

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.

COLTS NECK BOARD OF EDUCATION GOALS
2021-2022 SCHOOL YEAR

- *FACILITIES: Develop a funding strategy plan for capital improvement projects as outlined in the Long-Range Facilities Plan.*
- *COMMUNICATIONS: Develop a District communications plan to establish positive partnerships within the community and promote district initiatives.*
- *STUDENT ACHIEVEMENT: Evaluate student success and standards in relationship to Curriculum, in a systematic and consistent manner, while taking into consideration costs and other factors in developing programs that are effective for the district.*
- *LONG-RANGE DISTRICT PLANNING: Complete the District Strategic Plan initiated in the 2019-2020 academic year.*
- *BOARD OPERATIONS: Review the current committee structure and develop a process to streamline the work and time commitment for board members.*
- *TECHNOLOGY: The board and administration will work together to establish a multi-year Technology Plan to best meet the needs of the district.*

COLTS NECK SCHOOL DISTRICT GOALS
2022-2023 SCHOOL YEAR

- *ACADEMIC: Develop and implement targeted action plans to increase percentages of students “meeting” and/or “exceeding” grade-level standards in mathematics and language arts.*
- *OPERATIONS Implementation of the Strategic Plan - The district will complete all activities identified for year 1 (22-23) in Action Plans.*
- *WELLNESS: Increase identification of SEL needs, specifically in the areas of students’ perceptions of school and perceptions of selves as learners while increasing district-wide provisions of counseling and/or mental health supports.*
- *FACILITIES: Identify and pursue supplemental funding for Capital Projects directly related to indoor air quality and HVAC improvements.*
- *COMMUNICATIONS: Foster meaningful, strong relationships with parents/guardians and community stakeholders by increasing communications from the district and facilitating opportunities for both parent/guardians and stakeholder engagement.*

MINUTES: For the Meeting of the Board of Education, **September 20, 2023**, at 7:00 p.m. in the Board Room of the Administration Building at 70 Conover Road, Colts Neck, New Jersey 07722

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 Tormey called the meeting to order at 7:02 p.m. Approximately thirteen (13) members of the public and Board Attorney Michael Gross were present.

ROLL CALL

ROLL CALL

Board Members Present; John Camera, Alison DeNoia, Brenna Dillon, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

Board Members Absent; Amy Dimes and Tracy Kramer

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 19, 2023 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 Tormey led the Flag Salute and Kevin O'Connor read the Mission Statement.

Tracy Kramer arrived at the meeting at 7:04 p.m.

APPROVAL OF MINUTES

APPROVAL OF MINUTES

1. It was moved by Andrew Rytter, seconded by Brenna Dillon and carried on a unanimous roll call vote to approve the Board minutes of the following Meetings:

Meeting
July 19, 2023 Regular Meeting Minutes
August 9, 2023 Regular Meeting Minutes
August 9, 2023 Executive Session Minutes
August 23, 2023 Executive Session Minutes
August 23, 2023 Regular Meeting Minutes

Yes: John Camera (8/9/23 Regular and 8/23/23 Regular & Executive), Alison DeNoia, Brenna Dillon (7/19/23 Regular, 8/9/23 and 8/23/23 Regular), Tracy Kramer, Jessica Ramirez (8/23/23 Regular & Executive), Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Abstain: John Camera (7/19/23 Regular and 8/9/23 Executive), Brenna Dillon (8/9/23 & 8/23/23 Executive) and Jessica Ramirez (7/19/23 Regular and 8/9/23 Regular & Executive)

Absent: Amy Dimes

PRESENTATION

PRESENTATION

None

COMMUNICATIONS

COMMUNICATIONS

Date	From	To	Subject
9/20/23	Alicia Raia-Hawrylak	Board of Education	Urging BOE to not repeal Policy 5756

REPORT OF PRESIDENT – Mrs. Heather Tormey

PRESIDENT'S REPORT

President Tormey reported:

- Great to see our schools returning to regular routines.
- Back to School Nights have occurred at Conover Road Elementary School on Wednesday, September 13th and Conover Road Primary School on Tuesday September 19th. Cedar Drive is scheduled for next Thursday, September 28th.

