPC	Class Coverage - 3/5/25	40 minutes	\$36/hr
68.	Vita	Matthew	JPC	Class Coverage - 3/5/25	40 minutes	\$36/hr
69.	Waldron	Taylor	JPC	Class Coverage - 3/5/25	40 minutes	\$36/hr
70.	Creighton	Kimberly	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
71.	DeLaney	Tiffany	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
72.	Gardner	Elizabeth	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
73.	Gilmurray	Mindi	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
74.	Hallock	Patrick	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
75.	Horowitz	Steven	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
76.	Kircher	Jennifer	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
77.	Licata	Sarah	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
78.	Membreno	Ada	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
79.	Pirog	Michelle	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
80.	Plichta	David	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
81.	Sladky	Samantha	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
82.	Smith	Holly	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
83.	Squicciarini	Therese	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
84.	Vita	Matthew	JPC	Class Coverage - 3/6/25	40 minutes	\$36/hr
85.	Arellano-Becerra	Fredy	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
86.	Bianco	Julie	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
87.	Butler	Jacquelyn	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
88.	Creighton	Kimberly	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
89.	Gilmurray	Mindi	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
90.	Healey	Kimberly	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
91.	Horowitz	Steven	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
92.	Lyman	Margaret	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
93.	McAnlis	Melissa	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
94.	Membreno	Ada	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
95.	Peterson	Kristin	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
96.	Pinola	Megan	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
97.	Pirog	Michelle	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
98.	Plichta	David	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr

99.	Sewall	Catherine	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
100.	Sladky	Samantha	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
101.	Smith	Holly	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
102.	Squicciarini	Therese	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
103.	Vita	Matthew	JPC	Class Coverage - 3/7/25	40 minutes	\$36/hr
104.	Bateman	Nicole	SS	*Whole Child Fair - PEA	2.5 hours	\$36/hr
105.	Colonna	Rachel	SS	*Whole Child Fair - PEA	2.5 hours	\$36/hr
106.	Ferrara	Theresa	SS	*Whole Child Fair - PEA	2.5 hours	\$36/hr
107.	Finnegan	Riley	SS	*Whole Child Fair - PEA	2.5 hours	\$36/hr
108.	Marcine	Vicki	SS	*Whole Child Fair - PEA	2.5 hours	\$36/hr
109.	Plichta	David	SS	*Whole Child Fair - PEA	2.5 hours	\$36/hr
110.	Yuzon	Jinky	SS	*Whole Child Fair - PEA	2.5 hours	\$36/hr

* Whole Child Fair funded by PEA grant

12. Approval was given to reimburse mentoring and enrollment fees for the Leader to Leader Program to the following Administrator per FRAA Contract, as follows:

Item	Last Name	First Name	Loc.	Position	Amount
1.	Shirvanian	Lindsay	RH	Vice Principal	\$3,350

13. Approval was given to appoint the following staff member 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.	Stancic	Ibis	Translator/Interpreter	440 Shared Hours	\$36/hr

14. Approval was given for the following staff member to be compensated for unused sick days, upon retirement per contract, during the 2024-2025 school year, as follows:

Item	Last Name	First Name	Loc.	Position	Number of Sick Days
1.	Pacholick	Mindy	JPC	Teacher Resource Program Pull-Out & In-Class Support Grade 7	108.5

Substitutes

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

Item	Last Name	First Name
1.	Borawski	Julia
2.	Hamrah	Cara

INSTRUCTION AND PROGRAM

Chairperson William Bentley, Next Meeting – April 3, 2025

Dr. Bentley shared an update on the Instruction and Program committee which last met March 6th. We reviewed the Incidents of Violence, Vandalism, Substance Use, Weapons, and Confirmed HIB. From Sept-Dec 2024, there were 26 incidents total, with 10 involving violence, and 2 confirmed HIBs. In the month of February, there was an unusual spike of inappropriate student behavior at JP Case resulting in 17 suspensions. We reviewed the Pre-K Report Card from MyTeachingStrategies. There was consensus that this is a very thorough and user-friendly way to give meaningful feedback to parents. The committee then reviewed and approved a Special Education teacher to conduct research on the topic of Teacher Perceptions and Preparedness in regard to Cystic Fibrosis. We discussed the Comprehensive Equity Plan (required by NJDOE). This will be tackled by a small group, to be completed and submitted no later than 6/23/25. We discussed the budgetary restraints that no longer allow us to maintain a 1:1 student device program. Students in grades 5-8 will be prioritized. There were suggestions to transition from Chromebooks to iPads for cost savings; however, Chromebooks were deemed to be an overall better option for our students for a multitude of reasons. We discussed the recent internet

