

COLTS NECK TOWNSHIP SCHOOLS
COLTS NECK, NEW JERSEY 07722

Mission Statement

The mission of Colts Neck Township Schools is to empower and inspire students to be confident, creative, self-sufficient learners who maximize their strengths and talents and contribute as responsible participants in their ever expanding world.

MINUTES: For the Meeting of the Board of Education, **August 14, 2024**, at 6:30 p.m. in the Board Room of the Administration Building at 70 Conover Road, Colts Neck, New Jersey 07722

2023-2024 Colts Neck Township Schools District Goals

STUDENT ACHIEVEMENT - To implement supplemental intervention programs designed specifically to target areas of student performance in language arts and mathematics for the purpose of yielding results on 2024 Spring NJSLA that restore all tested grade level scores to 2019 pre-pandemic scores or above.

COMMUNITY & COMMUNICATIONS - Design and coordinate opportunities for the district to interact and communicate with parents and the community at large for purposes of enhancing the district's public relations and parent engagement.

FACILITIES: Continue efforts to provide additional outdoor and indoor spaces to support student learning and the overall development of the whole child.

STAFF ENGAGEMENT: Increase and enhance opportunities for staff to participate and contribute to decisions directly impacting them and their work environment.

Public Participation

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest. Public participation is governed under District Policy 0167 - Public Participation in Board Meetings as follows:

Public participation shall be governed by the following rules:

1. *A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, municipality of residence, and group affiliation, if applicable;*
2. *Each statement made by a participant shall be limited to three minutes' duration;*
3. *No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard; and only then if time constraints and/or the presiding officer allow.*
4. *All statements, questions, or inquiries shall be directed to the presiding officer; and any questions or inquiries directed by a participant to another Board member or Superintendent shall be redirected to the presiding officer who shall determine if such statement, question, or inquiry shall be addressed by the presiding officer on behalf of the Board or by the individual Board member or Superintendent;*
5. *It is the expectation of the Board that communications between participants and the Board will remain positive and focused around the best interest of the student(s) and the district as a whole. All communications from all stakeholders shall be conducted with mutual respect and civility. The Board will not condone communications and interactions that can be perceived as harassing, insulting, threatening, or lacking in respect or civility.*

The presiding officer may:

- a. *Interrupt, warn, and/or terminate a participant's statement, question, or inquiry when it is too lengthy;*
- b. *Interrupt and/or warn a participant when the statement, question, or inquiry is abusive, obscene, or may*

- be defamatory;*
- c. *Request any person to leave the meeting when that person does not observe reasonable decorum;*
- d. *Request the assistance of law enforcement officers in the removal of a disorderly person when that person prevents or disrupts a meeting with an act that obstructs or interferes with a meeting;*
- e. *Call for a recess or an adjournment to another time when the lack of public decorum interferes with the orderly conduct of the meeting; and*
- f. *Waive these rules when necessary for the protection of privacy or to maintain an orderly operation of the Board meeting.*

CALL TO ORDER

President Jessica Ramirez called the meeting to order at 6:35 p.m.

ROLL CALL

ROLL CALL

Board Members Present: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe and Kevin Walsh

Board Members Absent: None

LEGAL NOTICE OF MEETING

LEGAL NOTICE

Pursuant to the Open Public Meetings Act, Chapter 231, this meeting has been duly advertised in the Asbury Park Press in a schedule of meetings dated January 11, 2024 notice of which has been filed with the Deputy Clerk for Colts Neck Township and the requirements of posting of notices have been met.

FLAG SALUTE

FLAG SALUTE

President Ramirez led the Flag Salute and Vincent Rugnetta read the Mission Statement.

APPROVAL OF MINUTES

APPROVAL OF
MINUTES

None

APPOINTMENT OF BOARD MEMBER

APPOINTMENT OF
BOARD MEMBER

Board Secretary Vincent Marasco remarked that the Board of Education had publicly advertised and conducted public interviews for the Vacancy created by the passing of John Camera. He further noted that the Board deliberated in regards to all the qualified candidates interviewed, in an Executive Session held on August 8, 2024. The appointment will serve until the Reorganization Meeting in January, 2025. Mr. Marasco noted on a Motion by Vincent Rugnetta and seconded by Alison DeNoia, a roll call vote in the affirmative was carried by the majority of the remaining members, to fill the Vacancy by appointing Richard J. Wickberg to the Colts Neck Township Board of Education.

