

Sayreville, New Jersey
March 3, 2025
6:30 PM

Pursuant to notice posted at the Board Offices, given to each Board member, two local newspapers, and the Borough Clerk as required by Chapter 231, Public Law 1975, the Board of Education of the Borough of Sayreville held a Regular Meeting on March 3, 2025. An Executive Session took place at 6:30 P.M. followed by the Regular Meeting at 7:30 P.M.

Mrs. Bloom called the meeting to order at 6:30 P.M. Roll call: Mrs. Chudkowski, Mr. Fernandez, Mrs. Hernandez, Mrs. Maldonado, Mrs. Napolitano, Mrs. Pabon, Mr. Smith, and Mrs. Bloom. It must be noted that Mr. Callahan was not present.

Also present were Superintendent Dr. Labbe, Assistant Superintendent Mr. Knaster, Business Administrator/Board Secretary Ms. Hill, Director of Human Resources and Professional Development Dr. Aguiles, Director of Curriculum and Instruction (Grades 3-12) Mrs. Grossman, Director of Special Projects Mrs. Burt, and Mr. Busch of the Busch Law Group.

Motion by Mr. Smith, second by Mrs. Napolitano. Roll call vote. Eight yes votes recorded. Motion carried. Yes votes recorded by Mrs. Chudkowski, Mr. Fernandez, Mrs. Hernandez, Mrs. Maldonado, Mrs. Napolitano, Mrs. Pabon, Mr. Smith, and Mrs. Bloom. The Board went into Executive Session at 6:32 P.M. in accordance with the following resolution.

RESOLUTION

WHEREAS Section 8 of the Open Public Meetings Act, Chapter 231, P.L. 1975 permits the exclusion of the public from a meeting in certain circumstances; and

WHEREAS, this public body is of the opinion that such circumstances presently exist.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Borough of Sayreville, County of Middlesex, State of New Jersey, as follows:

1. The public shall be excluded from discussion of and action upon the hereinafter specified subject matters.
2. The general nature of the subject matter to be discussed is as follows:
 - PERSONNEL (Including but not limited to agenda items)
 - MATTERS FALLING UNDER ATTORNEY/CLIENT PRIVILEGE
3. It is anticipated at this time that the above stated subject matter shall be made public at such time as the need for non-disclosure no longer exists.
4. This Resolution shall take effect immediately.

The Board adjourned the Executive Session at 6:51 P.M. The Board reopened the meeting to the public at 7:31 P.M.

Roll Call: Mrs. Chudkowski, Mr. Fernandez, Mrs. Hernandez, Mrs. Maldonado, Mrs. Napolitano, Mrs. Pabon, Mr. Smith, and Mrs. Bloom. It must be noted that Mr. Callahan was not present.

Also present were Superintendent Dr. Labbe, Assistant Superintendent Mr. Knaster, Business Administrator/Board Secretary Ms. Hill, Director of Human Resources and Professional Development Dr. Aguiles, Director of Curriculum and Instruction (Grades 3-12), Mrs. Grossman, Director of Special Projects Mrs. Burt.

The mission of the Sayreville Public Schools is to educate today's learners to be tomorrow's leaders by providing all students with a high quality, challenging education that instills character and enables our students to compete successfully in the 21st century.

PLEDGE TO THE FLAG

Led by Mrs. Bloom

APPROVAL OF MINUTES

Motion by Mr. Smith, second by Mrs. Napolitano. Eight yes votes recorded by Mrs. Chudkowski, Mr. Fernandez, Mrs. Hernandez, Mrs. Maldonado, Mrs. Napolitano, Mrs. Pabon, Mr. Smith, and Mrs. Bloom. The Board approved the minutes of:

- Regular and Executive Session of February 18, 2025

BOARD DISCUSSIONS

Governance Committee Comments – Mr. Fernandez advised the committee met and discussed policies and regulations on the agenda for approval this evening.

Student Achievement Committee Comments – Mrs. Grossman advised the committee met and discussed updated curriculum guides, state testing, usage of the High Impact Tutoring and Climate Change Grants, and the upcoming Staff Development Day in June.

Middlesex County School Boards Association Update – Mrs. Bloom announced the Sayreville War Memorial High School Unsung Heroes are Nicholas Bernardi and Sara Torino. She noted the Unsung Heroes Banquet will be held on March 26, 2025, at Old Bridge High School. Mrs. Bloom further advised that voting for officers will take place at the May meeting.

PRESENTATION

- 2025-26 Personnel and Professional Development Budget Presentation – Dr. Aguiles and Ms. Burt
- 2025-26 Technology and Security Budget Presentation – Dr. Waranowicz

PUBLIC PARTICIPATION ON AGENDA ITEMS ONLY

There were no public comments.

SUPERINTENDENT'S REPORT**A – VISION 2030: FINANCE & INFRASTRUCTURE**FINANCE

1. The Board of Education of Sayreville approved the acceptance of a donation from Dupont valued at approximately \$3,000.00 to provide two teachers, Gail Komm and LaShell Graham, with registration fees, transportation expenses and hotel expenses to travel to the NSTA Science Teachers Convention on March 26, 2025 through March 29, 2025, in Philadelphia, PA.

2. The Board of Education of Sayreville approved the Sayreville War Memorial High School to use Culture and Climate Funds to purchase trophies and T-shirts in the amount of \$321.65, to be distributed to students participating in the Dodgeball Tournament fundraiser for the Leukemia and Lymphoma Society.

