

WARREN HILLS REGIONAL BOARD OF EDUCATION

February 27, 2024

6:30 p.m. – Executive Session

7:15 p.m. Regular Meeting

A. Call to Order – Molly Fraumeni, President

B. Roll Call - Mrs. Donnamarie Palmiere, Business Administrator

Alfred Coscia	Thomas Dufner	Molly Fraumeni
Jean Hansen	Erik Heller	Amy Kemp
Lisa Marshall	Paula Merrill	Corey Piasecki

C. Executive Session- 6:30 p.m. (If Necessary)

WHEREAS, the Open Public Meetings Act, N.J.S.A.10:4-11, permits the board of education to meet in closed session to discuss certain matters.

BE IT THEREFORE RESOLVED, that the Warren Hills Regional Board of Education adjourns to closed session to discuss:

- 1) *Matters rendered confidential by Federal Law, State Law, or Court Rule*
- 2) *Pending Litigation*
- 3) *Personnel Matters*
- 4) *Matters of Attorney/Client Privilege*
- 5) *Confidential Student Matters*

BE IT FURTHER RESOLVED, that the Warren Hills Regional Board of Education reserves the right to discuss such other matters rendered confidential by law should the need arise; and BE IT FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists. Action may be taken.

Approval to go into Executive Session

MOTION:		SECOND:		
Name	Ayes	Nays	Abstain	Absent
Thomas Dufner				
Jean Hansen				
Erik Heller				
Amy Kemp				
Lisa Marshall				
Paula Merrill				
Corey Piasecki				
Alfred Coscia				
Molly Fraumeni				

D. Reconvene: 7:15 p.m.

President’s Announcement: Adequate notice of this meeting in accordance with the Open Public Meeting Act has been given by posting one copy of a Notice of Meeting in the Warren Hills Regional Board of Education Office, by mailing copies to *The Express-Times*, *Warren-Reporter*, *Newark Star-Ledger* and to the municipal clerks in the Borough of Washington and Townships of Franklin, Mansfield, Oxford and Washington.

Pledge of Allegiance

Approval of Board Minutes

- January 23, 2024 Regular & Executive Session Meetings

MOTION:		SECOND:		
Name	Ayes	Nays	Abstain	Absent
Thomas Dufner				
Jean Hansen				
Erik Heller				
Amy Kemp				
Lisa Marshall				
Paula Merrill				
Corey Piasecki				
Alfred Coscia				
Molly Fraumeni				

E. Communications – Mr. Earl C. Clymer, III, Superintendent of Schools

F. Student Liaison Report – Bailey E. Asbury

G. Superintendent’s Report – Mr. Earl C. Clymer, III

H. Presenter(s): Robotics -
Team Impact #219 - Mr. Adam Slack & Mr. Scott Mosher

I. Goals:

Warren Hills Board of Education District Goals for 2023-2024:

District Goal 1:

Provide faculty & staff with resources, best practices and strategies and tiered systems of support through vertical articulation for grades 6&7 and 8&9. Analyses of common in-district assessments and standardized testing data will focus on increasing student achievement in Math and ELA on the New Jersey Graduation Proficiency Assessment (NJGPA).

District Goal 2:

To implement best practices and strategies to enhance the Culture and Climate of district school buildings in collaboration with local and state agencies, including but not limited to, in-house professional development programs, the District Mental Health Team (DMHT), SCAIP initiative, the Nurtured Heart Approach, the DREAMS Program and Restorative Justice techniques.

District Goal 3:

To implement strategies and tools to enhance and protect district technology data, information, and applications from emerging technology issues such as cybersecurity and the appropriate use of artificial intelligence in schools.

Warren Hills Board of Education Board Goal for 2023-2024:

1. Provide support to the administration, faculty and staff in the pursuit and achievement of the district goals.
2. Support and recognize student achievements and success with student presentations at Board of Education Meetings.