ADMINISTRATION OF OATH TO BOARD MEMBER

ADMINISTRATION OF
OATH

Pursuant to N.J.S.A. 18A:12-2.1, Board Secretary Vincent Marasco administered the Oath for School Board Member Richard J. Wickberg, who publicly read the statutory Oath. Mr. Marasco congratulated Mr. Wickberg, who was then seated at the Board table.

PRESENTATION

None

COMMUNICATIONS

COMMUNICATIONS

None

REPORT OF PRESIDENT – Mrs. Jessica Ramirez

PRESIDENT'S
REPORT

- President Ramirez congratulated Richard Wickberg on his successful appointment; she expressed enthusiasm to bring his skills to the Board.
- Extended thanks to Mr. Chersevani and Mrs. Camera for participating in the interview process; she acknowledged their willingness to offer their time, insight and commitment to this Board is greatly appreciated.
- As the new school year approaches, Mrs. Ramirez reminded everyone to follow the proper Chain of Command, which starts with a child's teacher, followed by the Principal and then ultimately the Superintendent. The purpose is to ensure that concerns are addressed at the most appropriate level so they can effectively be resolved. She ensured that this Board will hear any and all concerns and work to address them all.

COMMITTEE REPORTS

COMMITTEE
REPORTS

Buildings & Grounds/Safety & Security Committee:

Chairperson: Kevin Walsh
Committee Members: Brenna Dillon, Jason Orrico, Vincent Rugnetta
Administrator: Vincent Marasco

- Kevin Walsh thanked Mr. Marasco and Mr. Moretta for the tour of the buildings and for overseeing the ESIP project. The project is going well; all buildings will have a Building Management System (BMS); certain roof leaks have been addressed and the solar project will be nearing its start.

Mr. Rugnetta commended Mr. Moretta for the department's maintenance fixes that are performed in-house and saves the district money by doing so.

Communications Committee:

Chairperson: Vincent Rugnetta
Committee Members: Amy Dimes, Jessica Ramirez, Angelique Volpe
Administrator: Philip J. Capasso III

- Vincent Rugnetta reported that the committee met last week.
- Mr. Capasso added the link to the Comprehensive Health and Physical Education Curriculum update letter dated August 2022 that provides parents/guardians with specific details regarding how the district revised its Health curriculum to comply with the required changes to the NJLS from the New Jersey Department of Education. Added to the Opt Out form.

Curriculum Committee:

Chairperson: Jessica Ramirez
Committee Members: Amy Dimes, Vincent Rugnetta, Kevin Walsh
Administrator: Dr. Erica Reynolds

- Jessica Ramirez reported that curriculum writing that was being done over the summer has been completed. She has sent an email to the committee to see if there is a need for a meeting prior to the Board approving the curriculum.

Finance/Negotiations Committee:

Chairperson: Jason Orrico
Committee Members: Alison DeNoia, Kevin Walsh, Vacancy
Administrator: Vincent Marasco

- No Report

Policy Committee:

Chairperson: Jessica Ramirez
Committee Members: Alison DeNoia, Jason Orrico, Angelique Volpe
Administrator: Dr. MaryJane Garibay

- Jessica Ramirez reported that the committee met on Monday August 12th. The meeting was very lengthy as there were a lot of policies / regulations contained on the Alert received from Strauss Esmay. Legal counsel was present at the meeting to review the policies / regulations and to address any questions by the committee. She noted that this evening's agenda contains the policies / regulations up for a first read.
- The committee has decided not to adopt one (1) regulation (Honoring Student Achievement) since the district does not have a policy governing this regulation.
- The full board should have received notification of some information of a new SEL policy & regulation and a Board of Education Parent Notification policy. They will be part of a future discussion.

Advocacy & Government Relations Committee:

Chairperson: Angelique Volpe
Committee Members: Brenna Dillon, Jessica Ramirez, Vacancy
Co-Administrators: Dr. MaryJane Garibay and Dr. Richard Beck

- Angelique Volpe noted that she is still waiting to hear on the status of the Freedom to Read Act; will keep the Board updated.

Ad-Hoc Committee for the Arts, Sports, & Extracurricular Activities:

Chairperson: Vincent Rugnetta
Committee Members: Brenna Dillon, Jessica Ramirez, Kevin Walsh
Administrator: Dr. MaryJane Garibay

- No report

Board Member Liaisons:

Brenna Dillon - Parent Advisory Committee

- No Report

Amy Dimes - Colts Neck PTO

- No Report

Vacancy - Colts Neck Township Committee

- Summer concert series is still going on.
- This evening is the Township meeting; one (1) Sgt. is being promoted to Lieutenant.
- Regarding the Affordable Housing Plans, there will be a Planning Board Meeting in the near future.