Back To School events serve as a valuable occasion for parents to meet their children’s teachers, explore their classrooms and gain insights into their children’s learning environment. She encouraged all parents to seize this opportunity for engagement and involvement in their childrens’ education.

- Noteworthy item on the agenda is the submission of the NJDOE Application for the New Jersey Learning Acceleration Program: High-Impact Tutoring Grant, which has the potential for a maximum funding amount of \$38,000. On behalf of the Board, extend thanks for the work that went into this application. It is worth mentioning that there was a short turnaround time for submitting this application. Grants are essential to our district as a means of funding a number of initiatives and programs without having to strain other areas of the district’s budget.
- Noted an additional item under Finance recommending approval of Anchored in Peace, LLC to provide mindfulness consulting services. One of the district’s goals is to increase identification of the Social and Emotional needs of students and have in place support and services to address these needs. Commended Dr. Garibay for working to achieve this goal through the services such as this and doing it in such a fiscally responsible way by utilizing the district’s ARP ESSER Allocated Learning Coach and Educator Support Grant.
- Another noteworthy item is for the training of staff in the Connected Classroom program, which was put in place to support and expand the objectives of early intervention by combining mindfulness and the district’s physical therapy based ABLE program. Innovative processes and initiatives such as these are just some of the reasons why Colts Neck Township schools continue to be celebrated and recognized for their commitment to education as a whole.

COMMITTEE REPORTS

COMMITTEE REPORTS

Buildings & Grounds/Safety & Security Committee:

Chairperson: Tracy Kramer
Committee Members: Kevin O’Connor, John Camera, Brenna Dillon
Administrator: Vincent Marasco

- Tracy Kramer reported that a meeting invitation will be going out shortly.

Communications Committee:

Chairperson: Amy Dimes
Committee Members: Heather Tormey, John Camera
Administrator: Philip J. Capasso III

- Heather Tormey reported that the committee met last week; minutes are not yet available.

Curriculum Committee:

Chairperson: Heather Tormey
Committee Members: Amy Dimes, Brenna Dillon
Administrator: Dr. Erica Reynolds

- Heather Tormey reported that the committee is meeting next week.

Finance/Negotiations Committee:

Chairperson: Kevin O'Connor
Committee Members: Tracy Kramer, Alison DeNoia
Administrator: Vincent Marasco

- Kevin O'Connor reported that Finance has not met; hoping to get a meeting scheduled for next week.
- Met for Negotiations; will provide an update to the Board in Executive Session this evening.

Policy Committee:

Chairperson: Alison DeNoia
Committee Members: Jessica Ramirez, Andrew Rytter
Administrator: Dr. MaryJane Garibay

- Alison DeNoia reported that the committee met this morning; had a lengthy discussion, the result of which is represented by Superintendent Action Item #3.
- The next meeting has not yet been scheduled.

Advocacy & Government Relations Committee:

Chairperson: Brenna Dillon
Committee Members: Alison DeNoia, Jessica Ramirez, Andrew Rytter
Co-Administrators: Dr. MaryJane Garibay and Dr. Richard Beck

- Brenna Dillon reported that the committee met yesterday; minutes are not yet available.
- The next meeting is scheduled for the second week of October; the purpose of the meeting will be to discuss the Parent Focus Advisory Group.

Board Member Liaisons:

Amy Dimes (Heather Tormey) - Colts Neck PTO

- Held first General Meeting yesterday

Heather Tormey - Colts Neck Township Committee

- Township has acquired two (2) large parcels of land (one off of Hockhockson and one off of Five Points Road) for open space. The Township will be using grant funds to purchase the land and also plans on putting forth a Referendum this election to increase the Open Space Tax back to what it was in 2008, in an effort to support the acquisition of properties for preservation of land. The cost to the average homeowner based on a \$1.1 million home will be approximately \$42.00 per year. This is minimal in order to preserve the space of our town.
- The last Concert in the Park is tomorrow.

Alison DeNoia - Colts Neck Township Senior Citizens

- Provided the Seniors with the information regarding the CNTEA Meet the Candidates event.