J. Committee Reports

Committee	Date	Discussion
Finance, Facilities & Transportation	February 20, 2024	By Chair: Mr. Piasecki
Education, Policy & Technology	February 1&21, 2024	By Chair: Mr. Coscia
Personnel & Student Activities	February 7, 2024	By Chair: Mrs. Marshall
Negotiations	February 5&21, 2024	By Chair: Mrs. Fraumeni

K. Old Business

L. New Business

M. Public Comment

Public comment shall be governed by the Board of Education Bylaw 0167 which is available on our website. There are two public comment opportunities. The first public comment is reserved for Action Items only, those items on the agenda the Board is voting on this evening. The second public comment is set aside for public comment on any school or school district issue that the public feels may be of concern to the residents of the school district. The first public comment is limited to three (3) minutes per person. The second public comment length is determined by the board as per policy. Before making a public comment, participants are to state their name, place of residence, and group affiliation if appropriate.

The Board will not respond to questions or comments until the initial public participation section of the agenda is complete. At that time, the Board or Administration will respond, as it sees fit, or it may defer responding, if at all, to a future meeting or to a response by written communication. The Board will then hear any additional comments that may come as a result of

the Board’s response. Participants may also be directed to follow the chain of command with the question or concern. While the Board will try to respond to as many questions or concerns as possible, participants who submit a multitude of questions should understand that it is unlikely that all of their questions will be answered and may be referred to further dialogue with the administration.

N. ACTION ITEMS

I. PERSONNEL

*1. Motion to approve/accept the following appointments / resignations / retirements as recommended by the Superintendent:

Code No.	Name	Nature of Action	Position	Salary	Location	Date Effective	Date Terminated	Discussion
1	Bruce Corwin	Approve	Substitute Teacher	\$130.00/day	District	2-28-24	6-30-24	All required paperwork received
2	Joseph Greenwood	Approve	Substitute Teacher	\$130.00/day	District	2-28-24	6-30-24	All required paperwork received
3	Jalyn Lovejoy	Approve	Substitute Teacher	\$130.00/day	District	2-28-24	6-30-24	All required paperwork received
4	Camerin Savacool	Approve	Substitute Teacher	\$130.00/day	District	2-28-24	6-30-24	Pending receipt of all required documents
5	Jarrold Jacome	Approve	Substitute Security	\$20.00/hr	District	2-28-24	6-30-24	Pending receipt of required paperwork
6	Jarrold Jacome	Approve	Security - Event Staff	\$40.00/hr	District	2-28-24	6-30-24	Pending receipt of required paperwork
7	Helen Kana	Approve	Substitute Driver	\$27.00/hr	District	2-28-24	6-30-24	Pending receipt of required paperwork
8	Courtney Flowers	Approve	Teacher	\$94,103.00	HS	2-1-24	6-30-24	Degree Movement on Guide: MA+15 to MA+30, Step N
9	Sharon Fretz	Approve	Teacher	\$94,793.00	HS	2-1-24	6-30-24	Degree Movement on Guide: MA to MA+15, Step O
10	Craig Green	Approve	Teacher	\$96,818.00	MS	2-1-24	6-30-24	Degree Movement on Guide: M+15 to MA+30, Step O
11	Meghan McGeehan	Approve	Teacher	\$96,818.00	HS	2-1-24	6-30-24	Degree Movement on Guide: MA+15 to MA+30, Step O
12	Vittoria Sigona	Approve	Teacher	\$88,718.00	HS	2-1-24	6-30-24	Degree Movement on Guide: BA to BA+15, Step O

Code No.	Name	Nature of Action	Position	Salary	Location	Date Effective	Date Terminated	Discussion
13	Mark Smith	Approve	Teacher	\$98,843.00	HS	2-1-24	6-30-24	Degree Movement on Guide: MA+30 to MA+45, Step O
14	Sandra Young	Accept	Teacher	\$88,718	HS	6-30-24	7-01-24	Retirement
15	Pamela Schell	Accept	Substitute Security	\$20.00/hr	District	2-01-24	2-01-24	Resignation
16	Pamela Schell	Accept	Security- Event Staff	\$40.00/hr	District	2-01-24	2-01-24	Resignation
17	Macyn Klinder	Accept	Paraprofessional	\$27.68/hr	MS	2-23-24	2-23-24	Resignation
18	Scott Esposito	Approve	Substitute Teacher	\$130.00/day	District	2-28-24	6-30-24	Pending receipt of required paperwork
19	Emily Dorn	Approve	Coach - Assistant Track	\$4,874	HS	Start of Season	End of Season	Tier 3 Step 2 Spring 2024 Season - Track & Field