Kevin Walsh - Colts Neck Township Senior Citizens

- If you are 55 and over you can join the Seniors; \$10 to join. Meetings are the first Wednesday of every month at the Colts Neck Inn.
- Couple of trips coming up: Newport Rhode Island; Vietnam Memorial Museum on September 19th; Hudson River Foliage tour on October 14th; Fiddler on the Roof on November 7th; overnight trip to Lancaster on November 19th and 20th and December 16th is their Holiday Party at the Molly Pitcher Inn.

State & County School Boards Association Representative:

Angelique Volpe - Reminder September 16th there is virtual training for Board Governance.

SUPERINTENDENT'S REPORT

Dr. Garibay reported:

- Last week was the end of the six-week ESY Program; a tremendous amount of planning goes into this program. Thanks to the teachers, therapists, Instructional Assistants, Bus Drivers and Transportation Aides. Thanked Dr. Beck, Director of Special Services and his Administrative Assistant Ruth Lawton who do a lot of work behind the scenes to coordinate this program.
- Regular summer deep cleanings and prev maintenance along with ESIP work has

been ongoing. Very excited about the HVAC work and installation of Solar Panels; this is the biggest project that the district has taken on since the building of the Conover Road Primary School. Thanked Mr. Moretta, Facilities Manager and the custodians and maintenance staff. A lot of preparation goes into getting the buildings ready for the opening of the schools.

- Working to coordinate a presentation on September 25th with Greg Burns, a senior representative from DCO Energy who will provide an update to the community and the Board on the ESIP project.
- Thanked the parents for their patience; it is anticipated that the Parent Portal the week of August 26th. A letter will be going out tomorrow with some reminders.
- On this evening's agenda there are two (2) retirements - Joan Meyer, Human Resources Secretary. Mrs. Meyer is retiring after 26 years in the district. She also served as an instructional assistant in the district. Ms. Kathleen Condrón, Bookkeeper/Payroll Assistant has been in the district for 25 years. Payroll is a complicated process and she has done it with ease and grace. We are truly going to miss these two individuals.

INFORMATION ITEMS

None

COMMENTS FROM ATTENDING CONSTITUENTS – ALL SUBJECTS

- Phyllis Camera, 1 Roundhill Court - expressed her disappointment and described her concern regarding the handling of the decision for the BOE position held by her late husband John Camera. She wished the newly appointed Board Member, Richard Wickberg, the best of luck and encouraged him to make conservative decisions, staying true to the Colts Kids First principles.

Mrs. Camera further commented on Item #2 under Personnel remarking that when considering the financial aspect of the school district, which currently comprises three (3) schools, with an approximate enrollment of 1,000 students, the addition of a fourth counselor is unnecessary in her opinion. She described reasons against hiring a counselor and inquired about shared services for acquiring any counseling support.

Mrs. Camera asked if the vote on this personal item could be tabled until the next meeting to allow for time for these questions to be answered. She further reminded the Board that once the Superintendent fills a position, only she has the authority to remove that person and eliminate the position leaving the Board with no control.

Mrs. Camera read approximately twenty-one questions she posed regarding inquiries into Personnel item #2 on the agenda

President Ramirez addressed Mrs. Camera's concerns regarding the handling of the appointment of the Board Member to fill the vacancy. She noted that this decision was not a decision that this Board came to quickly or lightly, and described how the Board

deliberated in Executive session last week and how she reached out individually to the Board members to discuss the appointment prior to and after Executive session. She disagreed with Mrs. Camera's perspective on the handling of the appointment and indicated that she would be happy to discuss her concerns further.

With regard to the counselor position, President Ramirez indicated that she had many of the same concerns and discussed them with the Superintendent in detail. Additionally, she noted that Dr. Garibay has made herself available for any Board Members who have questions or concerns and has also provided extensive background about the position in her updates. President Ramirez also noted that this is not a new position, and was budgeted for in the 2024-25 budget.

Dr. Garibay reiterated that this is a budgeted position and has been in place since 2022. As per the recommendations that were presented to the Board in the Spring from the Parent Advisory Committee, the number one recommendation was the continuation and expansion of the Social and Emotional Learning Programs. The district counselor would facilitate the implementation of the Social Emotional Learning Curriculum. The Board and Administration worked very hard to identify and support our needs when constructing the SEL curriculum. The SEL Curriculum is an extension of the Comprehensive Health and Physical Education Standards. Dr. Garibay further noted that Action Item #1, is a recommendation for approval of an Opt- Out option for parents who feel strongly about not having their child participate, which will be linked to our Social Emotional learning Curricula.