3. The Board of Education of Sayreville approved a contract with McCabe Environmental Services for AHERA Visual Inspection and Management Plan at Cheesequake Elementary School in the amount of \$7,100.00, to be paid using funds from the Preschool Expansion Aid Grant. Pricing obtained through the County of Bergen Co-Op Contract # CK04 Bid # BC-RFP-21-013 for Asbestos Sampling/Consulting Services.

4. The Board of Education of Sayreville retroactively approved the hourly rate of \$18.50 for a substitute bus mechanic, effective January 1, 2025, for the remainder of the 2024-2025 school year.

5. The Board of Education of Sayreville approved the following resolution:

WHEREAS, the Educational Services Commission of New Jersey (ESCNJ) is acting as the lead agency for the Alliance for Competitive Telecommunications (ACT); and

WHEREAS, the ESCNJ operates the State-approved Cooperative Pricing System ESCNJ 23/24-19 for the provision of services, including the New Jersey Digital Readiness Learning & Assessment Broadband Component, Wide Area Network & Internet Cooperative Purchasing Initiative (DRLAP); and

WHEREAS, the ESCNJ received approval from the Department of Community Affairs, Division of Local Government Services to use competitive contracting for the solicitation of contracts for the DRLAP on behalf of the ESCNJ member districts, including the Sayreville Board of Education (“Board”); and

WHEREAS, ESCNJ has solicited, received, and ranked the proposals for DRLAP services and has recommended that the Board award a contract for such to Cablevision Lightpath, Inc. (“Lightpath”); and

RESOLVED that the Board hereby continues a new three-year contract from July 1, 2025 to June 30, 2028 with Cablevision Lightpath, Inc., as follows:

Dedicated Internet Access 10 Gb:	\$2,884.00 per month
Managed Router:	\$250.00 per month
Lightpath DDoS Shield Plus 10Gb:	\$1,000.00 per month
IPv4 29-6 Addresses:	\$34.95 per month
IPv4 27-30 Addresses:	\$64.95 per month

Mrs. Maldonado asked if the services listed are for the entire district on the above item. Dr. Labbe, Ms. Hill, and Dr. Waranowicz responded.

It must be noted that Mrs. Bloom and Mr. Smith abstained on the below item.

6. The Board of Education of Sayreville approved the attendance of the following Board members at the New Jersey School Boards Association “Equity Expo Conference” on Friday, April 11, 2025, at Mercer County College, at a cost of \$119.00 per attendee, to be paid by the Board of Education:

Lucille Bloom
Jeffrey Smith

7. The Board of Education of Sayreville approved the attendance of Erin Hill, at the New Jersey Association of School Business Officials Annual Spring Conference in Atlantic City from June 4 through June 6, 2025, at the rates as follows:

Registration:	\$500.00
Accommodations:	\$124.00/night plus applicable taxes and fees
Meals:	Per OMB Guidelines
Mileage:	Per State & OMB Guidelines

BUILDINGS AND GROUNDS

- 8. The Board of Education of Sayreville approved the following facility use permits:
 - a. Retroactively, Sayreville Recreation Department held Sayreville AA Soccer Practice at the Samsel Upper Elementary School on March 1, and 2, 2025, from 9:00 am to 3:00 pm in the gym. Fees in accordance with the schedule.
 - b. New Jersey Football Official Association to hold Football Official Training at the Sayreville War Memorial High School on Wednesdays, March 5, 12, 26, April 2, 23, 30, May 14, 21, June 4, 11, and 18, 2025, from 7:00 pm to 9:00 pm in the media center. Fees in accordance with schedule.

- c. Harry S. Truman Elementary School PTO to hold a Book Bingo at the Harry S. Truman Elementary School on Thursday, March 6, 2025, from 5:00 pm to 8:00 pm in the media center.
- d. Dwight D. Eisenhower Elementary School to hold a Paint Night at Dwight D. Eisenhower Elementary School on Thursday, March 20, 2025, from 4:30 pm to 9:00 pm in the gym.
- e. Woodrow Wilson Elementary School PTO to hold a Bracelet Making Night at Woodrow Wilson Elementary School on Wednesday, April 2, 2025, from 4:00 pm to 8:00 pm in the all-purpose room.
- f. New Jersey Premier Cricket League to hold Cricket League Practices & Games at the Dwight D. Eisenhower Elementary School on Saturdays & Sundays beginning Saturday, April 19, 2025, through October 2, 2025, from 12:30 pm to 3:00 pm on field #2. Fees in accordance with schedule.
- g. New Jersey Premier Cricket League to hold Cricket League Practices & Games at the Dwight D. Eisenhower Elementary School on Sundays, starting April 20, 2025, through Sunday, October 12, 2025, from 9:00 am to 3:00 pm on field #1. Fee in accordance with schedule
- h. Sayreville Jr. Bombers to hold Cheer Clinic at the Sayreville Middle School on May 6, 13, 20, June 5, 12, and 26, 2025, from 6:30 pm to 8:00 pm in the Blue Room.
- i. Band Parents Association to hold a Car Wash at the Sayreville War Memorial High School on Saturday, May 10, 2025, from 8:00 am to 1:30 pm in the parking lot.

SUPPORT SERVICES

9. The Board of Education of Sayreville approved the item(s) indicated below for the school year 2024-2025.

- a. Placement of the following students in out-of-district placements for the 2024-2025 school year. (Transportation is required)

Student I.D. #	School	Cost Per Student	Aide Cost	Related Services Cost
5737701426	Somerset Career Center/SCESC	\$41,410.00	NA	NA

- b. Bedside instruction for the following students: #5945836001; #5039327205; #6598817677 at a cost of \$81.13/hour payable to Learn Well Education.
- c. Bedside instruction for student #7880924247 at a cost of \$75/hour payable to Rutgers University Behavioral Health Care.
- d. Bedside instruction for student #3788415653 at a cost of \$60/hour payable to Brookfield School/For Keeps Program.
- e. Bedside instruction for student #5389797764 at a cost of \$53/hour payable to Silvergate Prep.