connectivity issues as a result of aging equipment and an installation mishap by AME. This issue was promptly addressed by our facilities and technology department. The committee is in support of purchasing all necessary equipment from available referendum funding and thanks the staff for their vigilance. We briefly discussed the Code of Conduct. Administration will work with building principals to optimize this for K-4 and Grades 5-8. We discussed two upcoming field trips. One will be for ESL RFIS students to take a trip to the Flemington Public Library at no cost to the district. There will also be a fundraising field trip for our Autism program. T-shirts for Autism Awareness Day will be delivered by these students to the staff at each of the schools in the district. We briefly discussed the current curriculum involving block scheduling at JP Case. Due to our dire financial situation, it was suggested that we look at the cost of block scheduling as opposed to a traditional single period schedule. At our next meeting, we hope to discuss this in greater detail. Lastly, the committee would like to thank everyone for their very generous donations to the district.

Instruction and Program Item(s) 1-8, including addendum item 8 were approved under one motion made by Dr. Bentley, seconded by Mr. Cirillo.

Aye: Ms. Arce **Ms. Criscitiello** **Nay:** - **Abstain:** -
Dr. Bentley **Mr. Owen**
Dr. Buckleitner **Ms. Whitley**
Mr. Cirillo **Mr. Birkenstock**
Ms. Colpas

- Approval was given to employ the following staff member(s), or their alternate(s), for additional compensation during the 2024-2025 school year. If alternates are necessary, their employment will be confirmed as replacements at no additional cost.

Item	Last Name	First Name	Loc.	Purpose	Max. # of Hours	Rate
1.	Abarca	Katherine	RFIS	ESL Eligibility Screening	60 shared hrs.	Hourly
2.	Chorun	Renee	FAD			
3.	Dmitrenko	Irina	CH			
4.	Javier-Mannino	Katherinne	CH			
5.	Kubu	Stephanie	RH			
6.	Martinez	Jamie Lynn	RH			
7.	McPeck	Jessica Lynn	RH			
8.	Nagy	Samantha	RFIS			
9.	Pereira	Maria Stefanie	FAD			
10.	Shoemaker	Ivette	BS			
11.	Tavares	Anabela	BS			
12.	Youberg	Louise	RH			
13.	Hudock	Brianna	BS	ESI-R Administration	40 shared hrs.	Hourly
14.	Mikalsen	Kathleen				
15.	Shein	Rachel				
16.	Shoemaker	Ivette				
17.	Tavares	Anabela				
18.	Shoemaker	Ivette	BS	ESI-R Training	2.5 hrs.	\$45/hr.
19.	Tavares	Anabela	BS	ESI-R Training	2.5 hrs.	\$45/hr.

- Approval was given to confirm the following staff member(s), or their alternate(s), for additional compensation during the 2024-2025 school year. These staff members served as replacements for other staff who were previously approved by the Board. As such, there is no additional allocation of funds needed as a result of this substitution.

Item	Last Name	First Name	Loc.	Purpose	Max. # of Hours	Rate
1.	Connelly	Kathleen	JPC	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
2.	Cunniff	Susanna	RH	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
3.	DeDea	Melissa	BS	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
4.	DeLorenzo	Kristin	FAD	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
5.	Fillman	Sarah	SS	Prepare for Professional Learning Days	6 hrs.	\$45/hr.
6.	Genito	Michelle	JPC	Prepare for Professional Learning Days	6 hrs.	\$45/hr.
7.	Hoff	Kelly Ann	CH	Prepare for Professional Learning Days	3 hrs.	\$45/hr.

