

FLEMINGTON-RARITAN REGIONAL BOARD OF EDUCATION

May 2, 2024

EXECUTIVE SESSION - 6:30 P.M.

REGULAR MEETING - 7:00 P.M.

- I. Call to Order by the Board President
- II. 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 January 11, 2024 to the Hunterdon County Democrat and The Courier-News. Copies of the notice have also 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.
- III. Roll Call
- IV. 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: **Employment Status**
- 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.

- V. Pledge of Allegiance
- VI. 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

- VII. Superintendent's Report - Public Hearing & Presentation of Final 2024-2025 Budget; Dr. Kari McGann, Superintendent and Mrs. Tanya Dawson, Business Administrator
- VIII. 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.
- IX. Committee of the Whole: Approval of the following resolution:

Resolution to Adopt the 2024-2025 Budget

BE IT RESOLVED, that the budget be approved for the 2024-2025 school year using the 2024-2025 State aid figures and the Secretary to the Flemington-Raritan Regional Board of Education be authorized to submit the following final 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
2024-2025 Total Expenditures	\$70,434,234	\$0	\$4,276,182	\$5,912,012	\$80,622,428
Less: Anticipated Revenues	\$10,715,501	\$0	\$4,276,182	\$895,306	\$15,886,989
Taxes to be Raised	\$59,718,733	\$0	\$0	\$5,016,706	\$64,735,439

BE IT RESOLVED, that the Flemington-Raritan Regional Board of Education includes in the final budget the adjustment for banked cap in the amount of \$865,489. In accordance with N.J.A.C. 6A:23A-10.3(b), the district has fully exhausted all eligible statutory spending authority. The adjustment will be used to support educational programming. The Board of Education will complete this by June 30, 2025, and acknowledges that it cannot be deferred or incrementally completed over a longer period of time.

- X. Approval of Minutes – Executive Session – April 25, 2024
Regular Meeting - April 25, 2024
- XI. Annual District Reorganization
1. Approval to authorize the Board President to sign all legal documents, payrolls and warrants, and the Board Vice President to sign the same when the President is not available for the 2024-2025 school year.
 2. Approval to authorize payment of bills between Board meetings for the 2024-2025 school year.
 3. Approval to adopt the Chart of Accounts for the 2024-2025 school year.
 4. Approval to designate the Hunterdon County Democrat & The Courier News as the official newspapers for the district for the 2024-2025 school year.
 5. Approval to adopt the existing courses of study, course guides, curriculum, and textbooks of the Flemington-Raritan Regional Board of Education. Whenever new course guides are developed or existing guides revised, they shall be presented to the Board for review and approval.
 6. Approval to adopt the existing by-laws and policies of the Flemington-Raritan Regional Board of Education established for its own operation and the operation of the school district, including the administrative regulations developed to implement policies, be adopted for the life of the 2024-2025 Board of Education.

7. Approval to reaffirm that in accordance with Board Policy 2360, the district is in compliance with the Children's Internet Protection Act.
8. Approval to designate Citizens Bank, N.A., as official depository for school funds for the 2024-2025 school year.
9. Approval to designate the following banking institution as a depository for the investment of school district funds by the Business Administrator/Board Secretary for the 2024-2025 school year:

Citizens Bank, N.A.
10. Approval to authorize the attached list of employees to have signature authority at Citizens Bank for the 2024-2025 school year.
11. Approval to appoint Tanya Dawson, Business Administrator, as Attendance Officer for the 2024-2025 school year.
12. Approval to appoint Ryan Mooney, Director of Educational Facilities and Operations, as Safety and Health Designee for the 2024-2025 school year.
13. Approval to appoint the Business Administrator as Board Secretary for the 2024-2025 school year.
14. Approval to appoint Stephanie Haver as Alternate Board Secretary for the 2024-2025 school year.
15. Approval to appoint the Business Administrator as Public Agency Compliance Officer for the 2024-2025 school year in accordance with N.J.A.C. 17:27-3.2. The Public Agency Compliance Officer is the liaison between the Board of Education and the State of New Jersey Department of the Treasury, Division of Purchase and Property, Contract Compliance and Audit Unit, and EEO Monitoring Program. The Public Agency Compliance Officer is responsible for administering contracting procedures pertaining to equal employment opportunity regarding the Board of Education and the appropriate contracted vendors.
16. Approval to appoint the Business Administrator as Purchasing Agent for the 2024-2025 school year, in accordance with N.J.S.A. 18A:18A-3(a), and further authorizes the Business Administrator to award contracts, in full accordance with the law, for purchases that do not exceed in the aggregate in a contract year the total sum of the bid threshold (\$44,000) without public advertising for bids. Furthermore, the Business Administrator is authorized to solicit competitive quotations pursuant to N.J.S.A. 18A:18A-37(a) and to award contracts pursuant to N.J.S.A. 18A:18A-37(c). The Board of Education, pursuant to N.J.A.C. 5:34-8.3, et seq., further authorizes the Business Administrator to seek either competitive quotations or competitive bids when original determinations of aggregation are found to be more than anticipated or incorrect.
17. Approval to authorize the procurement of goods and services through state contract vendors for the 2024-2025 school year.