10. The Board of Education of Sayreville retroactively approved the following transportation route for the 2024-2025 school year:

Host: Educational Services Commission of New Jersey
 Route: T244
 School: Hawkswood School
 Cost: \$344.40 per diem x 71 days
 Total Cost: \$24,452.40
 Effective Date: February 26, 2025

11. The Board of Education of Sayreville approved the following trips:
- a. On Wednesday, March 26, 2025, forty-three Sayreville War Memorial High School Computer Science students and four faculty members to Stevens Institute of Technology, Hoboken, NJ. Students will visit a university specializing in technology and computer science. One Board bus will be utilized at a cost of \$392.25 (salary \$305.25 – fuel \$62.00 - tolls \$25.00) to be paid by the Perkins Grant.
 - b. On Wednesday, March 26, 2025, thirty students from Sayreville War Memorial High School and three faculty members to The College of New Jersey, Ewing, NJ. Students will experience a tour of the College. One Board bus will be utilized at a cost of \$402.00 (salary \$324.00 – fuel \$78.00) to be paid by the Board of Education.
 - c. On Wednesday, April 2, 2025, twenty-two Samsel Upper Elementary School TAG students, and three faculty members to Lower East Side Tenement Museum, New York, NY. Students will gain greater understanding of the immigrant experience in New York City during the Industrial Revolution. One Board bus will be utilized at a cost of \$423.00 (salary \$333.00 - fuel & tolls \$90.00) to be paid by the Board of Education. Additional Stop: Italian American Museum, NYC
 - d. On Thursday, April 3, 2025, thirty-three Sayreville War Memorial High School Advanced Placement Art History students, and three faculty members to Cathedral of Saint John the Devine, New York, NY. Students will view and study the work they are learning in class. One Board bus will be utilized at a cost of \$428.00 (salary \$333.00 - fuel & tolls \$95.00) to be paid by the Board of Education.
 - e. On Friday, April 4, 2025, twenty-one Samsel Upper Elementary School TAG students, and three faculty members to Lower East Side Tenement Museum, New York, NY. Students will gain greater understanding of the immigrant experience in New York City during the Industrial Revolution. One Board bus will be utilized at a cost of \$423.00 (salary \$333.00 - fuel & tolls \$90.00) to be paid by the Board of Education. Additional Stop: Italian American Museum, NYC
 - f. On Friday, April 4, 2025, twenty-eight Sayreville War Memorial High School MD students and eleven faculty members to Home Depot, Parlin, NJ. Students will be planning out their garden project. Two Board buses will be utilized at a cost of \$193.00 (salary \$189.00 – fuel \$4.00) for a total of \$386.00 to be paid by the Board of Education.
 - g. On Wednesday, April 23, 2025, thirty-nine Sayreville War Memorial High School Computer Science students and four faculty members to Stevens Institute of Technology, Hoboken, NJ. Students will visit a university specializing in technology and computer science. One Board bus will be utilized at a cost of \$392.25 (salary \$305.25 – fuel \$62.00 - tolls \$25.00) to be paid by the Perkins Grant.
 - h. On Wednesday, April 23, 2025, thirty-seven Samsel Upper Elementary School MD students and twelve faculty members to Lifestown Shoppes, Livingston, NJ. Students will use skills practiced in class in a real-life setting. One Board bus will be utilized at a cost of \$282.00 (\$222.00 salary - \$60 fuel) to be paid by the Board of Education.
 - i. On Thursday, April 24, 2025, twenty-eight Sayreville War Memorial High School MD students and eleven faculty members to ShopRite, Old Bridge, NJ. Students

- will tour different departments and learn their responsibilities. Two Board buses will be utilized at a cost of \$193.00 (salary \$189.00 – fuel \$4.00) for a total of \$386.00 to be paid by the Board of Education.
- j. On Thursday, May 1, 2025, twenty-eight Sayreville War Memorial High School MD students and eleven faculty members to Sayreville Police Department, Sayreville, NJ. Students will become familiar with important community places. Two Board buses will be utilized at a cost of \$193.00 (salary \$189.00 – fuel \$4.00) for a total of \$386.00 to be paid by the Board of Education.
 - k. On Wednesday, May 14, 2025, twenty-eight Sayreville War Memorial High School MD students and eleven faculty members to Somerset Patriots Park, Bridgewater, NJ. Students worked hard throughout the school year to earn this trip. Two Board buses will be utilized at a cost of \$313.50 (salary \$277.50 – fuel \$36.00) for a total of \$627.00 to be paid by the Board of Education.
 - l. On Thursday, May 15, 2025, forty Sayreville Middle School Career Club students and five faculty members to Innovate Salon Academy, So. Plainfield, NJ. Students will have the opportunity to explore local industries that match their identified area of career interest. One Board bus will be utilized in a four-way move at a cost of \$329.50 (salary \$277.50 – fuel \$52.00) to be paid by the Board of Education.
 - m. On Friday, May 16, 2025, fifty Sayreville War Memorial High School JROTC students and two staff members to Joint Base McGuire Dix Lakehurst, NJ. Cadets will attend “Power in the Pines” Airshow. Two Board buses will be utilized at a cost of \$357.50 (salary \$277.50 – fuel \$80.00) for a total of \$715.00 to be paid by the Board of Education. Alternate Date: May 17, 2025
 - n. On Monday, May 19, 2025, thirty-five Sayreville Middle School TAG students and five faculty members to YMCA Camp Bernie, Port Murray, NJ. Students will learn team building skills. One Board bus will be utilized to drop off at a cost of \$353.75 (salary \$249.75 – fuel \$104.00) to be paid by the Board of Education.
 - o. On Wednesday, May 21, 2025, thirty-five Sayreville Middle School TAG students and five faculty members will be picked up at YMCA Camp Bernie, Port Murray, NJ and returned to Sayreville Middle School. One Board bus will be utilized at a cost of \$353.75 (salary \$249.75 – fuel \$104.00) to be paid by the Board of Education.
 - p. On Thursday, May 22, 2025, forty Sayreville Middle School Career Club students and five faculty members to Middlesex Fire Academy, Sayreville, NJ. Students will tour the fire academy to develop an understanding of various positions available in emergency management. One Board bus will be utilized at a cost of \$113.75 (salary \$111.00 – fuel \$2.75) to be paid by the Board of Education.
 - q. On Thursday, May 29, 2025, twenty-eight Sayreville War Memorial High School MD students and eleven faculty members to Sayreville Fire Department, Sayreville, NJ. Students will tour the fire house as part of community places unit. Two Board buses will be utilized at a cost of \$218.75 (salary \$216.00 – fuel \$2.75) per bus for a total of \$437.50 to be paid by the Board of Education.