8.	Kaetzel	Maggie	BS	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
9.	Mckenzie	Laurie	CH	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
10.	Martinelli	Kelsey	BS	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
11.	McCormack	Jennifer	BS	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
12.	McPeck	Megan	RH	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
13.	Miller	Jennifer	JPC	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
14.	Pirog	Michelle	JPC	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
15.	Rizk	Mary	SS	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
16.	Scherer	Lauren	CH	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
17.	Dowling-St. Thomas	Stephanie	RH	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
18.	Steltzer	Danielle	SS	Prepare for Professional Learning Days	3 hrs.	\$45/hr.
19.	Wiegartner	Melissa	CH	Prepare for Professional Learning Days	3 hrs.	\$45/hr.

3. Approval was given of the following field trip(s) for the 2024-2025 school year.

Item	Destination	Loc.	Grade/ Group	Anticipated Date	Cost not to exceed	Funding Source
1.	Free Public Library	Flemington	5th & 6th Grade RFIS ESL Students	May 9, 2025	\$0	N/A
2.	FRSD Schools	Flemington	Community-Based Ed. 5-8	April 3, 2025	\$500	District (trans. only)

4. 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.	Author Visit, Peter Catalanotto	PTO	\$1,500	BS
2.	Author Visit, Peter Catalanotto	PTO	\$1,500	CH
3.	Author Visit, Peter Catalanotto	PTO	\$1,500	FAD
4.	Author Visit, Peter Catalanotto	PTO	\$1,500	RH
5.	Books for School Library	PTO	\$101.22	RH
6.	Books for School Library	PTO	\$38.44	FAD
7.	Funding for the Copper Hill Garden Project	Wild Ones 2025 Lorrie Otto Seeds for Education (SFE) Grant	\$497	CH
8.	Career/Skill Day	Community & Parent Volunteers	\$0	RH
9.	Food Donation for the Whole Child Fair	Shoprite	\$300	SS
10.	Food Donation for the Whole Child Fair	Chick-fil-A	\$158	SS
11.	Discounted Rate for Pretzels (.55 cents) for the Whole Child Fair	Philly Pretzel Factory	\$285	SS
12.	Raffle Basket Donations for the Whole Child Fair	Creative Whimsies, Shoprite, Precious Gems, Hunterdon Health, Floss Boss, Kid Ka Doodle, Practical Insights, the Family Support Organization of Hunterdon, Somerset, and Warren Counties, United Way	\$1,250	SS
13.	Recycling Bins	PTO	\$400	RH
14.	March Madness Student Event-After School Assembly Presented by Center for Family Services	Department of Children & Families	\$3,667	JPC
15.	Healthy Relationships Workshop Presented to Students during PE and Health Classes	Hunterdon Central High School Teen Pep Students	\$0	JPC

5. Approval was given for Flor Sanchez, Latino Outreach Specialist with NJ Prevention Resources, to lead a program for RFIS' Multilingual Learners in the ESL program. This initiative combines our SEL curriculum, In Control, and the Life Skills curriculum used by NJ Prevention Resources. Flor Sanchez, will meet with 5th and 6th-grade students weekly or biweekly during homeroom or lunch to support our SEL goals with our bilingual community. The program will run at no cost to the district.

6. Approval was given for Hunterdon Polytech students to work with Francis A. Desmares & Robert Hunter teachers as part of a work experience program. The students will visit on Thursdays and Fridays from 12:00 p.m. - 2:00 p.m. on or about March 27, 2025 - May 16, 2025. The program facilitator is Natalie Guarino.
7. Approval was given to establish an Affirmative Action Team to complete a needs assessment and develop a revised Comprehensive Equity Plan. The following individuals are proposed to serve on the team: Dr. Clifford Burns, Mrs. April Kay, Mrs. Lindsay Shirvanian, and Mr. Jason Borawski.
8. Approval was given to appoint Ms. Courtney Lukeman to conduct research on the topic of Teacher Perceptions of Preparedness in Regard to Cystic Fibrosis as part of a Master's Degree thesis at Centenary University.