State & County School Boards Association Representative:

Alison DeNoia - County Meeting is October 5th

SUPERINTENDENT'S REPORT

Dr. Garibay read the following statement regarding Superintendent Action Item #3 appearing on this agenda:

This Board, as well as prior Boards, has charged me, as Superintendent of Schools, to implement Board policies and practices that yield safe learning and working environments for students and staff. In Colts Neck, there is a shared commitment and accountability to provide experiences and spaces for students that are safe, supportive, engaging, free from discrimination, and operated in accordance with the law. That is not a choice...it is a duty and a responsibility...and one that we take very seriously in Colts Neck.

In addition to providing the safest environment for students, we are also accountable to our parents. We have a responsibility and duty to communicate with parents about their children. And again, this is not a choice, it is a duty and a responsibility...and one that we take very seriously in Colts Neck.

As your Superintendent, I want the community of Colts Neck to be confident in the staff's commitment to the safety and well-being of every student, as this is a non-negotiable. Equally, I want parents to be confident that their roles as parents are prioritized within our policies, our systems, and our practices. No one in the Colts Neck Schools believes that these two things are separate and independent of each other. The success of our students is largely built upon our relationships and communication with our families. In the event that the safety and well-being of a child outside of the school environment is called into question, the district has and will continue to follow the law and requirements for these types of situations.

As educators, we recognize the often unique and delicate nature of situations involving children and appreciate our ability to work with our parents and families in support of them. And so it is my duty and my responsibility as Superintendent to continue to prioritize children, relationships, and the work that provides the best learning experiences and environments for all students of Colts Neck.

INFORMATION ITEMS

1. Superintendent's Report on Enrollment, Fire/Security Drills and Student Suspensions for the 2022-2023 School Year, as of June 30, 2023. ([Attachment # S-1](#))

SUPERINTENDENT'S
REPORT

COMMENTS FROM ATTENDING CONSTITUENTS – ALL SUBJECTS

- Tom Collela, 9 Colonial Terrace - remarked against the removal of Policy 5756
- Mallory Reardon, Laird Road - urged the Board not to take action and wait for the outcome of the lawsuits against the other districts.
- Alice Dean, 96 Five Points Road - commended the Board for repealing Policy 5756.

ACTION ITEMS

1. It was moved by Alison DeNoia, seconded by Andrew Rytter and carried on a unanimous roll call vote to approve the following field trip, as indicated below: FIELD TRIP

Participants/Location	Trip / Location	Date
8th Grade Students/Cedar Drive Middle School	Sandy Hook/Sandy Hook, NJ	10/19/23

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

2. It was moved by Alison DeNoia, seconded by Andrew Rytter and carried on a unanimous roll call vote to approve the submission of the NJDOE Application for the New Jersey Learning Acceleration Program: High-Impact Tutoring Grant (24-AB01-H02) for a maximum funding amount of \$38,000 for Colts Neck Township School District. The grant program begins October 11, 2023 and will close on August 31, 2024. NEW JERSEY LEARNING ACCELERATION PROGRAM: HIGH-IMPACT TUTORING GRANT 2023-2024 SCHOOL YEAR

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

Prior to asking for a Motion, President Tormey read Superintendent Action Item # 3.

3. It was moved by Brenna Dillon, seconded by Andrew Rytter and carried on a roll call vote to approve the following resolution: ABOLISHMENT OF POLICY 5756 - TRANSGENDER STUDENTS

WHEREAS, the Colts Neck Township Board of Education adopted Policy 5756 - Transgender Students in 2015 with the Board making revisions to that policy in 2015 and 2019; and

WHEREAS, during the oral argument involving the litigation between the State and the Hanover Board of Education's policy modifications on Wednesday, September 6, 2023, Deputy Attorney General James Michael specifically represented and advised the Honorable Stuart Minkowitz, A.J.S.C. that Board Policy 5756 is not a "mandatory policy"; and

WHEREAS, the Board recognizes its duty to comply with the New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 et seq., as well as all other laws which prohibit all forms of discrimination and affords all students, staff, and visitors statutory protection from any forms of discrimination; and

WHEREAS, the Colts Neck Township Board of Education must comply with the New Jersey Anti-Bullying Bill of Rights Act, N.J.S.A. 18A:37-13 et seq, which also prohibits all forms of harassment, intimidation, and bullying and affords all students statutory protection from same; and