A – VISION 2030: FINANCE & INFRASTRUCTURE - ADDENDUM

FINANCE

12. The Board of Education of Sayreville approved the following resolution:

BE IT RESOLVED that the Board of Education hereby appoints the following Architectural Firm (“Firm”) and approves the Agreement for Professional Services between the Board and the Firm Spiezle Architectural Group, Inc. The Board shall pay the firm \$47,000.00 for Professional Services related to updating the Long-Range Facility Plan.

BE IT FURTHER RESOLVED that notice of the award of the above-described contract for Professional Services shall be provided as required by N.J.S.A. 18A:18A-5a (1).

BE IT FURTHER RESOLVED that this resolution and the Agreement shall be maintained on file and available for public inspection in the Board's office.

BE IT FURTHER RESOLVED that the Board President and the Business Administrator/Board Secretary, as the attesting witness, are hereby authorized to sign the Agreement.

Mr. Smith asked for clarification on the above item. Ms. Hill responded.

B – VISION 2030: STUDENT ACHIEVEMENT

1. The Board of Education of Sayreville approved the long-term suspension of the students listed below.

- 7027764903
- 8755847126

CURRICULUM

2. The Board of Education of Sayreville retroactively approved the admission of Kindergarten Student ID# 370347 to Dwight D. Eisenhower School. The student is age appropriate for kindergarten and has an entry date of February 13, 2025.

3. The Board of Education of Sayreville approved the recently revised curriculum guides below.

- United States History I CP and Core
- United States History II CP and Core
- Grade 12 Physical Education
- Grade 8 Physical Education
- Grade 7 POR Mathematics

Board members discussed concerns about the above item United States History II CP and Core. Dr. Labbe and Mrs. Grossman responded.

CO-CURRICULUM

4. The Board of Education of Sayreville approved the following trip:

- a. Thirty Sayreville War Memorial 11th graders and three teachers to attend a college fair at Woodbridge High School on Monday, March 24, 2025. Students will have the opportunity to meet college representatives from various colleges in the country. Transportation will be provided by the Career Council and National Hispanic College Conference.

C – VISION 2030: GOVERNANCE

1. The Board of Education of Sayreville approved the February 18, 2025, through February 28, 2025, HIB Report, including any investigations and/or recommendations for action provided by the Superintendent (attached to preserve confidentiality).

HIB Information for 2024-2025

Month	SWMHS	SMS	SUES	AES	EES	TES	WES	Project Before	Totals
September									
Number of Incidents Reported	4	1	0	2	0	0	0	0	7
Number of Incidents Investigated	4	0	0	0	0	0	0	0	4
Number of Confirmed Cases	1	0	0	0	0	0	0	0	1
Number of Unconfirmed Cases	3	0	0	0	0	0	0	0	3
October									
Number of Incidents Reported	7	7	0	4	2	0	0	1	21
Number of Incidents Investigated	7	7	0	2	0	0	0	1	17
Number of Confirmed Cases	0	3	0	2	0	0	0	0	5
Number of Unconfirmed Cases	7	4	0	0	0	0	0	1	12
November									
Number of Incidents Reported	3	3	1	0	1	0	0	0	8
Number of Incidents Investigated	3	3	0	0	0	0	0	0	6
Number of Confirmed Cases	3	1	0	0	0	0	0	0	4
Number of Unconfirmed Cases	0	2	0	0	0	0	0	0	2
December									
Number of Incidents Reported	7	3	1	3	1	0	0	0	15
Number of Incidents Investigated	7	3	1	1	0	0	0	0	12
Number of Confirmed Cases	1	1	1	0	0	0	0	0	3
Number of Unconfirmed Cases	6	2	0	1	0	0	0	0	9
January									
Number of Incidents Reported	5	2	2	2	2	1	4	0	18
Number of Incidents Investigated	5	2	2	1	0	1	4	0	15
Number of Confirmed Cases	0	0	1	0	0	0	2	0	3
Number of Unconfirmed Cases	5	2	1	1	0	1	2	0	12
February									
Number of Incidents Reported	7	2	4	1	2	0	2	0	18
Number of Incidents Investigated	7	2	1	0	0	0	2	0	12
Number of Confirmed Cases	1	0	1	0	0	0	0	0	2
Number of Unconfirmed Cases	5	2	0	0	0	0	2	0	9