Mr. Rugnetta inquired if Dr. Garibay could look into possible shared services as an option. Dr. Garibay noted that shared services are not typically designed for instructional programs.

ACTION ITEMS

1. It was moved by Vincent Rugnetta, seconded by Alison DeNoia and carried on a roll call vote to approve the authorization for the Superintendent of Schools to implement Social Emotional Learning curricula as an extension of the district's Comprehensive Health and Physical Education program, and, as such, to establish a parental opt-out option in accordance with N.J.S.A. 18A:35-4.7.

Angelique Volpe commented that she will be abstaining from the approval of the SEL Curriculum Parent Opt Out. She does not support the District's emphasis on the SEL program. She would much rather see a focus on fundamentals and targeted interventions.

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta and Kevin Walsh

No: None

Abstain: Angelique Volpe and Richard Wickberg

APPROVAL OF SEL
CURRICULUM
PARENTAL OPT OUT

Absent: None

BUILDINGS AND GROUNDS/SAFETY AND SECURITY

None

CURRICULUM

1.

It was moved by Alison DeNoia, seconded by Vincent Rugnetta and carried on a unanimous roll call vote to approve the reimbursable expenses in accordance with Policy #6471/Regulation #6471. ([Attachment # C-1](#))
- REIMBURSABLE
EXPENSES

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

2.

It was moved by Alison DeNoia, seconded by Vincent Rugnetta and carried on a unanimous roll call vote to approve the Agreement with Dr. Eric Milou to provide professional development for middle school mathematics teachers at a cost not to exceed \$5,000 during the 2024 - 2025 school year, as indicated below:
- STAFF
PROFESSIONAL
DEVELOPMENT
PROVIDER
2024-2025 SCHOOL
YEAR

Consultant	Amount Not To Exceed
Dr. Eric Milou	\$5,000

*Funded by ESEA GRANT - Every Student Succeeds Act

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

3.

It was moved by Alison DeNoia, seconded by Vincent Rugnetta and carried on a unanimous roll call vote to approve the Agreement with Gravity Goldberg, LLC to provide on-site days of professional development for teachers at a cost not to exceed \$19,800 during the 2024 - 2025 school year, as indicated below:
- STAFF
PROFESSIONAL
DEVELOPMENT
PROVIDER
2024-2025 SCHOOL
YEAR

Consultant	Amount Not To Exceed
Gravity Goldberg, LLC	\$19,800

*Funded by ESEA GRANT - Every Student Succeeds Act

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

FINANCE

1. It was moved by Jason Orrico, seconded by Kevin Walsh and carried on a unanimous roll call vote to approve the Dining Services Price List for the 2024-2025 school year, as indicated below:
- 2024-2025 DINING
PRICES

Conover Road Primary School Conover Road Elementary School	
Student Lunch	\$4.75
Featured Favorite Student Lunch	\$5.25
Reduced Price Lunch	\$0.50
Faculty Lunch	\$5.25
Faculty Featured Favorite Lunch	\$5.75

Cedar Drive Middle School	
Student Lunch	\$4.75
Featured Favorite Student Lunch	\$5.25
Reduced Price Lunch	\$0.50
Faculty Lunch	\$5.25
Faculty Featured Favorite Lunch	\$5.75

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

2. It was moved by Jason Orrico, seconded by Kevin Walsh and carried on a unanimous roll call vote to approve Delta-T Group North Jersey, Inc. ("Delta-T"), 1460 US Route 9 North, Suite 300, Woodbridge, NJ 07095, as a provider of interim professionals, on an as needed basis for the 2024-2025 school year, not to exceed \$8,352 in aggregate, at the rates set forth in the Educational Rate Sheet on file in the Office of the School Business Administrator/Board Secretary.
(Account # 11-000-217-320-000)
- PROFESSIONAL
SERVICES - INTERIM
PROFESSIONALS

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

3. It was moved by Jason Orrico, seconded by Kevin Walsh and carried on a unanimous roll call vote to approve the addendum to extend the agreement with ESS Northeast, LLC., originally approved by the Board on October 20, 2021 and amended at the November 9, 2022 and the August 23, 2023 Regular Meetings, to provide professional contracted services for three (3) daily substitute teachers, for the term of July 1, 2024 through June 30, 2025 and on file in the Business Office. (Account # 11-190-100-320-xxx)
- APPROVAL OF
ADDENDUM TO
EXTEND CONTRACT
WITH EDUCATION
MANAGEMENT &
STAFF SOLUTIONS
(“ESS”)