OPERATIONS & TRANSPORTATION

Chairperson Ryan Birkenstock, Next Meeting – April 2, 2025

Mr. Birkenstock shared an update on the operations committee which last met on March 5th and 13th to discuss a range of topics, including routine approvals for the bills list, Treasurer's reports, and special education items. The committee devoted significant time across both meetings to conduct a comprehensive analysis of the district's financial position. Our examination began with a detailed review of the 2022-2023 expenditures, which revealed a substantial increase over the previous fiscal year. Ms. Dawson provided a thorough breakdown of the key budget areas contributing to this increase, offering essential context for understanding our current financial challenges. The committee's analysis confirmed that all significant increases during this period were justified by valid operational and educational requirements. The committee conducted an extensive review of the district's five-year budget forecast, analyzing projected revenues, expenditures, and potential fiscal challenges. Members posed numerous questions regarding assumptions built into the model, requested specific revisions to improve accuracy, and discussed various scenarios to test the projections. The committee requested several enhancements to the forecast, including detailed line items for building upgrades with identified projects and associated costs, as well as potential operational savings identified in the district's 5-year planning document such as the elimination of courtesy busing, outsourcing of positions and pay to play athletics. One significant factor in these deliberations was the final 19.5% increase in health care costs for the 2025-26 school year. This increase, which exceeded the initially estimated budget amount, necessitated additional consideration of potential reductions to offset these costs. This comprehensive review of long-term projections, including the substantial healthcare cost increase, informed the committee's immediate budget recommendations. After thorough deliberation and careful consideration of the district's financial constraints, taxpayer impact, and educational needs, the committee recommended reducing the operating budget to \$70,000,000 for the 2025-26 school year, a decrease from the current year's \$70,434,000. Regarding the tax levy, Ms. Dawson presented information on state allowances that would have permitted an increase of just above 5% when combined with the standard 2% allowable adjustment. Following lengthy discussion, the majority of the committee reached a compromise to recommend a 4% tax levy increase, utilizing the enrollment growth adjustment and a portion of the healthcare cost adjustment while remaining below the maximum allowable rate. An important development noted was that for the first time in over 10 years, the district is below adequacy according to the New Jersey Department of Education. The committee also reviewed a reduction in SEMI (Special Education Medicaid Initiative) revenue for the upcoming fiscal year. The committee reviewed and approved the fiscal year 2025 Preschool Expansion Aid application. This application is noted to be an important component of the district's funding strategy, allowing us to continue providing quality early childhood education services while maximizing available state resources. The committee held a lengthy conversation addressing the difficult reality of necessary staffing reductions. The committee approached these discussions with the utmost gravity, recognizing that each position represents not just a budget line item, but a valued member of our educational community. Due to our significant fiscal challenges and the failure of the special election question, substantial reductions will be required beyond those already implemented. Several administrative positions have already been eliminated in previous meetings, and the current agenda includes more than 30 positions. The committee has asked the Superintendent to provide recommendations that preserve the core educational mission of our district while addressing our financial realities. These discussions were among the most challenging the committee has faced, and we acknowledge the profound impact these decisions will have on our staff, students, and educational programs. It is important to note that the Finance/Operations Committee has made these recommendations with careful consideration of both the district's financial constraints and its educational mission, while remaining mindful of the impact on our taxpayers. The board finds itself in the challenging position of trying to balance fiscal responsibility with maintaining educational services during this difficult financial period.

Operations and Transportation Item(s) 1-9 were approved under one motion made by Mr. Birkenstock, seconded by Dr. Bentley.

Board members clarified that the tax levy adjustments permitted by the State for enrollment and healthcare are not additional State funding, they are taxpayer funded allowances and shared frustrations with the State funding formula and rising costs. Board members thanked Ms. Dawson for her hard work in preparing the 5 year budget plan noting the intent is to provide a plan for the future and stability going forward.

Aye: Ms. Arce **Ms. Colpas** **Nay:** Ms. Criscitiello **Abstain: -**
Dr. Bentley **Mr. Owen**
Dr. Buckleitner **Ms. Whitley**
Mr. Cirillo **Mr. Birkenstock**

1. Approval was given of the transfer list from February 22, 2025 to March 13, 2025
2. Approval was given of the bill list for the month of March totaling \$1,824,320.11.
3. Approval was given of the following resolution:

WHEREAS, the following 2 checks issued from the Flemington Raritan Warrant Bank Account have been outstanding for more than one (1) year and are now stale-dated; and

WHEREAS, it is necessary to formally cancel outstanding checks from the bank reconciliation records of the Flemington Raritan School District.

WHEREAS, the 2 checks listed below, total the sum of \$29.24

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education authorizes the cancellation of the stale dated transactions and the funds from said checks shall be realized in the current fund as miscellaneous revenue:

Dated	Check Number	Amount
1/19/2024	47815	\$14.62
2/29/2024	47983	\$14.62

4. Approval was given of out of district placement for the following student to receive their education during the 2024-2025 school year.