WHEREAS, the Colts Neck Township Board of Education recognizes the burden that the current litigation with New Jersey School districts and the ambiguity surrounding the language in maintaining and/or amending Policy 5756 is causing; and

WHEREAS, the Colts Neck Township Board of Education maintains several policies and regulations that mandate non-discriminatory practices as well as policies and regulations that require parental notifications, involvement, communication, and collaboration; and

WHEREAS, the Colts Neck Township Board of Education has confidence in its staff and recognizes their ability to implement and adhere to laws, policies, and regulations that protect all students;

NOW THEREFORE BE IT RESOLVED that in accordance with Bylaw 0131, the Colts Neck Township Board of Education believes that Policy 5756 is superfluous to New Jersey Laws Against Discrimination, and as a result abolishes Policy 5756 in its entirety, while all other laws, policies and regulations shall continue in full force and effect in order to ensure enforcement of non-discriminatory practices.

Kevin O'Connor commented that while the time frame of this action is in accordance with the District's Bylaws, he feels given the large amount of community questions and involvement, that it is inappropriate to give less than three (3) hours notice to the community that the Board is making this change, for transparency reasons. He remarked that this action will have consequences, that we may not know what they are, but we are going to be putting people that have clarity today with a lack of clarity.

Alison DeNoia commented that she appreciates the words of Dr. Garibay in her Superintendent's Report. It is important that the NJ LAD will be upheld in this district, however, she will be voting 'No' on this action item because she does not believe that it is the right thing to do.

Jessica Ramirez read a statement: ‘when she ran for the Board in 2022, it was with a clear purpose in mind, to champion parental rights and to stand up against misguided agendas. Since being sworn in she has embarked on this journey driven by a deep commitment to ensuring the safety of the children and preserving the rights of parents in this school district. Policy 5756 has been the forefront of her concern and she has raised questions and invested countless hours in understanding its implications. It touches the very core of what we stand for; the rights of parents to have a say in their children's education. Tonight is a pivotal moment and the Resolution presents a significant first step in the battle that we have undertaken. It symbolizes the determination to safeguard the values that we hold dear and protect the rights of the parents. This is merely a milestone along the way; there is a great deal of work ahead. Challenges may arise but I am filled with hope. Together we can ensure that our schools remain places of education, growth and opportunity, where parental involvement is respected and the best interests of our children are always at the forefront.’ Mrs. Ramirez remarked that she is eager to cast her vote in favor of the resolution.

Brenna Dillon commented that she believes politics do come into the work of the Board on both sides of the political spectrum. In this situation based on conversations she has had with the Board members and staff, she is confident in the staff to know how to navigate these issues moving forward. In this case, she feels by repealing the policy it is removing the politics from the situation.

Kevin O’Connor inquired why this is being put forth under Superintendent Action Items and not through Policy. Dr. Garibay responded that they felt after much discussion that this required a larger conversation and not just a routine item under policy.

Heather Tormey echoed the sentiments in Dr. Garibay's Superintendent's report, noting that she has full faith in the staff that they will continue to do the work that they have already done, with or without the policy.

Yes: John Camera, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter and Heather Torney

No: Alison DeNoia and Kevin O'Connor

Absent: Amy Dimes

BUILDINGS AND GROUNDS/SAFETY AND SECURITY

None

CURRICULUM

1. It was moved by Jessica Ramirez, seconded by Brenna Dillon and carried on a REIMBURSABLE EXPENSES

unanimous roll call vote to approve the reimbursable expenses in accordance with Policy #6471/Regulation #6471. [\(Revised Attachment # C-1\)](#)

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

FINANCE

1. It was moved by Kevin O'Connor, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the Bill List dated September 20, 2023 in the amount of \$1,918,680.21 and Food Service payments in the amount of \$39,137.77. BILL LIST
FOOD SERVICE
PAYMENTS

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes
2. It was moved by Kevin O'Connor, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the Food Service Financial Report for the month of June, 2023. FOOD SERVICE
FINANCIAL REPORT

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes
3. It was moved by Kevin O'Connor, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the contract with Anchored In Peace, LLC to provide Mindfulness Consulting services in an amount not to exceed twenty thousand dollars (\$20,000) for the 2023-2024 school year, funded by ESSER ARP - Accelerated Learning Coach and Educator Support Grant (20-488-200-320-000-500-C). CONSULTANT
SERVICES:
ANCHORED IN
PEACE, LLC.
2023-2024 SCHOOL
YEAR