*2. Motion to approve the following internships/observations/volunteers:

Code No.	Name	Position	Degree/Step / # of Hours	Salary/ Stipend	Location	Date Effective	Date Terminated	Discussion
1	Haley Adam	Volunteer	N/A	N/A	District	02-28-24	End of Season	Girls Lacrosse - Pending receipt of all required paperwork
2	Bailey Bevins	Volunteer	N/A	N/A	District	02-28-24	End of Season	Boys Lacrosse - Pending receipt of all required paperwork
3	Christopher Bonamo	Volunteer	N/A	N/A	District	02-28-24	End of Season	Baseball - Pending receipt of all required paperwork
4	Darryl Wright	Volunteer	N/A	N/A	District	02-28-24	End of Season	Baseball - Pending receipt of all required paperwork
5	Nicholas Read	Volunteer	N/A	N/A	District	02-28-24	End of Season	Track & Field - Pending receipt of all required paperwork
6	Nicole Adams	Clinical Internship	N/A	N/A	MS & HS	01-02-24	02-29-24	Amending Termination date from 2-23-2024 due to snow days
7	Bridget Bray	Observation	5 hours	N/A	HS	02-28-24	5-30-24	Under direction of WCCC & C Kavcak
8	Sofia Furlano	Observation	5 hours	N/A	HS	02-28-24	5-30-24	Under direction of WCCC & C Kavcak
9	Sofie-Lynn Schaffer	Observation	5 hours	N/A	HS	02-28-24	5-30-24	Under direction of WCCC & C Kavcak
10	Rachal Pouffary	Observation	5 hours	N/A	HS	02-28-24	5-30-24	Under direction of WCCC & C Kavcak
11	Jiovanni Cosme	Clinical Internship	20 hours	N/A	HS	02-28-24	5-30-24	Under direction of Brookdale Comm College, C Kavcak & T Jaw

*3. Motion to approve the following travel and conference requests:

Code	Name	Title	Location	Cost/Mileage	Date & Discussion
1	Christopher Page	District Mechanic	Quality Inn Hackettstown NJ	\$365 Registration. Mileage	February 27-28, 2024
2	S Montero	Teacher	NJ Music Educators Association conference AC Convention Center Atlantic City NJ	N/A	February 22-24, 2024
3	K Morpeth	Teacher	NJ Music Educators Association conference AC Convention Center Atlantic City NJ	N/A	February 22-24, 2024
4	N Nothnagel	Teacher	NCECA Annual Conference Richmond Virginia	N/A	March 20- 23, 2024
5	H Apple	Supervisor	Instructional Coach Institute: Maximizing Your Effectiveness as an Instructional Coach Webinar	\$595 Registration	April 29-30, 2024
6	H Apple	Supervisor	Catching Up Students Who Have Fallen Behind in Math Webinar	\$279 Registration	April 10, 2024 Title II Funds
7	M Mason	Director of Plants & Facilities	2024 NJSBGA Conference/Expo Harrah's Hotel & Conference Center Atlantic City NJ	\$325 Registration, Mileage, and Accommodations	March 17-20, 2024 (4 days)
8	R Smith	IT Specialist	COMP TIA Network+ Online Workshop	\$365 Test Fee	March 4-8, 2024
9	M Rowlin	Supervisor	Kennedy Krieger Institute 1741 Ashland Ave Baltimore MD 21205	Mileage, Meals and Accommodations	March 10-11, 2024
10	A Stettner	BCBA	Kennedy Krieger Institute 1741 Ashland Ave Baltimore MD 21205	Mileage, Meals and Accommodations	March 10-11, 2024
11	C Kavcak	Principal	Providing Leadership for Using AI Tools to increase Student Learning & Teacher Productivity On-line Webinar	\$395 Registration	March 22, 2024
12	M Rowlin	Supervisor	Legal One Special Education Law Advanced Certificate of Mastery - Online Webinar	\$675.00 Registration	March 1 to May 31, 2024 Title II Funds

*4. Motion to authorize the Superintendent to hire a HS Paternity Leave Guidance Counselor for the remainder of the 2023-2024 school year. The Board will not unreasonably withhold approval at the next board meeting.