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

4. It was moved by Jason Orrico, seconded by Kevin Walsh and carried on a unanimous roll call vote to approve Delta-T Group North Jersey, Inc. (“Delta-T”), 1460 US Route 9 North, Suite 300, Woodbridge, NJ 07095, as a provider of non Black Seal certified custodians, on an as needed basis for the 2024-2025 school year, not to exceed \$35,280 in aggregate, at the rates set forth in the Educational Rate Sheet on file in the Office of the School Business Administrator/Board Secretary. (Account # 11-000-262-300-060-262-0)
- DELTA-T GROUP:
CUSTODIAL/
MAINTENANCE
WORKERS

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

5. It was moved by Jason Orrico, seconded by Kevin Walsh and carried on a unanimous roll call vote to approve the contract for a three (3) year subscription software license between Liminex, Inc., dba GoGuardian and the Colts Neck Township Board of Education for student chromebook content filtering and monitoring with Beacon 24/7 coverage, from August 20, 2024 to August 19, 2027, for a three-year total cost of \$78,564.48, to be paid in three (3) annual installments of \$26,188.15. The annual
- CONTRACT WITH
LIMINEX, INC., DBA
GOGUARDIAN -
THREE (3) YEAR
SUBSCRIPTION
SOFTWARE LICENSE

renewal is subject to the availability and appropriation of sufficient funds as may be required to meet the extended obligation in accordance with n.j.s.a.18A:18A-42.
(Account # 11-190-100-340-000-800-0)

Mrs. Dimes requested further clarification on what GoGuardian will provide the district. Dr. Garibay noted that the system is used internally to monitor student activity on Chromebooks. It will provide information on student usage, app accessibility, activity time, filtering and determining IP addresses. The administration is also looking into the GoGuardian Parent App and is hopeful that this will be rolled out sometime in the fall.

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

6. It was moved by Jason Orrico, seconded by Kevin Walsh and carried on a unanimous roll call vote to approve the appropriation of \$15,335.12 of 2023-2024 NJ State Extraordinary Aid to increase the following budgetary account, effective August 1, 2024, in accordance with N.J.A.C. 6A:23A-13.3(d):

APPROPRIATION OF
2023-2024
EXTRAORDINARY AID

Budgetary Account	Description	Amount
11-000-217-320-000-400-0	Additional student Extraordinary Services - contracted provider (Delta-T)	\$8,352.00
11-190-100-610-050-800-0	Remainder to cover 750 chromebook renewal lease	\$6,983.12
	TOTAL:	\$15,335.12

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

POLICY

1. It was moved by Angelique Volpe, seconded by Alison DeNoia and carried on a roll call vote to approve the first reading of the following policies and regulations, as indicated below: (Attachment # P-1 -# P-17)

FIRST READING
OF POLICIES AND
REGULATIONS

Attachment # P-1	Policy 1140 - Educational Equity Policies / Affirmative Action
Attachment # P-2	Policy 1523 - Comprehensive Equity Plan
Attachment # P-3	Policy 1530 - Equal Employment Opportunities
Attachment # P-4	Regulation 1530 - Equal Employment Opportunities Complaint Procedure
Attachment # P-5	Policy 1550 - Equal Employment / Anti-Discrimination Practices
Attachment # P-6	Regulation 2200 - Curriculum Content
Attachment # P-7	Policy 2260 - Equity in School and Classroom Practices
Attachment # P-8	Regulation 2260 - Equity in School and Classroom Practices
Attachment # P-9	Policy 5750 - Equitable Educational Opportunity
Attachment # P-10	Policy 5842 - Equal Access of Student Organizations
Attachment # P-11	Policy 2411 - Guidance Counseling
Attachment # P-12	Policy 3211 - Code of Ethics
Attachment # P-13	Policy 5570 - Sportsmanship
Attachment # P-14	Policy 5841 - Secret Societies
Attachment # P-15	Policy 7610 - Vandalism
Attachment # P-16	Regulation 7610 - Vandalism
Attachment # P-17	Policy 9323 - Notification of Juvenile Offender Case Disposition

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe and Kevin Walsh

No: None

Abstain: Richard Wickberg

Absent: None

NEGOTIATIONS

None

TRANSPORTATION

None

PERSONNEL

1. It was moved by Kevin Walsh, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the acceptance of the retirement of the following staff member, with regret, as indicated below: RETIREMENTS

Name	Position/Location	Effective Date
Joan Meyer	Human Resources Secretary/ Superintendent's Office	1/1/25
Kathleen Condon	Bookkeeper - Payroll Account Assistant/Business Office	1/1/25

The Board expresses its appreciation and gratitude to Joan Meyer for her twenty - six and one half years (26.5) of faithful service to the children and the district and further wishes her good health and much happiness during her retirement.