Whereas, Title 18A:18A-10 provides that "A Board of Education, without advertising for bids, or after having rejected all bids obtained pursuant to advertising therefore, by resolution may purchase goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of the State by the Division of Purchase and Property."

Whereas, the Board of Education has the need, on a timely basis, to procure goods and services utilizing state contracts; and

Whereas, the Board of Education desires to authorize its purchasing agent for the 2024-2025 school year to make any and all purchases necessary to meet the needs of the school district throughout the school year.

Now, therefore be, it resolved, that the Board of Education does hereby authorize the District Purchasing Agent to make purchases of goods and services entered into on behalf of the State by the Division of Purchase and Property.

18. Approval to appoint Tanya Dawson, Business Administrator, as Custodian of Records for the 2024-2025 school year.
19. Approval to appoint Jay Borawski & April Kay as Affirmative Action Officers for the 2024-2025 school year.

20. Approval to appoint Ryan Mooney, Director of Educational Facilities and Operations, as Section 504 Facilities Coordinator for the 2024-2025 school year.
21. Approval to appoint Dr. Michelle Cook as the Gifted and Talented Coordinator for the 2024-2025 school year.
22. Approval to appoint Dr. Danielle Hamblin, Director of Pupil Services, as Section 504 Program Coordinator for the 2024-2025 school year.
23. Approval to appoint Peter Sibilia, J.P. Case Vice Principal, as the School Safety Specialist for the 2024-2025 school year.
24. Approval to appoint Ryan Mooney, Director of Educational Facilities and Operations as Asbestos Hazard Emergency Response Act Coordinator (AHERA) for the 2024-2025 school year.
25. Approval to appoint Ryan Mooney, Director of Educational Facilities and Operations, as the Integrated Pest Management Coordinator for the 2024-2025 school year.
26. Approval to appoint Ryan Mooney, Director of Educational Facilities and Operations, as the Indoor Air Quality Designee for the 2024-2025 school year.
27. Approval to appoint Sarah Latzke as the Domestic Violence Coordinator for the 2024-2025 school year.
28. Approval to appoint Dr. Kari McGann, Superintendent of Schools, as the representative to the Hunterdon County ESC Board for the 2024-2025 school year.
29. Approval to appoint Kristen Wolff as the Chemical Hygiene Officer for the 2024-2025 school year.
30. Approval to endorse Bollinger Insurance Co. for the Voluntary Student Accident Insurance Program for the 2024-2025 school year. Premiums paid by parents.
31. Approval to appoint Brown & Brown Benefits Advisors, Inc., as the Board's Broker-of-Record for our Aetna group medical, prescription drug, and dental insurance programs. Brown & Brown Benefit Advisors, Inc. is authorized to act on behalf of the Board in all matters related to these programs. Brown & Brown Benefit Advisors, Inc.'s responsibilities will include but are not limited to, negotiating annual renewal rates, marketing our group insurance programs, and aiding our staff in the resolution of billing, enrollment, and claim problems for the 2024-2025 school year. Brown & Brown Benefit Advisors, Inc. is authorized to receive a commission payment from Aetna, percentages for which are included in Aetna's proposed rates.
32. Approval to appoint Brown & Brown Benefits Advisors as the Board's Broker-of-Record for retiree billing services for the 2024-2025 school year.
33. Approval to designate AmeriFlex, LLC as the Board's COBRA services administrator for the 2024-2025 school year.
34. Approval to appoint Busch Law Group, LLC as the Attorney of Record to provide General Counsel, Special Education, Labor, and Personnel Counsel at an hourly rate of \$170 for the 2024-2025 school year, at an amount not to exceed \$100,000.
35. Approval to appoint CBIZ Insurance Agency as the Risk Management Consultant for the 2024-2025 school year.
36. Approval for the Flemington-Raritan Regional School District to be part of the Cooperative Pricing System for the 2024-2025 school year, at no cost to the district, pursuant to the provisions of N.J.S.A. 40A:11-11(5), the School Business Administrator is hereby authorized to enter into a cooperative pricing agreement with the Lead Agencies listed below. The Lead Agencies shall be responsible for complying with the provisions of the Local Public Contracts Law (N.J.S.A. 40A11-1 et seq.) and all other provisions of the revised statutes of the State of New Jersey.

