WATERFORD TOWNSHIP BOARD OF EDUCATION
REGULAR BOARD MEETING – March 19, 2025
WATERFORD ELEMENTARY SCHOOL

I. MEETING CALLED TO ORDER 6:30 P.M.

This meeting was advertised in compliance with the Sunshine Law through the notice issued to the Courier-Post and filed with the clerk of the Township of Waterford and posted on the district website, wtsd.org.

A. ROLL CALL OF ATTENDANCE

Members Present: Matthew DeNafo, Benjamin De Vuyst, Barbara Libak Fanz, Jason Galante, Daniel Hoover, Rosemarie Hunter, Thomas Leach, Michael McClintock, Ehren O'Donnell

Members absent:

Others present: Dr. Michael A. Nolan, Superintendent, Daniel J. Fox, Assistant Superintendent for Business /Board Secretary, Howard Long, Solicitor.

B. MOTION TO APPROVE BUSINESS NOT ANTICIPATED AT THE TIME OF THE AGENDA PURSUANT TO BOARD POLICY

A motion was made by Mr. De Vuyst, seconded by Ms. Hunter, and carried by unanimous voice consent to approve business not anticipated at the time of the agenda.

C. MOTION TO APPROVE THE RESOLUTION AUTHORIZING CLOSED SESSION

A motion was made by Mr. Galante, seconded by Ms. Fanz, and carried by unanimous voice consent to approve the resolution authorizing closed session.

D. MOTION TO APPROVE THE RETURN TO OPEN SESSION

A motion was made by, Ms. Libak-Fanz, seconded by Mr. O'Donnell, and carried by unanimous voice consent to return to open session at 7:07 p.m.

E. FLAG SALUTE

Mr. DeNafo led the Pledge of Allegiance.

F. MISSION STATEMENT

Mr. Leach read the Mission Statement.

G. STATEMENT TO THE PUBLIC

Mr. DeNafo read the statement to the public.

II. COMMITTEE REPORTS

A. **EDUCATION**-none
B. **PERSONNEL-** none
C. **BUSINESS-** none

III. PRESENTATIONS

A. **Retiree Presentation- Ms. Tracey Bober-** *Dr. Nolan*
B. **2025-2026 Budget Presentation-** *Dr. Nolan/Dan Fox*

IV. COMMENTS FROM THE PUBLIC ON AGENDA ITEMS ONLY

A. A motion was made by Mr. O'Donnell, seconded by Mr. Galante, and carried by unanimous voice consent to open the meeting to the public.

None

B. A motion was made by Ms. Libak Fanz, seconded by Ms. Hunter, and carried by unanimous voice consent to close the meeting to the public.

V. MINUTES

A motion was made by Mr. O'Donnell, seconded by Ms. Hunter, and carried by unanimous voice consent to approve the minutes for the following meeting as submitted by the Assistant Superintendent for Business/Board Secretary. (Mr. Galante abstained)

A. Board Meeting February 19, 2025
B. Closed Session February 19, 2025

VI. SUPERINTENDENT'S REPORT

A motion was made by Mr. De Vuyst, seconded by Ms. Libak Fanz, and carried by a unanimous roll call vote to approve the following items:

A. Monthly District Reports-

1. Monthly Wellness Report (See Attachment)
2. Fire/Security Drill Log

School Name	Drill Date	Drill Time	Weather Conditions	Type of Drill	# of Students Involved	# of Staff Involved
Atco	2.24.2025	2:35 PM	54 degrees - Sunny	Fire	208	45
Atco	2.25.2025	2:25 AM	63 degrees - Mostly Cloudy	Shelter-in-Place	210	42
TR	2/4/23	9:52 AM	46 degrees - sunny	Fire	238	76
TR	2/25/25	9:41 AM	50 degrees - sunny	Bomb Threat	246	68
WES	2/3/25	9:21 AM	38 degrees - cloudy	Fire	396	84
WES	2/4/25	2:45 PM	N/A	Active Shooter	390	80

B. Enrollment:

Grade	2023-2024 # of Students	2024-2025 # of Students
PK (3 yr. old)	54	81
PK (4 yr. old)	94	72
PK (5 yr. old)	1	1
Sub Total:	**148**	**154**
K	107	110
1st	108	109
2nd	95	108
3rd	106	97
4th	114	109
5th	112	116
6th	133	114
Sub Total:	**775**	**763**
Total:	**923**	**917**

C. Suspension Report:

Suspension:	TR	Atco	WES
In School Suspension	0	0	1
Out of School Suspension	0	0	10.5

VII. SUPERINTENDENT'S RECOMMENDATIONS

A. EDUCATION

Upon the recommendation of the Superintendent, a motion was made by Ms. Libak-Fanz, seconded by Ms. Hunter, and carried by a roll call vote to approve the items 1 through 6.