Month	SWMHS	SMS	SUES	AES	EES	TES	WES	Project Before	Totals
TOTALS									
Number of Incidents Reported	33	18	8	12	8	1	6	1	87
Number of Incidents Investigated	33	17	4	4	0	1	6	1	66
Number of Confirmed Cases	6	5	3	2	0	0	2	0	18
Number of Unconfirmed Cases	26	12	1	2	0	1	4	1	47

2. The Board of Education of Sayreville approved the below new and revised policies and regulations for a First Reading.

- P 5710 Student Grievance (Revised)
- P 8500 Food Services (Revised)
- P 8601 Student Supervision After School Dismissal (Revised)
- P 9163 Spectator Code of Conduct for Interscholastic Events (New)
- R 5600 Student Discipline - Code of Conduct (Revised)

Mrs. Chudkowski asked for clarification on the above item on P5710, P8500, P8601, and R5600. Dr. Labbe and Ms. Hill responded.

D – VISION 2030: PERSONNEL

Approval of Retirement(s)

1. The Board of Education of Sayreville approved to honor the retirement(s) as indicated below for the 2024-2025 and 2025-2026 school years.

Name	Position	Department/Location	Effective Dates
Ford, Maryanne	Teacher	Truman School	July 1, 2025
Peduto, Stephanie	ESL Teacher	District	May 1, 2025

Dr. Labbe advised that Maryann Ford has been a passionate educator for thirty-three years. She has served on various committees, shared her valuable knowledge with colleagues, and spent countless hours volunteering her time. Mrs. Ford has made an incredible impact and inspired a love of learning to countless young minds. Dr. Labbe noted Mrs. Ford is a consummate professional and student-centered educator. He thanked Mrs. Ford for her incredible contribution to the Sayreville community and wished her a happy and fulfilling retirement.

Dr. Labbe advised that Stephanie Peduto began her career in Sayreville twenty-three years ago as a teacher at Arleth Elementary School. Ms. Peduto has spent the most recent nine years as an English as a Second Language teacher at Sayreville War Memorial High School. Ms. Peduto demonstrated diligence and dedication in supporting students as they acquired English and acclimated to life in the United States. Dr. Labbe noted Ms. Peduto also served as one of the teachers for the district’s Adult ESL Program. He thanked Ms. Peduto and wished her a long and happy retirement.

Approval of Resignation(s)

2. The Board of Education of Sayreville approved the resignation(s) as indicated below for the 2024-2025 school year.

Name	Position	Department/Location	Effective Dates
Estelle, Aniah	Part-time Paraprofessional (MD)	SWMHS	03/10/2025

Name	Position	Department/Location	Effective Dates
Grecco, Rachel	Cafeteria Worker	SMS	<i>Retroactive</i> 02/20/2025
Mahoney, Richard	Bus Aide	District	03/03/2025
Orszulski, Katie	Part-time Paraprofessional	Project Before Cheesequake	<i>Retroactive</i> 02/21/2025
Scognamillo, Michelle	Part-time Paraprofessional (MD)	Arleth School	<i>Retroactive</i> 02/24/2025
Zapcic, Mary	Teacher	Arleth School	06/30/2025

Approval of Rescindment(s)

3. The Board of Education of Sayreville approved the rescindment(s) of the approvals as indicated below for the 2024-2025 school year.

Name	Position	Location
Dixon, Devin	Part-time Paraprofessional (MD)	SMS

Approval of Degree Status Upgrades, Salary Amendments and Corrections

4. The Board of Education of Sayreville approved the following salary increases for Teamsters Local 469 who have obtained their Black Seal License as indicated below for the school year 2024-2025. *Any changes made to previous approvals are in bold type.*

Name	Location	Assignment	2024-2025 Salary	Effective Dates
Ortiz, Maribel	SWMHS	Custodian	Prorated Annualized Salary **32,400 (Step 1, WBS)	<i>Retroactive</i> 11/22/2024 through 06/30/2025

***Pending Teamster contract negotiations*

5. The Board of Education of Sayreville approved the salary amendments for the following non-certificated personnel for the 2024-2025 school year. *Any changes made to previous approvals are in bold type.*

Name	Location	Assignment	2024-2025 Salary	Effective Dates
Ain, Qurat	SUES	Part-time Paraprofessional (POR) <i>*Not to exceed 7.5 hours/week</i>	\$15.50 Hourly Prorated Annualized Salary \$4,278.00 (Step 1)	<i>Retroactive</i> 09/01/2024 through 06/30/2025
Benedict, Richard	District	Evening Stockroom/Maintenance Worker	Prorated Salary Base Salary **\$36,783 Stipend +\$500 Total Salary **\$37,283 (Step 2, NBS)	<i>Retroactive</i> 01/22/2025 through 06/30/2025

***Pending Teamster contract negotiations*

6. The Board of Education of Sayreville approved the effective date amendments to the personnel indicated below for the 2024-2025 school year. *Any changes made to previous approvals are in bold type.*

Name	Assignment	Amended Effective Dates
Chanderjit, Divya	Part-time Paraprofessional	03/03/2025
Chiarmonite, Kristina	Non-certificated Substitute	02/24/2025