Educational Services Commission
Hunterdon County
Educational Services Commission of New Jersey (formerly Middlesex County)
Morris County
Somerset County

37. Approval to contract with Genesis Educational Services, Inc. to serve as the district's student information system at an amount not to exceed \$62,686 for the 2024-2025 school year.
38. Approval to contract with Kroll, LLC to conduct an annual district-wide inventory service at an amount not to exceed \$15,200 for an on-site appraisal for the 2024-2025 school year.
39. Approval to appoint Nisivoccia as public school accountant for the Statutory Audit and CAFR Report 2024-2025 school year, not to exceed \$42,500.
40. Approval to appoint Phoenix Advisors, LLC as Financial Advisor at an amount not to exceed \$1,350 base fee for the 2024-2025 school year. Special project proposals will be Board approved as needed.
41. Approval to appoint R.K. Occupational and Environmental Analysis, Inc. for the 2024-2025 school year. Special project proposals will be Board approved as needed.
42. Approval to appoint SSP Architects as architect of record for the 2024-2025 school year. Special project proposals will be Board approved as needed.
43. Approval to appoint Strauss Esmay Associates, Inc. as Board Policy Service for the 2024-2025 school year at an amount not to exceed \$4,965.
44. Approval for Wilentz, Goldman & Spitzer, P.A. to be appointed as Bond Counsel for the 2024-2025 school year. Special project proposals will be Board approved as needed.
45. Approval to contract with Capstone Medical Services, LLC for Athletic Trainer Services for the 2024-2025 School Year, not to exceed \$30,000.
46. Approval to contract with Pritchard Industries Custodial Services at an amount not to exceed \$2,144,724 for the 2024-2025 school year.
47. Approval to renew Republic Services Refuse/Recycling, the district's refuse/recycle services for the 2024-2025 school year, at an amount not to exceed \$73,440.
48. Approval to contract with Finalsight as the District's website service provider at an amount not to exceed \$10,400 for the 2024- 2025 school year.
49. Approval to renew services with Frontline Education, as follows:

Item	Services	At An Amount Not To Exceed
		2024-2025
1.	IEP Direct	\$16,972.94
2.	504 Program Management	\$ 4,243.24
3.	Frontline Central-Internal Employees	\$ 6,501.71
4.	Absence & Substitute Management	\$12,588.67
5.	Applicant Tracking	\$ 4,365.31
6.	Employee Evaluation Management with Evaluation Frameworks with Danielson 2011/2013, Strong Leaders Only	\$24,169.13

XII. Report of the Standing Committees and Appointments

THE SUPERINTENDENT OF SCHOOLS RECOMMENDS THE FOLLOWING RESOLUTIONS FOR APPROVAL:**A. PERSONNEL – Chairperson, Gina Criscitiello, Next Meeting – May 13, 2024****Certified Staff – Appointments, Resignations & Leaves of Absence**

1. Approval to accept the resignation of the following staff member(s) for the 2023-2024 school year as follows:

Item	Last Name	First Name	Loc.	Position	Purpose	Effective Date
1.	Elford	Avery	RFIS	Grade 6 Language Arts	Resignation	June 30, 2024
2.	Robison	Kelly	FAD	Grade 4	Resignation	June 30, 2024

2. Approval for district staff member(s) to take a leave of absence or amend their leave during the 2023-2024 school year.
3. Approval of the following resolution:

WHEREAS, the Board of Education of the Flemington-Raritan School District (“Board of Education”) has determined for the 2024-2025 school year, 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	Location	FTE	Position	End Date
1.	CST	1.00	School Psychologist	June 30, 2024
2.	RFIS	1.00	Teacher (Math)	June 30, 2024
3.	RFIS	1.00	Teacher (Special Ed)	June 30, 2024
4.	RFIS	1.00	Media Specialist	June 30, 2024
5.	RH	1.00	Teacher (Stretch/RTI)	June 30, 2024
6.	RH	1.00	School Counselor	June 30, 2024
7.	RH/CH	1.00	Teacher (TIS)	June 30, 2024
8.	CH	1.00	Teacher (Special Ed)	June 30, 2024
9.	CH	1.00	Teacher (Special Ed)	June 30, 2024
10.	CH	1.00	Teacher (Stretch/RTI)	June 30, 2024
11.	BS	1.00	Teacher (Special Ed)	June 30, 2024
12.	BS	0.50	Teacher (Reading Recovery)	June 30, 2024
13.	BS	1.00	Teacher (Stretch/RTI)	June 30, 2024
14.	BS/FAD	1.00	Teacher (TIS)	June 30, 2024
15.	FAD	1.00	Teacher (Stretch/RTI)	June 30, 2024
16.	FAD	1.00	Teacher (Support Skills)	June 30, 2024
17.	FAD	1.00	Teacher (Reading Recovery)	June 30, 2024

18.	JPC	1.00	Teacher (Music)	June 30, 2024
19.	JPC	1.00	Teacher (Special Ed)	June 30, 2024
20.	JPC	1.00	Teacher (Physical Education)	June 30, 2024
21.	JPC	1.00	Media Specialist	June 30, 2024

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 on June 30, 2024;

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, 2024, as a result of a reduction in force:

Item	Location	FTE	Position	End Date
1.	CST	1.00	School Psychologist	June 30, 2024
2.	RFIS	1.00	Teacher (Math)	June 30, 2024
3.	RFIS	1.00	Teacher (Special Ed)	June 30, 2024
4.	RFIS	1.00	Media Specialist	June 30, 2024
5.	RH	1.00	Teacher (Stretch/RTI)	June 30, 2024
6.	RH	1.00	School Counselor	June 30, 2024
7.	RH/CH	1.00	Teacher (TIS)	June 30, 2024
8.	CH	1.00	Teacher (Special Ed)	June 30, 2024
9.	CH	1.00	Teacher (Special Ed)	June 30, 2024
10.	CH	1.00	Teacher (Stretch/RTI)	June 30, 2024
11.	BS	1.00	Teacher (Special Ed)	June 30, 2024
12.	BS	0.50	Teacher (Reading Recovery)	June 30, 2024
13.	BS	1.00	Teacher (Stretch/RTI)	June 30, 2024
14.	BS/FAD	1.00	Teacher (TIS)	June 30, 2024
15.	FAD	1.00	Teacher (Stretch/RTI)	June 30, 2024
16.	FAD	1.00	Teacher (Support Skills)	June 30, 2024
17.	FAD	1.00	Teacher (Reading Recovery)	June 30, 2024
18.	JPC	1.00	Teacher (Music)	June 30, 2024
19.	JPC	1.00	Teacher (Special Ed)	June 30, 2024
20.	JPC	1.00	Teacher (Physical Education)	June 30, 2024
21.	JPC	1.00	Media Specialist	June 30, 2024

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.
4. Approval to 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
1.	Bajek	Joann	BS / Support Skills - LA (.5 FTE)	BS / Grade 2 (1 FTE)	September 1, 2024 - June 30, 2025

5. Approval to employ the following staff members for the 2024-2025 school year, as per the attached appendices, as follows:

Item	Staff	Appendix
1.	Tenured Administrators	A
2.	Non-Tenured Administrators	B
3.	Tenured Certificated Staff	C
4.	Non-Tenured Certificated Staff	D

6. Approval to amend the April 25, 2024 motion:

to confirm the employment of the following leave replacement(s) for the 2023-2024 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.	Fielding	Therese	RFIS	Science Grade 6 / K. Burkhardt	\$60,540 (prorated) / BA / 1	April 5, 2024 - June 10, 2024	Teacher of Elementary School / St. Francis College

to read:

Item	Last Name	First Name	Loc.	Position/Replacing	Salary/Degree/ Step	Effective Dates	Certification /College
1.	Fielding	Therese	RFIS	Science Grade 6 / K. Burkhardt	\$60,540 (prorated) / BA+15 / 1	April 5, 2024 - June 11, 2024	Teacher of Elementary School / St. Francis College

7. Approval to amend the April 25, 2024 motion:

to transfer the following staff member(s) for the 2023-2024 school year, as follows:

Item	Last Name	First Name	From: Loc./Position	To: Loc./Position	Effective Dates
1.	Palumbo	Koryn	RH / Relief Teacher	RH / PreK Special Education	May 1, 2024 - June 30, 2024

to read:

Item	Last Name	First Name	From: Loc./Position	To: Loc./Position	Effective Dates
1.	Palumbo	Koryn	RH/CH / PreK Relief Teacher	RH PreK Special Education	May 1, 2024 - June 30, 2024

8. Approval to amend the April 25, 2024 motion:

to temporarily transfer the following staff member(s) as a leave replacement for the 2023-2024 school year as follows:

Item	Last Name	First Name	From: Loc./Position	From: Salary/Step	To: Loc./Position	To: Salary/Step	Effective Dates	Certification/ College
1.	McCarthy	Rachel	RH / Teacher Assistant	\$24,843*/1	RH / Relief Teacher	\$60,540 (prorated) / BA/ 1	May 1, 2024 - June 30, 2024	Preschool through Grade 3 (CE) / School of Visual Arts BFA

*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	From: Loc./Position	From: Salary/Step	To: Loc./Position	To: Salary/Step	Effective Dates	Certification/ College
1.	McCarthy	Rachel	RH / Teacher Assistant	\$24,843*/1	RH/CH / PreK Relief Teacher	\$60,540 (prorated) / BA/ 1	May 1, 2024 - June 30, 2024	Preschool through Grade 3 (CE) / School of Visual Arts BFA

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

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

9. Approval to accept the resignation of the following staff member(s) for the 2023-2024 school year as follows:

Item	Last Name	First Name	Loc.	Position	Purpose	Effective Date
1.	Palma	Luana	CH	Teacher Assistant	Resignation	June 30, 2024

10. Approval 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	Effective Date
1.	Kendzulak	Nancy	CO	Curriculum Secretary	Retirement	December 31, 2024

11. Approval of the following resolution:

WHEREAS, the Board of Education of the Flemington-Raritan School District (“Board of Education”) has determined for the 2024-2025 school year, 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	Location	FTE	Position	End Date
1.	Central Office	1.00	Curriculum Office Secretary	*December 31, 2024
2.	Central Office	1.00	Human Resources Secretary	June 30, 2024
3.	Central Office	1.00	Tier 4 Technology Technician: Computer Technician / Network Phone Administrator	June 30, 2024
4.	Central Office	1.00	Tier 1 Technology Technician	June 30, 2024
5.	RFIS	1.00	Teacher Assistant	June 30, 2024
6.	RH	1.00	Teacher Assistant	June 30, 2024
7.	RH	1.00	Teacher Assistant	June 30, 2024
8.	CH	1.00	Teacher Assistant	June 30, 2024
9.	BS	1.00	Lunch Aide	June 30, 2024
10.	BS	1.00	Teacher Assistant	June 30, 2024
11.	FAD	1.00	Lunch Aide	June 30, 2024

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 on June 30, 2024, and as *noted, 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 as of the end of the day June 30, 2024, and as *noted, as a result of a reduction in force:

Item	Location	FTE	Position	End Date
1.	Central Office	1.00	Curriculum Office Secretary	*December 31, 2024
2.	Central Office	1.00	Human Resources Secretary	June 30, 2024
3.	Central Office	1.00	Tier 4 Technology Technician: Computer Technician / Network Phone Administrator	June 30, 2024
4.	Central Office	1.00	Tier 1 Technology Technician	June 30, 2024
5.	RFIS	1.00	Teacher Assistant	June 30, 2024
6.	RH	1.00	Teacher Assistant	June 30, 2024
7.	RH	1.00	Teacher Assistant	June 30, 2024
8.	CH	1.00	Teacher Assistant	June 30, 2024
9.	BS	1.00	Lunch Aide	June 30, 2024
10.	BS	1.00	Teacher Assistant	June 30, 2024
11.	FAD	1.00	Lunch Aide	June 30, 2024

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.