Item	Student ID #	School	Tuition
1.	4489530931	Hunterdon Preparatory School	\$25,604.75

5. Approval was given to submit for and accept FY25 Preschool Expansion Aid in the amount of \$2,838,265, local contribution of \$1,403,960 and carry over \$349,003 from FY24 for a budget total of \$4,591,228.
6. Approval was given of the following resolution:

Resolution to Adopt the Tentative 2025-2026 Budget

BE IT RESOLVED, that the tentative budget be approved for the 2025-2026 school year using the 2025-2026 State aid figures and the Secretary to the Flemington-Raritan Regional Board of Education be authorized to submit the following tentative budget to the Executive County Superintendent for approval in accordance with N.J.S.A.18A:7F-5 and 18A:7F-6:

	General Fund	Capital Reserve	Special Revenues	Debt Service	Total
2025-2026 Total Expenditures	\$70,000,000	\$0	\$4,676,830	\$5,941,820	\$80,618,650
Less: Anticipated Revenues	\$ 7,892,518	\$0	\$4,676,830	\$900,223	\$13,469,571
Taxes to be Raised	\$62,107,482	\$0	\$0	\$5,041,597	\$67,149,079

BE IT RESOLVED, that the Flemington-Raritan Regional Board of Education includes in the tentative budget the adjustment for enrollment in the amount of \$376,300 of which the District will utilize \$376,300 in the 2025-2026 budget. The district intends to utilize this adjustment for supplies and materials necessary for the additional students.

BE IT RESOLVED, that the Flemington-Raritan Regional Board of Education includes in the tentative budget the adjustment for increased health benefits in the amount of \$1,142,478 of which the District will utilize \$818,075 in the 2025-2026 budget.

And, to advertise said tentative budget in the Courier News in accordance with the form suggested by the New Jersey Department of Education and according to law;

And that a public hearing be held at the J.P. Case Middle School, Flemington, New Jersey on May 1, 2025 at 7:00 p.m. for the purpose of conducting a public hearing on the budget for the 2025-2026 school year.

7. Approval was given of the following resolution:

Maximum Travel Expenditure

WHEREAS, Pursuant to N.J.A.C. 6A:23A-7.3, a Board of Education must establish a maximum dollar limit for travel expenditure, as defined in N.J.A.C. 6A:23A-7.1 et seq.,

BE IT RESOLVED, that the Flemington-Raritan Regional Board of Education includes in the tentative budget a maximum travel expenditure in the amount of \$70,525.00 for the 2025-2026 school year. The maximum travel expenditure amount for the 2024-2025 school year is \$87,605.00, of which, \$27,749.81 has been spent and \$8,796.10 is encumbered to date.

8. Approval was given of the following resolution:

Travel and Related Expense Reimbursement

WHEREAS, the Flemington-Raritan Regional Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district;

WHEREAS, N.J.A.C. 6A:23A Subchapter 7 requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board;

WHEREAS, a Board of Education may establish, for regular district business travel only, an annual school year threshold of \$150 per staff member where prior Board approval shall not be required unless this annual threshold for a staff member is exceeded in a given school year (July 1 through June 30);

WHEREAS, travel and related expenses not in compliance with N.J.A.C. 6A:23A Subchapter 7 but deemed by the Flemington-Raritan Regional Board of Education to be necessary and unavoidable as noted on the approved Board of Education Out of District Travel and Reimbursement Forms;

BE IT RESOLVED, the Flemington-Raritan Regional Board of Education approves all travel not in compliance with N.J.A.C. 6A:23A Subchapter 7 as being necessary and unavoidable as noted on the approved Board of Education Out of District Travel and Reimbursement Forms; and

BE IT FURTHER RESOLVED, the Flemington-Raritan Regional Board of Education includes in the tentative budget travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A Subchapter 7, to a maximum expenditure of \$70,525.00 for all staff and board members for the 2025-2026 school year.

The School Business Administrator/Board Secretary shall track and record these costs to ensure that the maximum amount is not exceeded.