Name	Assignment	Amended Effective Dates
Ferreira, Antonio	Full-time IT Support Technician	03/03/2025
Foduli, Ariana	Non-certificated Substitute	02/24/2025
Grose, Tracy	Non-certificated Substitute	02/28/2025
Herschell, Finella	Non-certificated Substitute	02/24/2025
Londregan, Kenneth	Replacement Math Teacher	01/02/2025 through 02/18/2025
Ramirez, Kamill	Substitute Paraprofessional	02/26/2025
Riccardella, Mary	Substitute Teacher	02/26/2025
Ross, David	Substitute Teacher	02/20/2025
Sridhar, Sahana	Lunchroom/Playground Aide	02/24/2025
Vargas Hidalgo, Dionelis	Non-certificated Substitute	02/26/2025

Approval of Leave Requests and Modifications

7. The Board of Education of Sayreville approved the leaves of absence and modifications for the 2024-2025 school year as listed below. *Any changes made to previous approvals are in **bold** type.*

Staff Name	Position	Department or School	Type of Leave of Absence	Effective Dates
Alexander, Victoria	Math Teacher	SMS	Disability	02/13/2025 through 02/28/2025
Hammond, Lauren	School Psychologist	SWMHS	Disability Unpaid Childrearing Leave	01/17/2025 through 03/11/2025 03/12/2025 through 06/30/2025
Karl, Steven	Custodian	SWMHS	FMLA	01/24/2025 through 02/28/2025
Kulpa, Doreen	Full-time Paraprofessional	SUES	Intermittent FMLA	<i>Retroactive</i> 02/24/2025 through 06/01/2025
Leonard, Roxanne	Special Education Teacher	Arleth School	Disability Unpaid Childrearing Leave	03/10/2025 through 04/11/2025 04/12/2025 through 06/30/2025
Mancini, Ronald	SMS	Theater Teacher	Unpaid Medical Leave	01/17/2025 through 03/31/2025
Nowak, Grazyna	Custodian	SMS	FMLA	12/07/2024 through 02/28/2025
Pennypacker, Larry	Campus Monitor	District	FMLA	01/24/2025 through 04/04/2025

Staff Name	Position	Department or School	Type of Leave of Absence	Effective Dates
Swan, Rose	Support Secretary	SUES	Disability	<i>Retroactive</i> 01/28/2025 through 02/25/2025
			Unpaid Medical Leave	02/26/2025 through 02/28/2025

Approval of New Hires and Modifications

8. The Board of Education of Sayreville approved the employment of the non-certificated personnel at the salaries and assignments indicated below for the 2024-2025 school year.

Name	Location	Assignment	2024-2025 Salary	Effective Dates
Bouchard, Michael <i>(M. Rifkin)</i>	District	Campus Monitor	Prorated Salary \$38,900 (Step 1)	*TBD
Foduli, Ariana <i>(M. Scognamillo)</i>	Arleth School	Part-time Paraprofessional (MD)	\$15.50 Hourly Prorated Annualized Salary \$16,826.80 (Step 1)	03/04/2025 through 06/30/2025
Marte Abreu, Feriluz <i>(C. Grella)</i>	Project Before Selover	Part-time Paraprofessional	\$15.50 Hourly Prorated Annualized Salary \$16,826.80 (Step 1)	*TBD
Ramirez, Kamill <i>(new position)</i>	SMS	Part-time Paraprofessional (MD)	\$15.50 Hourly Prorated Annualized Salary \$16,826.80 (Step 1)	03/11/2025 through 06/30/2025
Rozkvas, Roman <i>(A. Tiggs Williams)</i>	SWMHS	Custodian 3 pm – 11 pm	Prorated Annualized Salary **\$32,219.20 (Step 2, NBS)	<i>Retroactive</i> 02/25/2025 through 06/30/2025

**Conditional upon final approval by the N.J. Department of Education Criminal History Review*

***Pending Teamster contract negotiations*

Approval of Transfers

9. The Board of Education of Sayreville approved the transfer of the non-certificated personnel as indicated below for the 2024-2025 school year at the salaries and assignments indicated below.

Name	Previous Assignment	New Assignment	2024-2025 Salary	Effective Dates
Anthony, Ruth <i>(D. Ortizio)</i>	Lunchroom/ Playground Aide Truman School	Part-time Paraprofessional (POR) Truman School	\$15.75 Hourly Prorated Annualized Salary \$17,098.20 (Step 2)	05/01/2025 through 06/30/2025

10. The Board of Education of Sayreville approved the transfer of the non-certificated

personnel as indicated below for the 2024-2025 school year with no change to salary.

Name	Previous Assignment	New Assignment	Effective Dates
Coposky, Kevin <i>(Q. Lawlor)</i>	Custodian 3 pm – 11 pm SUES & SMS	Custodian 3 pm – 11 pm SWMHS	03/03/2025 through 06/30/2025
Lawlor, Quinn <i>(K. Coposky)</i>	Custodian 3 pm – 11 pm SWMHS	Custodian 3 pm – 11 pm SUES & SMS	03/03/2025 through 06/30/2025

Approval of Substitutes

11. The Board of Education of Sayreville approved the employment of substitute certificated personnel as indicated below for the 2024-2025 and 2025-2026 school years.

Name	Position	Class	Effective Dates
Estelle, Aniah	Substitute Teacher	Class I	03/11/2025
Ikram, Raafee	Substitute Teacher	Class I	03/04/2025
Torres, Monica	Substitute Teacher	Class I	03/04/2025

12. The Board of Education of Sayreville approved the employment of substitute non-certificated personnel as indicated below for the 2024-2025 school year.