12. Approval to adopt a change in job description title for the Personnel Coordinator position to Human Resources Manager.

13. Approval to appoint Sarah Latzke as Human Resources Manager, effective May 3, 2024, in lieu of Personnel Coordinator.

14. Approval to 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
1.	Hocko	Pegeen	CO / Human Resources Secretary	BS / School Secretary 12 months	July 1, 2024 - June 30, 2025

15. Approval to employ the following staff members for the 2024-2025 school year, as per the attached appendices, as follows:

Item	Staff	Appendix
1.	Tenured Secretaries	E
2.	Non-Tenured Secretaries	F
3.	Cafeteria Aides	G
4.	Non-Aligned	H
5.	Non-Tenured Non-Certificated	I
6.	Teacher Assistants	J
7.	Transportation Aides	K

16. Approval of the 2024-2025 employment contracts for the following non-certified, unaffiliated personnel:

1. Director of Educational Facilities, Operations and Security
2. Facilities Manager
3. Facilities/Maintenance
4. Human Resources Manager
5. Personnel
6. Student Data Manager
7. Technology Tier I, II, III
8. Technology Tier IV

17. Approval to employ the following staff member for the 2024-2025 school year, as follows:

Item	Last Name	First Name	Loc.	Position/New or Replacement	Salary	Effective Dates
1.	Hance	William	CO	Treasurer of School Monies	\$6,120.00	July 1, 2024 - June 30, 2025

All Staff – Additional Compensation

18. Approval to confirm the employment of the following staff member(s) for extra compensation during the 2023-2024 school year, as follows:

Item	Last Name	First Name	Loc.	Purpose	Max # of Hours	Rate
1.	Hoffmann	Wiatt	JPC	Activity Night Chaperone (for a student who needs a TA)	2.5 hours	Hourly Rate
2.	Marsigliano	Amy	JPC	Activity Night Chaperone (for a student who needs a TA)	2.5 hours	\$36.00/hr
3.	Agabiti	Joseph	JPC	Class Coverage - 4/19/24	40 minutes	\$36.00/hr
4.	Connelly	Kathleen	JPC	Class Coverage - 4/19/24	40 minutes	\$36.00/hr
5.	Decker	Joshua	JPC	Class Coverage - 4/19/24	40 minutes	\$36.00/hr
6.	Gilmurray	Mindi	JPC	Class Coverage - 4/19/24	40 minutes	\$36.00/hr
7.	Horowitz	Steven	JPC	Class Coverage - 4/19/24	40 minutes	\$36.00/hr
8.	Julian	Megan	JPC	Class Coverage - 4/19/24	40 minutes	\$36.00/hr
9.	Pacholick	Mindy	JPC	Class Coverage - 4/19/24	40 minutes	\$36.00/hr
10.	Pinola	Megan	JPC	Class Coverage - 4/19/24	40 minutes	\$36.00/hr
11.	Piro	Catherine	JPC	Class Coverage - 4/19/24	40 minutes	\$36.00/hr
12.	Sladky	Samantha	JPC	Class Coverage - 4/19/24	40 minutes	\$36.00/hr
13.	Bianco	Julie	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
14.	Boccuti	Nora	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
15.	Botros	Abbie	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
16.	Connelly	Kathleen	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
17.	Decker	Joshua	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
18.	Delaney	Tiffany	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
19.	Gardner	Elizabeth	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
20.	Gilmurray	Mindi	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
21.	Hatke	Osmond	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
22.	Karney	Kurt	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
23.	Logan	Jonathan	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
24.	Membreno	Ada	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
25.	Miller	Jennifer	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
26.	Nagy	Rose Mary	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
27.	Obregon	Maria	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
28.	Piro	Catherine	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr

29.	Pirog	Michelle	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
30.	Sladky	Samantha	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
31.	Wagner	Lauren	JPC	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
32.	Agabiti	Joseph	JPC	Class Coverage - 4/23/24	40 minutes	\$36.00/hr
33.	Connelly	Kathleen	JPC	Class Coverage - 4/23/24	40 minutes	\$36.00/hr
34.	Gardner	Elizabeth	JPC	Class Coverage - 4/23/24	40 minutes	\$36.00/hr
35.	Gilmurray	Mindi	JPC	Class Coverage - 4/23/24	40 minutes	\$36.00/hr
36.	Hall	Bryce	JPC	Class Coverage - 4/23/24	40 minutes	\$36.00/hr
37.	Horowitz	Steven	JPC	Class Coverage - 4/23/24	40 minutes	\$36.00/hr
38.	Piro	Catherine	JPC	Class Coverage - 4/23/23	40 minutes	\$36.00/hr
39.	Wagner	Lauren	JPC	Class Coverage - 4/23/24	40 minutes	\$36.00/hr
40.	Botros	Abbie	JPC	Class Coverage - 4/24/24	40 minutes	\$36.00/hr
41.	Creighton	Kimberly	JPC	Class Coverage - 4/24/24	40 minutes	\$36.00/hr
42.	Krukowski	Megan	JPC	Class Coverage - 4/24/24	40 minutes	\$36.00/hr
43.	Membreno	Ada	JPC	Class Coverage - 4/24/24	40 minutes	\$36.00/hr
44.	Miller	Jennifer	JPC	Class Coverage - 4/24/24	40 minutes	\$36.00/hr
45.	Piro	Catherine	JPC	Class Coverage - 4/24/24	40 minutes	\$36.00/hr
46.	Pirog	Michelle	JPC	Class Coverage - 4/24/24	40 minutes	\$36.00/hr
47.	Vargas	Johnny	JPC	Class Coverage - 4/24/24	40 minutes	\$36.00/hr
48.	Connelly	Kathleen	JPC	Class Coverage - 4/25/24	40 minutes	\$36.00/hr
49.	Membreno	Ada	JPC	Class Coverage - 4/25/24	40 minutes	\$36.00/hr
50.	Piro	Cathy	JPC	Class Coverage - 4/25/24	40 minutes	\$36.00/hr
51.	Pinola	Megan	JPC	Class Coverage - 4/25/24	40 minutes	\$36.00/hr
52.	Devincenzo	Marissa	RFIS	Class Coverage - 4/19/24	40 minutes	\$36.00/hr
53.	Kucharski	Amy	RFIS	Class Coverage - 4/19/24	40 minutes	\$36.00/hr.
54.	Vallecilla	Amelia	RFIS	Class Coverage - 4/19/24	40 minutes	\$36.00/hr
55.	Bond	Michelle	RFIS	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
56.	Elford	Avery	RFIS	Class Coverage - 4/22/24	40 minutes	\$36.00/hr
57.	Bond	Michelle	RFIS	Class Coverage - 4/23/24	40 minutes	\$36.00/hr
58.	Elford	Avery	RFIS	Class Coverage - 4/23/24	40 minutes	\$36.00/hr
59.	Ibach	Benjamin	RFIS	Class Coverage - 4/23/24	40 minutes	\$36.00/hr
60.	Perkins	Madison	RFIS	Class Coverage - 4/23/24	40 minutes	\$36.00/hr
61.	Vallecilla	Amelia	RFIS	Class Coverage - 4/23/24	40 minutes	\$36.00/hr

19. Approval to confirm the employment of the following staff member(s) for extra compensation during the 2023-2024 school year, as follows:

Item	Last Name	First Name	Loc.	Purpose	Max # of Hours	Rate
1.	Abarca	Katherine	RH	Home Instruction	700 Shared hours	\$36.00/hr.

20. Approval to amend the November 13, 2023 board motion:

to employ the following accompanist to assist with school performances, including rehearsals, during the 2023-2024 school year, as follows:

Item	Last Name	First Name	Loc.	Purpose	Max # of Hours	Rate	Not to exceed
1.	Haden	Jeannine	BS	Concerts(2)	10	\$50/hr	\$500

to read:

Item	Last Name	First Name	Loc.	Purpose	Max # of Hours	Rate	Not to exceed
1.	Haden	Jeannine	BS	Concert	5	\$50/hr	\$250
2.	Shanklin	Kathy	BS	Concert	5	\$50/hr	\$250

Substitutes

21. Approval to confirm the employment of the following applicant(s) as substitute(s) pending fingerprints, background check, and health exam during the 2023-2024 school year, as follows:

Item	Last Name	First Name
1.	Huber	Jordan
2.	Frank	Josephine

B. INSTRUCTION AND PROGRAM – Chairperson, Lilian Colpas, Next Meeting – May 13, 2024**C. OPERATIONS – Chairperson, Michelle Hurley, Next Meeting – May 8, 2024**

1. Approval of the facility use agreement with the YMCA of Bucks and Hunterdon Counties for before and after school programs for the 2024-2025 school year.