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

4. It was moved by Kevin O'Connor, seconded by Alison DeNoia and carried on a unanimous roll call vote to approve the following resolution:

APPROVAL OF
PARTICIPATION IN
ALLIED STATES
COOPERATIVE
("ASC")
PURCHASING

WHEREAS, The Board of Education of the Township of Colts Neck in the County of Monmouth, New Jersey (the "Board"), pursuant to N.J.S.A. 18A:18A-11 & 12 may, by resolution and without advertising for bids, award contracts for the purchase of any goods or services that were procured through cooperative purchasing cooperatives; and

WHEREAS, purchasing under national cooperative contracts is permissible under P.L. 2011, c.139; and

WHEREAS, the Board desires to authorize the participation in Allied States Cooperative ("ASC"), a national governmental purchasing cooperative which competitively bids and awards contracts to local, regional, and national vendors in compliance with local, state and federal procurement laws and regulations, for the acquisition of goods and/or services; and

WHEREAS, the Board has the need, on a timely basis, to purchase goods or services utilizing ASC in connection with its LED lighting project and associated work that is part of the Board's approved Energy Savings Plan; and

WHEREAS, the Board's Energy Services Company, DCO Energy, intends to enter into contract(s) with certain providers for the goods and services listed above, and as further set forth in Exhibit A, attached hereto, that were previously bid and awarded by ASC;

NOW BE IT RESOLVED, the Board authorizes the Purchasing Agent to enter into any agreement(s) with, and to pay any associated fees of ASC, if applicable, and further authorizes the Purchasing Agent to authorize the purchase certain goods or services from vendors awarded contracts for goods and/or services via competitive bids obtained by ASC as set forth herein.

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

POLICY

None

NEGOTIATIONS

None

TRANSPORTATION

None

PERSONNEL

1. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a roll call vote to approve the reassignment of the following individual for the remainder of the 2023-2024 school year, as indicated below:

REASSIGNMENT:
SECRETARY TO THE
FACILITIES
MANAGER

Name	From	To
	Position/Location/Hours/Step Hourly Rate/Salary/Effective Dates	Position/Location/Hours/ Hourly Rate/Salary/Effective Dates/ Account No.
Christine Tesoriero	Lunch Recess Aide/ 2.5/14/\$17.71/\$7,660/ 9/1/23 - 6/30/24	Secretary/Facilities/20 hours weekly/\$27.00/\$25,920*/ 10/1/23 -6/30/24 (11-000-262-100-000-100-0)

*Prorated Salary

Yes: Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: John Camera

Absent: Amy Dimes

2. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a unanimous roll call vote to approve the granting of fifteen (15) days from the Colts Neck Township Education Association ("CNTEA" Support Staff) Sick Leave Bank to Lori Press, Instructional Assistant at Cedar Drive Middle School, for her anticipated absences commencing 9/22/23 through 10/13/23.

CNTEA SICK LEAVE
BANK REQUEST

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

3. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a unanimous roll call vote to approve the medical disability leave for the following staff

MEDICAL DISABILITY
LEAVE
2023-2024 SCHOOL

member during the 2023-2024 school year, as indicated below: YEAR

Name/Position Location	Effective Dates	Medical Disability Leave
Lori Press/Instructional Assistant/Cedar Drive Middle School	9/1/23 - 10/15/23	<ul style="list-style-type: none">• Non-FMLA Paid with healthcare benefits (using sick and personal days 9/1/23 - 9/21/23)• Non-FMLA Paid with healthcare benefits (using 15 CNTEA support staff sick bank days 9/22/23 - 10/13/23)

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez,
Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

4. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a
unanimous roll call vote to approve the twenty one (21) days from the Colts Neck
Township Education Association ("CNTEA") Sick Leave Bank to Kerilyn O'Hare,
Teacher at Conover Road Primary School, for her anticipated absences commencing
9/29/23 (.5) day through 11/17/23.
- CNTEA SICK LEAVE
BANK REQUEST

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez,
Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

5. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a
unanimous roll call vote to approve the amendment of the medical disability leave,
adopted at the September 6, 2023 Regular Meeting, for Kerilyn O'Hare, Teacher at
Conover Road Primary School, during the 2023-2024 school year, as indicated below:
- AMENDED MEDICAL
DISABILITY LEAVE
2023-2024 SCHOOL
YEAR

From	To
9/1/23 - 11/17/23	9/1/23 - 11/17/23
<ul style="list-style-type: none">• FMLA – Paid with healthcare benefits(Using sick and personal days from 9/1/23 through 9/29/23 (.5 day))• FMLA - Unpaid with	<ul style="list-style-type: none">• FMLA – Paid with healthcare benefits (Using sick and personal days from 9/1/23 through 9/29/23 (.5 day))• FMLA - Unpaid with

healthcare benefits (9/29/23 (.5 day) through 11/17/23)	healthcare benefits (9/29/23 (.5 day) through 10/17/23) <ul style="list-style-type: none"> FMLA - Paid With healthcare benefits (using 21 CNTEA sick bank days 10/18/23 through 11/17/23)
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Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

6. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a unanimous roll call vote to approve the appointment of the following Cedar Drive Middle School staff members to serve as advisors to the Cedar Drive Middle School Fall After-School Intramural Program for the 2023-2024 school year, once a week, at an hourly rate of \$47, with each session to run ninety (90) minutes, at an amount not to exceed \$70.50 per session, as indicated below:

2023-2024 SCHOOL
YEAR FALL
AFTER-SCHOOL
INTRAMURAL
PROGRAM
ADVISORS:
CEDAR DRIVE
MIDDLE SCHOOL

Name	Activity♦	Number of Sessions	Total Amount Not To Exceed
Carrie Zanyor	Eco-Explorers	7	\$493.50
Laura Pavlicek	Morning Announcements	10	\$705
Carol Burtnick	Ballin' with Burtnick	7	\$493.50
Karla Parnagian	Crochet Club	7	\$493.50
Dolores Pollak	Pump It Up With Pollak	7	\$493.50
Anthony Higuieruela	Marvel Club	7	\$493.50
Anthony Higuieruela	Chess Club	7	\$493.50

♦ An individual activity will only run if the required minimum number of students sign up for the activity.

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

7. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a unanimous roll call vote to approve the appointment of the following Cedar Drive Middle School staff members to serve as substitute advisors to the Cedar Drive Middle School After-School Intramural Program adopted at the September 6, 2023 Regular Meeting for the 2023-2024 school year, on a as needed basis, at an hourly rate of \$47,

AFTER-SCHOOL
INTRAMURAL
PROGRAM
SUBSTITUTE
ADVISORS:
CEDAR DRIVE
MIDDLE SCHOOL

with each session to run ninety (90) minutes, at an amount not to exceed \$70.50 per session, as indicated below:

2023-2024 SCHOOL YEAR

Name	Activity♦	Number of Sessions	Total Amount Per Session Not To Exceed
Christine Bakos	After The Bell	As needed	\$70.50
Marissa Granato	After The Bell	As needed	\$70.50
Joseph Truisi	After The Bell	As needed	\$70.50
Carrie Zanyor	After The Bell	As needed	\$70.50

♦An individual activity will only run if the required minimum number of students sign up for the activity.

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

8. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a unanimous roll call vote to approve the appointment of the following Cedar Drive Middle School staff members to serve as chaperones for the following Cedar Drive Middle School events during the 2023-2024 school year, at an amount not to exceed \$80 for each staff member, with no more than two (2) chaperones on 9/21/23, 9/28/23, 10/2/23, 10/17/23 and no more that six (6) chaperones on 10/25/23 as indicated below:
- CEDAR DRIVE
MIDDLE SCHOOL
CHAPERONES
2023-2024 SCHOOL
YEAR

Name	Event	Date
Marissa Granato	Cross Country	9/21/23
Elizabeth Bufano		9/28/23
Dolores Pollak		10/2/23
Carrie Zanyor		10/17/23
Jeffrey Brown		10/25/23
Kathleen Godlesky		
Karin Londono		