Approval of Personnel Motions

MOTION:		SECOND:		
Name	Ayes	Nays	Abstain	Absent
Thomas Dufner				
Jean Hansen				
Erik Heller				
Amy Kemp				
Lisa Marshall				
Paula Merrill				
Corey Piasecki				
Alfred Coscia				
Molly Fraumeni				

II. EDUCATION AND POLICY

*1. Motion to affirm the administrative decision regarding the following HIB cases:

MS –2023-2024 - 004, 005

HS - 2023-2024 - None

*2. Motion to approve the following field trip requests in accordance with Policy 2340:

Code	Requested by:	Trip	Board of Education Cost	Discussion
1	D Balas R Cacchio	Harrah's Atlantic City 777 Harrah's Blvd Atlantic City NJ 08401	Registration \$135pp Hotel \$880 Transportation	DECA
2	D Balas	WHRMS	Transportation	RETROACTIVELY APPROVED DECA
3	H Heslin A Best	LifeTown 10 Microlab Road Livingston NJ 07029	Transportation, \$15.00 per student	MD Classes
4	C Yanoff M McGann M Gurdineer	LifeTown 10 Microlab Road Livingston NJ 07029	Transportation, \$15.00 per student	MC/AU Life skills class
5	D Balas J Leontaris	Wall Street Walks Tour 86 Trinity Place New York, NY 10006	Transportation	DECA and Investing & Finance
6	A Eisner T Zavacki S Mosher	Mt Olive High School 18 Corey Rd Flanders NJ 07836	Transportation	RETROACTIVELY APPROVED US First Robotics
7	C Tyburezy	WHRHS	Transportation	Challenge Day
8	J Solecitto L Krause	Belvidere Elementary School Belvidere NJ	Transportation	WCCSE Chess Tournament for Grades 6-8 - WHRMS Gifted & Talented
9	A Fledman J Bamford	Doubleday Field 1 Doubleday Ct	N/A	WHRHS Varsity Baseball Team

Code	Requested by:	Trip	Board of Education Cost	Discussion
		Cooperstown NY 13326	(All costs provided by booster club)	
10	M Arminio T Manfra M McGeehan C Chiara M Dell Elba	Warren County Community College 475 Route 57 Washington NJ 07882	Transportation, \$8 lunch for staff	RETROACTIVELY APPROVED ALC Students
11	J Graf	Musikfest Cafe 101 Founders Way Bethlehem PA 18015	Transportation	RETROACTIVELY APPROVED Jazz Ensemble
12	N Silvis J Balas H Ranalli	Oakwood Lanes Route 31 Washington NJ	Transportation, Lane & Shoe Rental Costs	RETROACTIVELY APPROVED 7th and 8th Grade Alt Program
13	H Ranalli C Tyburczy N Remondelli	Mansfield Elementary School Route 57 Mansfield NJ	Transportation	Guidance & Administration Preparing 6th grade for MS
14	K Chiara A Polakowski	Centenary University Hackettstown NJ	Transportation	WHRHS Character Development & Leadership and Peer Leadership Classes
15	P Smith	Mercer County Community College 1200 Old Trenton Road W Windsor Twsp NJ	Transportation	WHRHS FFA
16	J Solecitto M Devine	Villa Roller Rink 2121 Route 57 Washington NJ	Transportation	RETROACTIVELY APPROVED Gifted & Talented 7
17	M Devine	North Hunterdon HS Regional Road Annandale NJ	Transportation	Warren-Hunterdon Academic Meet - Countywide Competition HS Horizons WHAM Team
18	A Helle	St Luke's Warren Hospital Roseberry St Phillipsburg NJ	Transportation	Career Fair
19	A Helle	Rutgers University New Brunswick Lot 58C Piscataway NJ	Transportation	Anatomy & Physiology Course

*3. Due to the Inclement Weather closing on Tuesday, February 13, 2024, the Board of Education Approved 2023-2024 School Year Calendar has been adjusted. School will be in session on Friday, June 7, 2024. June 7 will be the last day of school for students and will be an early dismissal day, 11:55 AM.