The Board expresses its appreciation and gratitude to Kathleen Condon for her twenty - five years (25) of faithful service to the children and the district and further wishes her good health and much happiness during her retirement.

Mrs. DeNoia thanked Mrs. Meyer and Mrs. Condon for their extensive years of service and value that they have brought to the district. They will surely be missed.

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

2. It was moved by Kevin Walsh, seconded by Alison DeNoia and carried on a roll call vote to approve the employment of the following individual for the 2024-2025 school year, as indicated below:

EMPLOYMENT:
TEACHER
2024-2025 SCHOOL
YEAR

Name	Position/Location/ Account No.	Effective Dates	Guide/Step/ Salary
* Rebecca Groninger (Replacing Belinda Mendez-Azzolini, who resigned)	School Counselor/ District/ (11-000-218-104-000)	9/1/24 – 6/30/25	MA+30 Guide Step 8 \$77,456 Per Annum, Prorated

* Pending criminal history review and receipt of prior employment verification.

Mr. Rugnetta inquired whether the other counselors could take on any of the responsibilities of this position. Dr. Garibay noted that they cannot and that the SEL program cannot be implemented without this additional counselor.

Mrs. Dimes commented that she is happy to see this employment is back on the agenda for approval.

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jessica Ramirez, Vincent Rugnetta and Richard Wickberg

No: None

Abstain: Jason Orrico, Angelique Volpe and Kevin Walsh

Absent: None

3. It was moved by Kevin Walsh, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the employment of the following individual for the 2024-2025 school year, as indicated below:

EMPLOYMENT:
INSTRUCTIONAL
ASSISTANT
2024-2025 SCHOOL
YEAR

Name	Position/Location/ Account No.	Effective Dates	Hours/Number of Days/Step/Hourly Rate/Salary
* Rayna Bobchin (Replacing Elissavet Kaouni Syrepisiou, who resigned)	Instructional Assistant/ Conover Road Primary School/ (11-000-217-106-060-100-1)	9/1/24 – 6/30/25	6.75 Hours Daily 184 Days Step 1-10 \$16.49 Per Hour \$20,481 Per Annum

* Pending criminal history review and receipt of prior employment verification.

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

4. It was moved by Kevin Walsh, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the employment of the following individual for the 2024-2025 school year, as indicated below:

EMPLOYMENT:
LUNCH-RECESS AIDE
2024-2025 SCHOOL
YEAR

Name	Position/Location/ Account No.	Effective Dates	Hours/Number of Days/Step/Hourly Rate/Salary
* Nancy Guadagnino (Replacing Miriam Teeter, who retired)	Lunch-Recess Aide/ Conover Road Elementary School/ (11-000-262-107-000-100-1)	9/1/24 – 6/30/25	2.5 Hours Daily 173 Days Step 15 \$18.70 Per Hour \$ 8,087 Per Annum

* Pending criminal history review and receipt of prior employment verification

Mrs. Volpe inquired why this new hire is being paid at a higher rate of pay, when

other current staff members are making much less. Dr. Garibay advised that this is based on prior experience when hired.

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

5. It was moved by Kevin Walsh, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the appointment of the following individuals for the 2024-2025 school year, as indicated below:

EMPLOYMENT:
BUS DRIVERS
2024-2025 SCHOOL
YEAR

Name	Position/Location/ Account No.	Effective Dates	Number of Days/Hourly Rate/Hours
*David Spader (replacing Ralph Stuto, who resigned)	Bus Driver/District/ (11-000-270-160-000-100-0)	9/1/24 – 6/30/25	184 Days \$27.41 Per Hour 4 - 5 Hours Per Day
*Nancy Guadagnino (replacing Gregory Dawson, who resigned)	Bus Driver/District/ (11-000-270-160-000-100-0)	9/1/24 – 6/30/25	184 Days \$27.41 Per Hour 4 - 5 Hours Per Day

* Pending receipt of CDL license

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

6. It was moved by Kevin Walsh, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the change in the placement on the salary guide for the 2024-2025 school year for the following staff members due to education advancement, effective September 1, 2024, as indicated below:

MOVEMENT ON
GUIDE
2024-2025 SCHOOL
YEAR

Name/Position/Location	From	To
	Guide/Step/Salary Effective Dates	Guide/Step/Salary Effective Dates
Suzanne Cooper/ Teacher/	MA+30/ 16/\$99,781/	MA+60/ 16/\$102,981/

Cedar Drive Middle School	9/1/24 - 6/30/25	9/1/24 - 6/30/25
Jordan Farley/ Teacher/ Conover Road Elementary School	BA/ 6-7/\$67,106/ 9/1/24 - 6/30/25	MA/ 6-7/\$73,706/ 9/1/24 - 6/30/25

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

7. It was moved by Kevin Walsh, seconded by Alison DeNoia and carried on a roll call vote to approve the medical disability leave for each of the following staff members during the 2024-2025 school year, as indicated below:

MEDICAL DISABILITY
LEAVE
2024-2025 SCHOOL
YEAR

Name/Position/ Location	Effective Dates	Medical Disability Leave
Kathryn Campisi/Teacher/ Conover Road Elementary School	9/3/24 - 9/13/24	FMLA – Paid with healthcare benefits (using sick days from 9/3/24 through 9/13/24)
Alexandra Vena/Teacher/ Cedar Drive Middle School	9/3/24 - 11/29/24	FMLA – Paid with healthcare benefits (using sick days from 9/3/24 through 11/29/24)

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Abstain: Vincent Rugnetta

Absent: None

8. It was moved by Kevin Walsh, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the appointment of Theresa Heyer, School Nurse at Cedar Drive Middle School, to review students' sports physicals for the 2024-2025 school year, at an hourly rate of \$47, for a total number of hours not to exceed forty (40), for a total amount not to exceed \$1,880.

REVIEW OF CDMS
STUDENTS' SPORTS
PHYSICALS
2024-2025 SCHOOL
YEAR

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

9. It was moved by Kevin Walsh, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the appointment of the following individuals to the Substitute Teacher list for the 2024-2025 school year, at a salary of \$125 per day on an as needed basis, pending approval of criminal history review.
- SUBSTITUTE
TEACHERS:
2024-2025 SCHOOL
YEAR

Name	Certification
Diana Mrozinski-Kasimov	School Counselor
Jillian O’ Reilly	Pending Substitute Credential

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

10. It was moved by Kevin Walsh, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the attendance of the following additional staff members at 2024 summer IEP meetings, at an hourly rate of \$52, for a total number of hours to be worked by all staff members not to exceed forty eight (48) hours, as indicated below:
- 2024 SUMMER IEP
MEETINGS -
ADDITIONAL STAFF

Ryan White
Katelyn Jeleniewicz
Dawn Fittipaldi

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

NEW BUSINESS/WORK SESSION AGENDA

Mrs. Dimes discussed a post that was brought to her attention regarding cybersecurity and student chromebook passwords.

Mr. Walsh asked for an update on deferring some of the costs (i.e. lunch, school supplies, etc.) for the district’s military families. Dr. Garibay provided a brief update.

Mrs. Volpe commented that she met with Mrs. DeNoia, Dr. Garibay and Principal Rigby on August 8th to discuss the student liaisons. Everyone is on board to bring a little more structure to it. Received feedback from the four (4) 8th grade students who graduated. She will continue to work with the administration to enhance this program.

Took a five (5) minute recess.

1. Board Work Session - Structure of the Board

EXECUTIVE SESSION RESOLUTION (N.J.S.A. 10:4-9,12)

No Executive Session held.

ADJOURNMENT

It was moved by Kevin Walsh, seconded by Vincent Rugnetta and carried on a unanimous roll call vote to adjourn the meeting.

Yes: Alison DeNoia, Brenna Dillon (Remote), Amy Dimes (Remote), Jason Orrico, Jessica Ramirez, Vincent Rugnetta, Angelique Volpe, Kevin Walsh and Richard Wickberg