Name	Position	Effective Dates
Bradshaw, Reese	Non-certificated Substitute	*TBD
Chalco, Lisa	Substitute Paraprofessional	<i>Retroactive</i> 02/25/2025
Estelle, Aniah	Non-certificated Substitute	03/11/2025

**Conditional upon final approval by the N.J. Department of Education Criminal History Review*

Approval of Coaches (School Year 2024-2025)

13. The Board of Education of Sayreville approved the employment of the Coaches for the Spring Season, and their Stipends as indicated below for the school year 2024-2025.

Assignment	Last Name	First Name	Stipend
GROUP #2 BASE			
Spring Track			
#6 Assistant Coach	*Wright	Zuriel	\$7,090

**Conditional upon final approval by the N.J. Department of Education Criminal History Review*

Approval of Volunteer Coaches

14. The Board of Education of Sayreville approved the personnel indicated below as a coaching aide (unpaid) for the school year 2024-2025:

Assignment	Last Name	First Name
Baseball – MS	Gizzi	Anthony
Lacrosse Girls – HS	*Zurka	Tammy

**Conditional upon final approval by the N.J. Department of Education Criminal History Review*

Approval of Certificated Staff Covering at 1/6 Daily Rate

15. The Board of Education of Sayreville approved the certificated staff and coverage rates of pay as indicated below to receive 1/6 of their daily rate to cover for a certificated staff member. These rates of pay begin on the 21st day of coverage.

Name	Coverage 1/6 Daily Rate of Pay
Annett, Christina	\$59.00
Cavallaro, Mary	\$83.75
Geison, Kulsum	\$83.17
Purcell, Kelly	\$61.08

Approval of Anti Bullying Specialists and Coordinator

16. The Board of Education of Sayreville approved the personnel indicated below as Anti-bullying Specialists and Coordinator for the remainder of the school year 2024-2025.

School Name	Anti-bullying Specialist
Sayreville Middle School	Raub, Jessica

Approval of Personnel for Camp XL Extended School Year Program

17. The Board of Education of Sayreville approved the employment of staff to work at the Camp XL extended school year program on an as-needed basis based on enrollment as indicated in Attachment D-1.

Approval of Personnel for Computer Science Outreach Event

18. The Board of Education of Sayreville approved the staff below to plan and facilitate a Computer Science Outreach Event entitled “Discovering the Magic of Computer Science” on March 26, 2025 at Sayreville Middle School at a rate of \$60 per hour not to exceed \$180 funded through the Computer Science Honor Society Grant.

Santella, Darci

Approval of Presenters for Sayreville University

19. The Board of Education of Sayreville approved the employment of the following staff to work as Sayreville University presenters at the rates listed below.

Staff Member	New Teacher Workshop Title	Payment
Gonzales, Marisol (Co-presenter)	When to Refer in Preschool! (PreK)	\$125
Santoro, Caitlin (Co-presenter)	When to Refer in Preschool! (PreK)	\$125

Approval of Professional Days

20. The Board of Education of Sayreville approved the following professional days at the amounts listed in addition to mileage at the employee’s respective contractually negotiated rate.

Name	Professional Day	Date	Registration Fee
Bannerman, Jaclyn	Changing the ADHD Brain: Moving Beyond Medication	04/04/2025	\$249.99
Boccardi, Amanda	Assessment & What's New in Thinking Classrooms	03/19/2025	\$100.00
Borrell-DeMaio, Lizabeth	Visual processing Toolkit Assessment & Treatment Harness the Power of Breathing	04/30/2025 05/01/2025	\$104.50
Concitis, Robert	2025 Annual NJ Association for Middle Level Education Conference	03/19/2025	\$175.00
Cook, Janet	Productive Struggle in Math Grades 3-8	05/08/2025	\$100.00 Title IIA

Name	Professional Day	Date	Registration Fee
DeSena, Michele	Motivating Students to Read, Write, and Think in Grades 6-12 through High School Hip Hop Texts and Other Evidence-Based Strategies.	04/30/2025	\$180.00 Title IIA
Feijo, Lauren	Rethinking Co-Teaching	03/28/2025	Free
Fernandez, Lucia	Empowering Educators: Strategies and Considerations for Addressing the Needs of English Language Learners in the Classroom	03/27/2025	\$100.00
Graziano, Angela	Decrease Attention-Getting and Tantrum Behaviors: Practical Solutions, Grades PK-2	03/28/2025	\$169.00
Hoehman, Jordan	New Jersey Tiered System of Support (NJTSS) and Special Education - The Link	03/26/2025	\$100.00
Howard, Christopher	Empowering Educators with Engagement, Motivation, Practice, Opportunity, Well-Being, Equity, and Resilience.	03/07/2025	Free
Howard, Eddie	Revisiting Best Practices in Science and Stem Instruction	04/03/2025	\$100.00 Title IIA
Kennedy, Erica	Enhancing Post-Secondary Outcomes Through Life Skills Education	03/25/2025	\$100.00
Kolber, Mary	LGBTQ-Inclusive Pedagogy - A Workshop for K-12 Educators	03/05/2025	Free
Lynch, Barbara	Insight 2025~Empowering Educators	03/07/2025	Free
Magistro, April	NJ Preschool Inclusive Education Project	04/10/2025	\$45.00
Maharana, Mala	New Jersey Math Supervisor Roundtable Group	03/07/2025	Free
Mangafas, Alexandra	21st Annual NJSCA Spring Conference	04/11/2025	\$85.00
Merrick, Michelle	New Jersey Tiered System of Support (NJTSS) and Special Education - The Link	03/26/2025	\$100.00
Mihalenko, Laura	Using AI Tools to Increase the Success of Gifted Learners	05/01/2025	\$295.00 Title IV
Morris, Stephanie	Keys to Enhancing Your Effectiveness as a School Nurse, Grades K-12	03/28/2025	\$169.00
O'Connor,Carolynn	Using schoolyard gardening and restoration to mitigate climate impacts on local wildlife and the plants they depend on.	03/20/2025	Free
O'Connor,Carolynn	NSTA Convention	03/26/2025 03/27/2025 03/28/2025	\$450.00
Obryk, Nina	Preschool Inclusion Leadership Conference	04/10/2025	\$45.00
Odgers, Caitlyn	4th Biennial Conference on Child Abuse and Neglect	04/02/2025	\$50.00