Additional school closing days will be added back into the 2023-2024 school year calendar as follows: Friday, May 24, 2024, Friday, April 5 to Monday, April 1, 2024. All days returned to the calendar will be early dismissal days - 11:55 AM.

*4. Motion to approve the Warren Hills Regional School District Calendar for the 2024-2025 School Year.

*5. Motion to approve student #2020486 under Policy & Regulation #5111, Eligibility of Resident/NonResident Pupils, as a J-1 Visa student for the 2023-2024 school year, effective September 7, 2023.

*6. Motion to approve H.I.B. Resolution as follows:

RESOLUTION OF THE WARREN HILLS REGIONAL
SCHOOL DISTRICT BOARD OF EDUCATION
February 27, 2024

WHEREAS, Public schools play an essential role in the safe and high quality education of students in NJ

WHEREAS, one aspect of such an education is to address, investigate, and eradicate instances of harassment, intimidation, and bullying (“HIB”) in the Public schools, particularly in light of the current school climate and necessary focus on ensuring student safety and all students’ rights to attend school free from HIB; and

WHEREAS, New Jersey law contains a definition of HIB that includes numerous aspects and steps necessary to determine whether an act constitutes an incident of HIB, with such definition codified in the Anti-Bullying Bill of Rights Act (“ABR”) at N.J.S.A. 18A:37-14; and

WHEREAS, the definition of HIB includes a requirement that in order for an act to be considered HIB, it must, in part, be reasonably perceived *by the victim* to be motivated by an actual, perceived, or other distinguishing characteristic, result in a substantial disruption or interference with the orderly operation of the school and/or the rights of students, and have the effect of insulting or demeaning a student, among other things; and

WHEREAS, the Commissioner of Education, in construing the ABR, has emphasized that an individual can unintentionally commit an act of HIB when she emphasized that, “the statute requires an analysis of how the actor’s motivation is perceived and whether that perception is reasonable. It does not require an analysis of the actual motivation of the actor... None of these criteria require the actor to have actual knowledge of the effect that her actions will have, or to specifically intend to bring about that effect” (Wehbeh v. Verona Bd. of Ed. (2020)); and

WHEREAS, this definition of HIB could result in a finding that an individual unintentionally committed an act of HIB; and

WHEREAS, the intent or motivation of the actor is not considered prior to a substantiated finding of HIB; and

WHEREAS, it is inherently unjust to label somebody as a “bully” if the requisite intent to commit an act of HIB was not present;

WHEREAS, The Delegate Assembly is the official policymaking body of the New Jersey School Boards Association; and

WHEREAS, Education-related policies resulting from prior Delegate Assembly and Board of Directors actions are codified in the NJSBA's *Manual of Positions and Policies on Education*; now, therefore, be it

RESOLVED, that the Warren Hills Regional School District Board of Education proposes the following additional policy language for adoption by the Delegate Assembly and inclusion in NJSBA's *Manual of Positions and Policies on Education*, in particular, Positions and Policies on Education #5131.5, Vandalism/Violence, "School Violence," Section C.:

The NJSBA believes that the State Board of Education, the New Jersey State Department of Education, the State Legislature, and other agencies should revise the ABR's statutory definition of "HIB" to take into account not only how the conduct was reasonably perceived by the victim, but to also consider the intent or motivation of the actor, because not every person who commits an act of HIB intended to do so and/or had the capacity to understand the effect of their words or deeds, particularly those individuals with special needs or those pupils who are very young; and be it further

RESOLVED that this resolution be placed on the agenda for consideration at the May 18, 2023 Delegate Assembly

Adopted at a regular meeting of the
Warren Hills Regional School District
Board of Education on February 27, 2024

Donna Marie Palmiere
WHRSD Board Secretary

Approval of Education & Policy Motions

MOTION:		SECOND		
Name	Ayes	Nays	Abstain	Absent
Thomas Dufner				
Jean Hansen				
Erik Heller				
Amy Kemp				
Lisa Marshall				
Paula Merrill				
Corey Piasecki				
Alfred Coscia				
Molly Fraumeni				