No: None

Absent: None

REFERENCE SHEET	
Attachment # C-1	Reimbursable Expenses
Attachment # P- 1	First Read - Policy 1140 - Educational Equity Policies / Affirmative Action
Attachment # P- 2	First Read - Policy 1523 - Comprehensive Equity Plan
Attachment # P- 3	First Read - Policy 1530 - Equal Employment Opportunities
Attachment # P- 4	First Read - Regulation 1530 - Equal Employment Opportunities Complaint Procedure
Attachment # P- 5	First Read - Policy 1550 - Equal Employment / Anti-Discrimination Practices
Attachment # P- 6	First Read - Regulation 2200 - Curriculum Content
Attachment # P- 7	First Read - Policy 2260 - Equity in School and Classroom Practices
Attachment # P- 8	First Read - Regulation 2260 - Equity in School and Classroom Practices
Attachment # P- 9	First Read - Policy 5750 - Equitable Educational Opportunity
Attachment # P- 10	First Read - Policy 5842 - Equal Access of Student Organizations
Attachment # P- 11	First Read - Policy 2411 - Guidance Counseling
Attachment # P- 12	First Read - Policy 3211 - Code of Ethics
Attachment # P- 13	First Read - Policy 5570 - Sportsmanship
Attachment # P- 14	First Read - Policy 5841 - Secret Societies
Attachment # P- 15	First Read - Policy 7610 - Vandalism

Attachment # P- 16	First Read - Regulation 7610 - Vandalism
Attachment # P- 17	First Read - Policy 9323 - Notification of Juvenile Offender Case Disposition

BOARD MEETINGS*		
August 28, 2024	October 9, 2024	December 11, 2024
September 11, 2024	October 30, 2024	December 18, 2024
September 25, 2024	November 13, 2024	January 8, 2025 @ 6:00 (Organization Meeting)

* All Regular Board Meetings will be held at 6:30 p.m. in the Board Room of the Administration Building unless otherwise noted and advertised.

2024		
Thursday	August 29	New Student Orientations: CRPS: 9:30 AM CRES: 11:00 AM CDMS: 1:00 PM
Thursday	August 29	Kindergarten Play Date / CRPS: 1:30 PM
Monday	September 2	Labor Day Recess/ Schools/Central Office Closed
Tuesday	September 3	Schools Closed for Students/Staff Orientation Day - All Schools / Departments
Wednesday	September 4	School Closed for Students / Professional Development Day for Staff
Wednesday	September 4	CRPS Preschool Orientation: 10:00 AM - 11:30 AM
Thursday	September 5	First Day of School for Students
Tuesday	September 10	Back-To-School Night Conover Road Elementary School
Thursday	September 12	Back-To-School Night Conover Road Primary School
Thursday	September 26	Back-To-School Night Cedar Drive Middle School
Thursday - Friday	October 3-4	Rosh Hashanah - Schools/Central Office Closed
Monday	October 14	Columbus Day - School Closed for Students / Professional Day / Full Day for Staff
Monday	October 21	Short Session Day – Parent/Teacher Conferences (Afternoon)
Tuesday	October 22	Short Session Day – Parent/Teacher Conferences (Afternoon)
Wednesday	October 23	Short Session Day – Parent/Teacher Conferences (Afternoon)
Thursday	October 24	Short Session Day – Parent/Teacher Conferences (Afternoon & Evening)
Friday	October 25	Short Session Day – Students and Staff
Thursday-Friday	November 7-8	NJEA Convention – Schools/Central Office Closed
Wednesday	November 27	Short Session Day for Students and Staff
Thursday-Friday	November 28-29	Thanksgiving Recess – Schools/Central Office Closed
Friday	December 20	Short Session Day - Students and Staff - Start Winter Recess
Monday-Tuesday	December 23-31	Winter Recess – Schools/Central Office Closed
2025		

Wednesday	January 1	Winter Recess - Schools/Central Office Closed
Thursday	January 2	Schools Reopen for Students and Staff
Monday	January 20	Martin L. King's Birthday – Schools Closed for Students Professional Development Day – Full Day for Staff
Thursday	February 13	Short Session Day for Students Full Day for Staff with In-Service After Student Dismissal
Friday - Monday	February 14 - 17	Presidents' Day Weekend – Schools/Central Office Closed
Wednesday	February 26	Short Session Day – Parent/Teacher Conferences (Afternoon)
Thursday	February 27	Short Session Day – Parent/Teacher Conferences (Afternoon & Evening)
Friday	February 28	Short Session Day – Students & Staff
Friday	April 11	Short Session Day - Students & Staff - Start of Spring Recess
Monday - Monday	April 14 - April 21	Spring Recess – Schools/Central Office Closed
Tuesday	April 22	Schools Reopen
Friday	May 23	Short Session Day for Students Full Day for Staff with In-Service After Student Dismissal
Monday	May 26	Memorial Day - Schools/Central Office Closed
Monday	June 23	Short Session Day for Students / Full Day for Staff
Tuesday	June 24	Last Day of School - Short Session Day for Students and Staff

Respectfully Submitted,

Vincent S. Marasco

Vincent S. Marasco

School Business Administrator/Board Secretary