Name	Professional Day	Date	Registration Fee
Olesky, Kristin	Motivating Students to Read, Write, and Think in Grades 6-12 through High School Hip Hop Texts and Other Evidence-Based Strategies.	04/30/2025	\$180.00 Title IIA
Petrone, Kelly	Vision Therapy	03/21/2025	\$106.61
Picazio, Afrouz	Communities and The Coast of Climate Change	03/14/2025	Free
Pulido, Arnaldo	Empowering Educators: Strategies and Considerations for Addressing the Needs of English Language Learners in the Classroom	03/27/2025	\$100.00
Quinby, Carter	New Jersey Writing Alliance Annual Conference	05/22/2025	\$80.00 Title IIA
Raub, Jessica	NJ School Counselor Association Spring Conference	04/11/2025	Free
Santella, Darci	AP Computer Science Principles Reading - Training Day	06/12/2025	Free
Schlaline, Kathryn	Preschool Inclusion Leadership Conference	04/10/2025	\$45.00
Sokol, Ruth-Anne	Understanding Dysgraphia, Dyscalculia, and Nonverbal Learning Disabilities	04/03/2025	\$159.00
Swanson, Emily	Enhancing Post-Secondary Outcomes Through Life Skills Education	03/25/2025	\$100.00
Tola, Richard	Critical and Emerging Legal Issues in Elementary Education	03/17/2025	\$150.00
Zank, Catherine	Motivating Students to Read, Write, and Think in Grades 6-12 through High School Hip Hop Texts and Other Evidence-Based Strategies.	04/30/2025	\$180.00 Title IIA

21. The Board of Education of Sayreville approved to rescind the following professional days at the amounts listed.

Name	Professional Day	Date	Registration Fee
Gallucci, Jade	ASHA Learning Pass	03/17/2025 03/18/2025	\$278.00
Gitto, Gianna	ASHA Learning Pass	03/17/2025 03/18/2025	\$278.00
Maul, Emily	ASHA Learning Pass	03/17/2025 03/18/2025	\$286.00
Shah, Kashyapi	ASHA Learning Pass	03/17/2025 03/18/2025	\$278.00

D – VISION 2030: PERSONNEL - ADDENDUM

Approval of Resignation(s)

22. The Board of Education of Sayreville approved the resignation(s) as indicated

below for the 2024-2025 school year.

Name	Position	Department/Location	Effective Dates
Borg, Jennifer	Part-time Paraprofessional	SWMHS	03/28/2025

Approval of Degree Status Upgrades, Salary Amendments and Corrections

23. The Board of Education of Sayreville approved the effective date amendments to the personnel indicated below for the 2024-2025 school year. *Any changes made to previous approvals are in **bold** type.*

Name	Assignment	Amended Effective Dates
Farman, Madiha	Part-time Paraprofessional (MD)	03/17/2025

Approval of Substitutes

24. The Board of Education of Sayreville approved the employment of substitute certificated personnel as indicated below for the 2024-2025 and 2025-2026 school years.

Name	Position	Class	Effective Dates
Borg, Jennifer	Substitute Teacher	Class I	04/01/2025
Ortiz, Albany	Substitute Teacher	Class I	03/04/2025

Approval of Professional Days

25. The Board of Education of Sayreville approved the following professional days at the amounts listed in addition to mileage at the employee’s respective contractually negotiated rate.

Name	Professional Day	Date	Registration Fee
Fischer, David	Assertiveness in Therapy: Key communications and boundaries	03/18/2025	\$59.00

SUPERINTENDENT’S REPORT APPROVAL

Motion by Mrs. Napolitano, second by Mrs. Pabon. Roll call vote. Eight yes votes recorded. Motion carried. Yes votes recorded by Mrs. Chudkowski, Mr. Fernandez, Mrs. Hernandez, Mrs. Maldonado, Mrs. Napolitano, Mrs. Pabon, Mr. Smith, and Mrs. Bloom. The Superintendent’s Report was approved in its entirety except as follows:

- Finance
 - Item # 6 – Approval of Attendance at New Jersey School Boards Association Equity Expo Conference
 - Abstain – 2

PUBLIC PARTICIPATION

Steven Chudkowski, 5 Rhode Street, commented on curriculum, community matters, taxes, and Board of Education Policy 5756.

BOARD COMMENTS

Mrs. Pabon suggested the Board consider taking a vote on Policy 5756 in an effort to put the issue to rest.

Mrs. Chudkowski noted the Board has not discussed Policy 5756 and the issue should be discussed before a vote is taken.

Mr. Smith noted he carefully considers all financial decisions before voting.

NEXT MEETING DATE

- Tuesday, March 18, 2025
- Tuesday, April 1, 2025

ADJOURNMENT

Motion by Mr. Smith, second by Mrs. Pabon. All Board Members were in favor. Motion carried. The Board adjourned the meeting at 10:07 P.M.

Erin Hill
Business Administrator/Board Secretary