III. BUDGET AND FINANCE

*1. The Warren Hills Regional Board of Education approves the January, 2024 Board Secretary and Treasurer's Report as follows:

BE IT RESOLVED that the Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10(c)3, does hereby certify that as of the date of this report, no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(a);

BE IT FURTHER RESOLVED that the Warren Hills Regional Board of Education accepts the monthly financial report of the Secretary and the Treasurer for the month of January, 2024; in compliance with N.J.A.C. 6A:23A-16.10(c)4, that the Board of Education certifies that no major account has been over expended in violation of N.J.A.C. 6A:23A-16.10(b), and that as of this report sufficient funds are available to meet the District's financial obligation for the remainder of the year.

*2. Motion to approve the bill list for the period January 24, 2024 through February 27, 2024, in the amount of \$5,852,647.58.

*3. Motion to approve Student Activities bill list for the period January 1, 2024 through January 31, 2024 in the amount of \$18,304.12.

*4. Motion to approve Athletic bill list for the period January 1, 2024 through January 31, 2023 in the amount of \$8,750.00.

*5. Motion to approve transfers in the amount of \$821,509.18 for the month of January, 2024.

*6. Motion to approve the Resolution for Participation in Coordinated Transportation with Warren County Special Services School District for 2024-2025 school year with an administrative fee of 4.5 percent.

*7. Motion to submit waiver to the Executive County Superintendent for an alternate revenue projection for SEMI for the 2024-2025 school year instead of the District Budgeted SEMI Revenue amount of \$46,703.45.

*8. Motion to approve the educational contract with New Hope for Student #4930705581 commencing January 29, 2024 until February 8, 2024 at a rate of \$600.00 a week for 4 hours of instruction per day.

*9. Motion to approve Home/Bedside Instruction Agreement with LearnWell for Student #4930705581 commencing February 12, 2024 until further notice, in the amount of \$58.25 per hour for a total of 10 hours per week with an additional 33% for administrative and preparation costs.

*10. Motion to approve a contract with Tiffany Mosquera for American Sign Language Interpretation for the 2023-2024 school year, at the rate of \$110.00 per hour (2-hour minimum) plus travel fees at the standard mileage rate.

*11. Be It Resolved, to approve a contract with York Fence Construction Company Inc. to replace the fence as part of the Millway Restoration and Repairs in the amount of \$32,980.00.

*12. Be It Resolved, to approve the withdrawal from Capital Reserve for the Millway Restoration and Repairs in the amount of \$32,980.00.

*13. Motion to accept the funding from NJDOE for SDA Emergent Needs and Capital Maintenance in the amount of \$41,106.00. This is to be used to offset district costs associated with taking those important measures and ensuring students have safe and healthy learning environments.

*14. Motion to approve the submission of the Advanced Placement African American Studies Comp Grant.

*15. Motion to accept the award of IT Training and Cyberrange access this year from the State and Local Cybersecurity Grant Program.

*16. Motion to accept and amend the ESEA 2023-2024 to include \$27,100.00 for Title I SIA.

Approval of Budget & Finance Motions

MOTION:		SECOND:		
Name	Ayes	Nays	Abstain	Absent
Thomas Dufner				
Jean Hansen				
Erik Heller				
Amy Kemp				
Lisa Marshall				
Paula Merrill				
Corey Piasecki				
Alfred Coscia				
Molly Fraumeni				

O. Public Comment

P. Second Executive Session (If Necessary)

MOTION:		SECOND:		
Name	Ayes	Nays	Abstain	Absent
Thomas Dufner				
Jean Hansen				
Erik Heller				
Amy Kemp				
Lisa Marshall				
Paula Merrill				
Corey Piasecki				
Alfred Coscia				
Molly Fraumeni				

Q. Adjournment _____ p.m.

Approval to Adjourn

MOTION:		SECOND:		
Name	Ayes	Nays	Abstain	Absent
Thomas Dufner				
Jean Hansen				
Erik Heller				
Amy Kemp				
Lisa Marshall				
Paula Merrill				
Corey Piasecki				
Alfred Coscia				
Molly Fraumeni				

*** Roll Call**