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

9. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a unanimous roll call vote to approve the additional pay to Dawn McEvoy Half-Time Teacher of Art at Conover Road Elementary School, at an hourly rate of \$47.00, as indicated below:
- ADDITIONAL PAY
TEACHER: 2023-2024
SCHOOL YEAR

Date	Purpose	Total Number of Hours	Total Amount Not to Exceed
9/1/23	Staff In-Service	3.55	\$166.85
9/5/23	Staff Orientation	3.55	\$166.85

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

10. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a unanimous roll call vote to approve the continuation of the probationary employment of the following Custodians, at no increase in salary for said probationary period and pending the attainment of a current and valid Black Seal License, adopted at the May 24, 2023 regular meeting, as indicated below:

CONTINUATION OF
PROBATIONARY
EMPLOYMENT -
J.BERNING
L.DIMEGLIO

Name/Location	From	To
	Step/Salary Effective Dates	Step/Salary Effective Dates
Jason Berning/ Administration Building	Step 13/ \$45,809/ 7/01/23 – 10/1/23	Step 13/ \$45,809/ 7/01/23 – 12/31/23
Louis DiMeglio/ Cedar Drive Middle School	Step 10/ \$39,982/ (37,482+2,500 stipend) 7/01/23 – 10/1/23	Step 10/ \$39,982/ (37,482+2,500 stipend) 7/01/23 – 12/31/23

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

11. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a unanimous roll call vote to approve the appointment of the following staff member to serve as facilitator for the Connected Classroom Program for the 2023-2024 school year, at an hourly rate of \$52, for a total number of hours not to exceed nine (9) hours, for a total salary not to exceed \$468.00, as indicated below:

CONNECTED
CLASSROOM
PROGRAM: 2023-2024
SCHOOL YEAR

Staff Member	Position
Christine Doran	Facilitator

*Funded by TITLE I

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

12. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a unanimous roll call vote to approve the following staff members to attend the Connected Classroom Program for the 2023 - 2024 school year, at an hourly rate of \$52, for a total number of hours not to exceed forty-nine (49) hours for all staff members, for a total amount not to exceed \$2,548.00 for all staff members, as indicated below:

ATTENDEES
CONNECTED
CLASSROOM
PROGRAM:
2023-2024
SCHOOL YEAR

Staff Member	Location
Nicole Clancy	Conover Road Primary School
MaryAlex Donofrio	Conover Road Primary School
Pamela Isola	Conover Road Primary School
Stephanie Lukowitz	Conover Road Primary School
Lisa Mastroianni	Conover Road Primary School
Brianna Piccinich	Conover Road Primary School
Antoinette Pierro	Conover Road Primary School
Tatyana Popel	Conover Road Primary School
Amy Spader	Conover Road Primary School
Michelle Weisbrot	Conover Road Primary School

*Funded by TITLE I

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

13. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a unanimous roll call vote to approve the appointment of the following individuals to the Substitute Teacher list for the 2023-2024 school year, at a salary of \$125 per day on an as needed basis, pending approval of criminal history review.

SUBSTITUTE
TEACHERS:
2023-2024 SCHOOL
YEAR

Name	Certification
Louise Compton	Substitute Credential

Catherine Novelli	Substitute Credential
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Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

14. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a unanimous roll call vote to approve the employment of the following individual for the 2023-2024 school year, as indicated below:

EMPLOYMENT:
INSTRUCTIONAL
ASSISTANT
2023-2024 SCHOOL
YEAR

Name	Position/Location/ Account No.	Effective Dates	Hours/Number of Days/Step/Hourly Rate/Salary
*Elissavet Kaouni Syrepisiou (Replacing Angelica Modica)	Instructional Assistant/Conover Road Primary School (11-214-100-106-0600)	10/2/23 – 6/30/24	6.75 Hours Daily 184 Days Step16 \$20.13 Per Hour \$25,001 Per Annum *Prorated

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

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

15. It was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a unanimous roll call vote to approve the transfer of the following staff members for the 2023-2024 school year as indicated below:

TRANSFERS:
CUSTODIANS FOR
THE 2023-2024
SCHOOL YEAR

Name	Position	From	To	Effective Date
		Location	Location	
Pierre Louverture	Custodian	Cedar Drive Middle School	Conover Road Primary School	9/18/23
Christopher Manigrasso	Custodian	Conover Road Elementary	Cedar Drive Middle School	9/18/23

		School		
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Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

NEW BUSINESS/WORK SESSION AGENDA

Alison DeNoia noted that Diversity Day is September 30th at Lake Topanemus from 1pm to 4pm; there will be pony rides, face painting, multi-cultural dances, etc. Encouraged all to check it out.