9. Approval was given of the following resolution:

2025-2026 Maximum Level for Professional Services

WHEREAS, the tentative budget includes the following appropriations:

Legal Services: \$143,300
 Auditing Services: \$46,275
 Architectural Services: \$10,000
 Medical: \$6,900

WHEREAS, the administration needs to notify the Flemington-Raritan Regional Board of Education if there arises a need to exceed said maximums; upon which the Board may adopt a dollar increase in the maximum amount through formal Board action; and

WHEREAS, The Flemington-Raritan Regional Board of Education and Administration wishes to minimize the amount of paperwork involved in this area;

BE IT RESOLVED, that the Flemington-Raritan Regional Board of Education establishes maximums for professional services in the areas listed above at a level 120% of the amounts listed for the 2025-2026 school year.

POLICY

Chairperson, Jaclyn Arce, Next Meeting – March 31, 2025

The policy committee met on March 3, 2025 with special guest, Director of Technology, Mr. Ralph Losanno. Mr. Losanno updated the committee on the AI Ad Hoc Committee's progress. The committee reviewed various federal, state, and local resources to align its work with best practices. It has drafted a District AI plan, a potential Board policy (based on Strauss Esmay's recommendations), a Student Academic Integrity Pledge, and a District vision for AI, all of which will be finalized and presented to Dr. McGann after the March 10th meeting. Staff surveys and student consultations at J.P. Case helped inform these efforts. Additionally, the committee approved policy revisions to align with current district practices. Updates include:

- P 2360 - Use of Technology: Adjustments to job titles, removal of outdated terminology, and structural updates.
- P 2361 - Acceptable Use of Computer Networks/Computers and Resources (M): Language updates to reflect current district practices.
- P 2363 - Pupil Use of Privately-Owned Technology: Clarifications on student personal device use and removal of outdated 1:1 device references.
- P 7522 - School District Provided Technology Devices to Staff Members: Wording updates to ensure clarity and alignment with current district practices.

Policy item 1 was approved under one motion made by Ms. Colpas, seconded by Dr. Bentley.

Aye: Ms. Arce Dr. Bentley Dr. Buckleitner Mr. Cirillo Ms. Colpas	Ms. Criscitiello Mr. Owen Ms. Whitley Mr. Birkenstock	Nay: -	Abstain: -
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1. Approval was given to adopt the following revised policies and regulations:

1. P 2360 - Use of Technology
2. P 2361 - Acceptable Use of Computer Networks/Computers and Resources (M)
3. P 2363 - Pupil Use of Privately-Owned Technology
4. P. 7522 - School District Provided Technology Devices to Staff Members
5. P 7523 -School District Provided Technology Device to Pupils
6. P 9320 - Cooperation with Law Enforcement Agencies (M)
7. R 9320 - Cooperation with Law Enforcement Agencies (M)

MISCELLANEOUS (INFORMATION-ACTION)

Miscellaneous Action Item 1 was approved as amended per the addendum under motion made by Mr. Birkenstock, seconded by Ms. Arce.

Aye: Ms. Arce Dr. Bentley Dr. Buckleitner Mr. Cirillo Ms. Colpas	Ms. Criscitiello Mr. Owen Ms. Whitley Mr. Birkenstock	Nay: -	Abstain: -
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Information

1. Suspensions for the month of February 2025:

School	Infraction	Duration
JPC	Inappropriate language	2 Days
JPC	Inappropriate physical contact	1 Day
JPC	Inappropriate physical contact	1 Day
JPC	Inappropriate physical contact	2 Days
JPC	Inappropriate physical contact	1 Day
JPC	Inappropriate language and threatening behavior	1 Day
JPC	Insubordination	1 Day
JPC	Inappropriate physical contact	1 Day
JPC	Destruction of district property	1 Day
JPC	Insubordination	1 Day
JPC	Insubordination	1 Day
JPC	Insubordination	2 Days
JPC	Inappropriate language and disruptive behavior	1 Day
JPC	Inappropriate physical contact	3 Days
JPC	Insubordination	1 Day
JPC	Insubordination	1 Day
JPC	Insubordination and inappropriate language	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
December	12/10	12/19	12/3	12/13	12/9	12/17

January	1/14	1/10	1/17	1/17	1/27	1/28
February	2/7	2/24	2/5	2/24	2/25	2/4
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
December	12/18	12/4	12/19	12/6	12/10	12/3
January	1/16	1/24	1/23	1/22	1/29	1/23
February	2/24	2/25	2/19	2/25	2/6	2/25

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

School	Date of Incident	Report #	HIB (Y/N)	Additional Action Taken
BS	October 4, 2024-February 11, 2025	BS #1	Yes	Remedial actions outlined in report.
BS	October 4, 2024-February 11, 2025	BS #2	Yes	Remedial actions outlined in report.
BS	October 4, 2024-February 11, 2025	BS #3	No	Remedial actions outlined in report.
RFIS	February 25, 2025	RFIS #3	Yes	Remedial actions outlined in report.