D. TRANSPORTATION – Ryan Birkenstock, Next Meeting – TBA**E. POLICY– Chairperson, Jaclyn Arce, Next Meeting – May 7, 2024**

1. Approval to present the following new policy for a 1st reading:
1. [P 7610 - Vandalism](#)
2. Approval to adopt the following revised policies and regulations:
1. [P 2467 - Surrogate Parents and Resource Family Parents \(M\)](#)
 2. [P 2480 - Alternative Education Programs](#)
 3. [P 3230 - Outside Activities](#)
 4. [P 4230 - Outside Activities](#)
 5. [P 4438 - Jury Duty](#)
 6. [P7421 - Indoor Air Quality Standards](#)
 7. [R7421 - Indoor Air Quality Standards](#)
 8. [P7422 - School Integrated Pest Management Plan \(M\)](#)
 9. [P7433 - Hazardous Substances](#)
 10. [P7650 - School Vehicle Assignment, Use, Tracking, Maintenance and Accounting \(M\)](#)
 11. [R 9150 - School Visitors](#)
 12. [P 9180 - School Volunteers](#)
 13. [R 9180 - School Volunteers](#)
3. Approval to abolish the following policy:
1. [P 3428 - Staff Protection](#)

F. MISCELLANEOUS (INFORMATION/ACTION)**Information**

1. Suspensions for the month of April 2024:

School	Infraction	Duration
JPC	Inappropriate physical contact	1 Day
JPC	Inappropriate physical contact	1 Day
JPC	Setting a false public alarm	1 Day
JPC	Inappropriate physical contact	1 Day

2. Drill(s) to date for the 2023-2024 School Year:

Month	Fire Drills					
	BS	CH	FAD	RH	RFIS	JPC
September	9/14	9/15	9/14	9/12	9/14	9/8
October	10/5	10/23	10/13	10/6	10/19	10/19
November	11/3	11/13	11/6	11/16	11/15	11/14
December	12/13	12/22	12/11	12/12	12/4	12/4
January	1/11	1/12	1/8	1/29	1/4	1/11
February	2/7	2/8	2/8	2/9	2/12	2/8
March	3/13	3/27	3/8	3/8	3/20	3/12
April	4/11	4/30	4/9	4/16	4/24	4/15

Month	Security Drills					
	BS	CH	FAD	RH	RFIS	JPC
September	9/20	9/23	9/20	9/20	9/11	9/13
October	10/19	10/26	10/19	10/12	10/11	10/26
November	11/13	11/20	11/14	11/17	11/3	11/20
December	12/15	12/19	12/15	12/6	12/14	12/14
January	1/26	1/26	1/24	1/26	1/11	1/29
February	2/14	2/22	2/15	2/15	2/7	2/27
March	3/12	3/21	3/26	3/14	3/7	3/26
April	4/16	4/30	4/23	4/18	4/10	4/23

3. Harassment, Intimidation, and Bullying Investigation(s) for the 2023-2024 school year:

School	Date of Incident	Report #	HIB (Y/N)	Additional Action Taken
RFIS	April 17, 2024	RFIS#10	Yes	Remedial actions outlined in report.

Action Items

1. Approval to change the determination from No to YES and accept the following Harassment, Intimidation, and Bullying Investigation(s) presented on the April 25, 2024 Board agenda as follows:

School	Date of Incident	Report #	HIB (Y/N)	Additional Action Taken
JPC	April 8, 2024	JPC#4	YES	Remedial actions outlined in report.

XIII. Correspondence

XIV. Old Business

XV. New Business

- XVI. 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.
- XVII. Sunshine Resolution (if needed)
- XVIII. Adjourn

2024 Board Meetings

May 23, 2024

June 7, 2024

June 13, 2024

June 27, 2024

July 25, 2024

August 22, 2024

September 12, 2024

October 10, 2024

November 14, 2024

December 12, 2024