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

At approximately 7:40 p.m President Tormey announced that the Board would move into Executive Session for approximately one hour to discuss negotiations with the CNTEA and legal matters. She further announced that no action would be taken afterwards and articulated that Executive discussion may be disclosed upon future resolution.

It was moved by Andrew Rytter, seconded by Brenna Dillon and carried on a unanimous roll call vote in the affirmative to move into Executive session.

ADJOURNMENT

At approximately 8:30 p.m., it was moved by Alison DeNoia, seconded by Brenna Dillon and carried on a unanimous roll call vote to adjourn the meeting.

Yes: John Camera, Alison DeNoia, Brenna Dillon, Tracy Kramer, Jessica Ramirez, Andrew Rytter, Kevin O'Connor and Heather Tormey

No: None

Absent: Amy Dimes

REFERENCE SHEET	
Attachment # S-1	Enrollment, Fire/Security Drills and Student Suspensions as of June 30, 2023
Attachment # C-1	Reimbursable Expenses

BOARD MEETINGS*			
October 4, 2023	November 1, 2023	December 13, 2023 @ 6 PM	January 3, 2024 @ 6:00 p.m. (Organization Meeting)
October 18, 2023	November 15, 2023		

* All Regular Board Meetings will be held at 7:00 p.m. in the Board Room of the Administration Building unless otherwise noted and advertised.

2023		
Thursday	September 28	Back to School Night - Cedar Drive Middle School
Monday	September 25	Yom Kippur - Schools/Central Office Closed
Monday	October 9	Columbus Day – Schools Closed for Students Professional Development Day – Full Day for Staff
Monday	October 23	Short Session Day – Parent/Teacher Conferences (Afternoon)
Tuesday	October 24	Short Session Day – Parent/Teacher Conferences (Afternoon)
Wednesday	October 25	Short Session Day – Parent/Teacher Conferences (Afternoon)
Thursday	October 26	Short Session Day – Parent/Teacher Conferences (Afternoon & Evening)
Friday	October 27	Short Session Day – Students and Staff
Thursday-Friday	November 9-10	NJEA Convention – Schools/Central Office Closed
Wednesday	November 22	Short Session Day for Students and Staff
Thursday-Friday	November 23-24	Thanksgiving Recess – Schools/Central Office Closed
Friday	December 22	Short Session Day for Students & Staff (Winter Recess Begins at the End of Day)
Monday - Friday	December 25-29	Winter Recess – Schools/Central Office Closed
2024		
Monday	January 1	Winter Recess - Schools/Central Office Closed
Tuesday	January 2	Schools Reopen for Students and Staff
Monday	January 15	Martin L. King's Birthday – Schools Closed for Students Professional Development Day – Full Day for Staff
Thursday	February 15	Short Session Day for Students Full Day for Staff with In-Service After Student Dismissal
Friday - Monday	February 16-19	Presidents' Weekend – Schools/Central Office Closed
Wednesday	February 28	Short Session Day – Parent/Teacher Conferences (Afternoon)
Thursday	February 29	Short Session Day – Parent/Teacher Conferences (Afternoon & Evening)
Friday	March 1	Short Session Day for Students & Staff
Thursday	March 28	Short Session Day - Students & Staff

Friday - Friday	March 29 - April 5	Spring Recess – Schools/Central Office Closed
Monday	April 8	Schools Reopen
Monday - Tuesday	April 22-23	Passover - Schools/Central Office Closed
Friday	May 24	Short Session Day for Students Full Day for Staff with In-Service After Student Dismissal
Monday	May 27	Memorial Day - Schools/Central Office Closed
Thursday	June 20	Short Session Day for Students Full Day for Staff
Friday	June 21	Last Day of School Short Session Day for Students & Staff CDMS Graduation TBD

Respectfully Submitted,

Vincent S. Marasco

Vincent S. Marasco

School Business Administrator/Board Secretary