Action Items

1. Approval was given of the following resolution:

WHEREAS, the Flemington-Raritan Regional School District Board of Education represents the Flemington-Raritan community, 609 staff members, and over 3,300 students;

WHEREAS, it is our duty to advocate for our legislators and Governor on behalf of our constituents for fully-funded schools that allow for the “thorough and efficient” education of all of our students;

WHEREAS, the School Funding Reform Act of 2008 (“SFRA”), in conjunction with Senate Bill 2, PL. 2018, Chapter 67 (“S2”), establishes the formula for determining the amount of state aid for public school districts in New Jersey;

WHEREAS, State Aid is not distributed transparently and does not reflect the growing enrollment and changing demographics in our communities;

WHEREAS, cumulative cuts to state aid totaling \$1,208,093 since 2018 have had detrimental effects on the educational programs provided by Districts;

WHEREAS, energy, supply, transportation, and facilities costs continue to rise due to inflation;

WHEREAS, school Districts in NJ are facing staffing shortages and need to spend more to recruit, hire, and retain staff;

WHEREAS, the cost of staff benefits continues to rise at a rate that exceeds 2%;

WHEREAS, students are facing learning loss and mental health challenges that require additional spending;

WHEREAS, the cost of educating special education and multilingual students in our district continues to rise;

WHEREAS, the New Jersey State Senate introduced S1986 and companion bill A4403 in the New Jersey State Assembly, which establishes a School Funding Formula Evaluation Task Force to study and recommend revisions to the SFRA;

BE IT THEREFORE RESOLVED, the Flemington-Raritan Regional School District Board of Education recommends that the NJ State Assembly pass A4403, the NJ State Senate pass S1986, and Governor Murphy sign it into law to reevaluate the funding formula used to determine aid;

BE IT FURTHER RESOLVED, the Flemington-Raritan Regional School District Board of Education urges the State of NJ to reconsider current cuts in school aid.

SUPERINTENDENT'S REPORT

Dr. McGann welcomed Dr. Clifford Burns to present Incidents of Violence, Vandalism, Substance Use, Weapons, and Confirmed HIB Reporting Period 1, September 2024 through December 2024. The full presentation can be found on the District website which includes notable findings.

CORRESPONDENCE

Ms. Arce reported that numerous correspondence had been received regarding the budget, Class III officers and staffing.

OLD BUSINESS

None.

NEW BUSINESS

Ms. Dawson informed the community that the March 27th, 2025 Board of Education meeting will be canceled.

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.

Mr. Birkenstock set the session to 30 minutes with 3 minutes for each person.

Lisa Coster, FRSD employee - spoke about advocating for the District with legislators and shared concerns about cuts to staffing.

Marie Corfiled, FRSD employee - spoke about the District being below adequacy and below fair share.

Tiffany Jarrett, Raritan Township - thanked the Board for all their hard work and time.

Leigh Anne Cascio, FRSD employee - Urged the Board of Education to take the full amount of the available tax levy.

Erin Harmeyer, Raritan Township - shared concerns about larger class sizes and a lack of support services.

Caitlyn Giles-McCormick, Flemington Borough - urged the Board of Education to take all available adjustments, shared concerns that the district is below adequacy.

Kristen Errickson, Raritan Township - Shared support for G&T Programs.

Jess Lombardo, Raritan Township - Thanked the Board of Education for their balanced approach on the budget.

On the motion of Mr. Birkenstock, seconded by Dr. Bentley, the Board adopted the following resolution to meet in Executive Session at 10:08 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: _____
- 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.

On the motion of Mr. Birkenstock seconded by Dr. Bentley the meeting was adjourned at 10:37 p.m. viva voce.

Respectfully submitted,

Ms. Tanya Dawson
Business Administrator/Board Secretary