1. **Harassment, Intimidation and Bullying (HIB) Report:**
   Acknowledge receipt/affirm HIB Investigations. (See Attachment A-1).

2. **Calendar for the 2025-2026 School Year:**
   Approve the calendar for the 2025-2026 school year. (See Attachment A-2).

3. **Field Trips for the 2024-2025 School Year:**
   Approve the following field trips for the 2024-2025 school year:

Location	Date	Grade	Staff	Total Adults/Students	Cost PP	Total
WES Student Council to TR	4/10/25	6	R. Ciavaglia and M. Knoll	2/15	N/A	Admission: N/A Transportation: $198

4. **Approve the following policy for the first reading:**
   n/a
5. **Approve the following policy for the second reading:**
   n/a
6. **Acknowledge receipt of the following regulations:**
   a. Regulation #2460.9- Special Education-Transition from Early Intervention Programs to Preschool Programs

B. PERSONNEL

A motion was made by Mr. De Vuyst, seconded by Mr. McClintock, and carried by a roll call vote to approve items 1 through 18 and addendum items 19 through 26. (Ms. Libak Fanz abstained from item 21.)

1. **Appointment of Substitutes for the 2024-2025 School Year:**
   Approve the following Substitutes for the remainder of the 2024-2025 school year, pending receipt of the required documents:

Name	Substitute Position	Rate (Gr. 1-6)	Rate (Gr. PreK - K)
Atkins, Samantha	Paraprofessional Non-Instructional (Cafeteria) Aide	$18.12 / hr. 17.06 / hr.	$ 19.93 / hr. 18.76 / hr.
Bash, Patricia	Teacher *(5.01.25 start with req. docs)*	**129.53 / day**	**142.49 / day**
Fottrell, Christopher	Teacher Paraprofessional	**129.53 / day** **18.12 / hr.**	**142.49 / day** **19.93 / hr.**
Leisey, Haylee	Paraprofessional Non-Instructional (Cafeteria) Aide	**18.12 / hr.** 17.06 / hr.	**19.93 / hr.** 18.76 / hr.
McNeill, Kyrie	Teacher Paraprofessional	**129.53 / day** **18.12 / hr.**	**142.49 / day** **19.93 / hr.**

Mattaliano, Jennifer	Teacher Paraprofessional	**129.53 / day** **18.12 / hr.**	**142.49 / day** **19.93 / hr.**
Seth, Tristan	Paraprofessional	**18.12 / hr.**	**19.93 / hr.**

2. **Perfect Attendance Awards—February 2025:**
Acknowledge and congratulate Madeline Bowden, who will receive a $50.00 Amazon gift card for her perfect attendance record during the month of February. Mrs. Bowden has been with our district for Nine years, and is currently teaching kindergarten students at our Thomas Richards Early Childhood Center. Congratulations Mrs. Bowden!!!

3. **Appointment of Staff Members for the 2025 Extended School Year (ESY) Summer Learning Program:**
Approve the following staff members to provide services for the 2025 Extended School Year (ESY) Summer Learning Program:

Name	Position	Number of Days	Rate / Hour	Hours / Day	Total	Account Number
Brooks, Kelly	Paraprofessional	19	$18.93	3.25	$1,168.93	11-422-100-106-01-03-000
Cohen, Barry	Paraprofessional	19	$18.93	3.25	1,168.93	11-422-100-106-01-03-000
Phillips, Prudence	Paraprofessional	19	18.88	3.25	1,165.84	11-422-100-106-01-03-000

4. **Extended School Year CST Team Members - 2025-2026 Evaluations:**
Approve the following CST staff members to complete evaluations:

Name	Position	# of Hours	Rate/Hour	Total	Account
Friedman, Elizabeth	LDTC	Up to 52	$55.00	$2,860.00	11-000-219-104-01-03-000
Gallagher, Carly	Speech Therapist	Up to 26	55.00	1,430.00	11-000-216-104-01-53-000
Herman, Kelly	Psychologist	Up to 52	55.00	2,860.00	11-000-219-104-01-43-000
Whitfield, Lori	Speech Therapist	Up to 26	55.00	1,430.00	11-000-216-104-01-53-000
Wise, Amelia	Social Worker	Up to 52	55.00	2,860.00	11-000-211-104-01-13-000

5. **Substitute Staff--2025 Extended School Year (ESY) Summer Learning and Title I Programs:**
Approve the following staff members to provide substitute services for the 2025 Extended SchoolYear (ESY) Summer Learning and Title I Programs:

Name	Position	Rate / Hour	Total Number of Hours	Account Number
McGovern, J.	Teacher	$55.00	Up to 3.25 hrs / day on an 'as needed' basis	ESY: 11-422-100-101-01-03-000 Title I: 20-235-100-101-88-04-000

6. **Leave-of-Absence Request:**
Acknowledge the request for a leave-of-absence for the following staff member:

Staff Member	Dates	Classification
4716	5.31.25 – 6.30.25 9.02.25 – 12.10.25	**FMLA / NJFLA**
4731	2.28.25-- 5.04.25	**FMLA**
4038	3.04.25 – 3.07.25	**FMLA**

7. **Leave-of-Absence Request:**
Approve / Decline the request for a leave-of-absence for the following staff members:

Staff Member	Dates	Classification	Approve/Decline or Acknowledge
4607	12.11.25 – 1.04.26	**Unpaid LOA**	**Approve / Decline**
4392	3.19.25 – 3.21.25	**Unpaid LOA**	**Approve / Decline**

8. **Resignation of Certified Staff Member(s):**
Approve the resignation of the following staff member(s):

Name	Location	Position	UPC	Effective Date
Kelley, Lila	WES	Teacher (Grade 3)	30-50-G3 / ART 30-50-NS / AMY	6.05.25

9. **Resignation of Non-Certified Staff Member(s):**
Approve the resignation of the following staff member(s):

Name	Location	Position	UPC	Effective Date
Frazier, Katherine	WES	HQ Paraprofessional	20-50-L1 / BAK	2.28.25
Lucas, Holly	Atco	HQ Paraprofessional	20-40-EX / AXX	4.04.25

10. **Resignation of Non-Certified Staff Member – 2025 Extended School Year (ESY) Program:**
Approve the resignation of non-certified staff member for the 2025 Extended School Year Program:

Name	Position	Number of Days	Rate / Hour	Hours / Day	Total	Account Number
Campione, Alicia	Paraprofessional	19	$18.88	3.25	$1,165.84	11-422-100-106-01-03-000

11. **Appointment of Support Staff for the 2024-2025 School Year**
Approve the following Support Staff members for the 2024-2025 school year, pending receipt of the required documentation:

Name	Assignment	UPC	Loc	Step	Rate / Hour	Hours / Day	Days / Year	FTE
Bowling, Vanessa	Permanent Para Substitute	23-80-PP / BAQ	District	1	$18.15	6	185	1
Parham-Bush, Arlisha	Permanent Para Substitute	23-80-PP / BAM	District	1	16.85	6	185	1

12. **Extended School Year (ESY) – Adjustment to Support Staff Salary for 2025 ESY Program**
Approve to adjust total earnings for 2025 ESY Support Staff Members. (See Attachment B-12).

13. **ESEA-ESSA Funding Allocation - Title I RtI Paraprofessional:**
Approve the percentage of funding of the prorated salary for a Title I RtI Paraprofessional retroactive to February 20, 2025 for the 2024-2025 school year based on ESEA-ESSA Title IA and local funding as indicated below:

ocation	Name	Prorated Salary	Local $	Local %	Title IA $	Title IA %	FICA %	FICA $	Total Title IA
R Para	Baron, S.	$8,712	$1,917	22%	$6,795	78%	7.65%	$520	$7,315

14. **Title I Summer Learning Academy Program 2024-2025 - Certified & Support Staff, and Training:**
Amend the Title I account numbers approved on 2/19/2025 for Title I Summer Learning Academy i-Ready Training to the Title IIA account numbers listed below:

Name	Rate/Hour	Total Hours	Amount	Account #
Caputi, Miriam	$41.00	Up to 2 hours	$82.00	20-275-200-104-00-04-000
DeAntonellis, Judith	$41.00	Up to 2 hours	$82.00	20-275-200-104-00-04-000
DiPasquale, Elizabeth	$41.00	Up to 2 hours	$82.00	20-275-200-104-00-04-000

15. Approval of a contract with Christopher Eberly as Business Administrator/Board Secretary. (See Attachment B-15).

16. **Approve the following policy for the first reading:**
n/a

17. **Approve the following policy for the second reading:**
a. Policy # 3160- Physical Examination-Teaching Staff
b. Policy # 4160- Physical Examination- Support Staff

18. **Acknowledge receipt of the following regulations:**
n/a

19. **Appointment of Substitutes for the 2024-2025 School Year:**
Approve the following Substitutes for the remainder of the 2024-2025 school year, pending receipt of the required documents:

Name	Substitute Position	Rate (Gr. 1-6)	Rate (Gr. PreK - K)
Harrold, Jenna	Paraprofessional Non-Instructional (Cafeteria) Aide	**18.12 / hr.** 17.06 / hr.	**19.93 / hr.** 18.76 / hr.

20. **Appointment of Staff Members for the 2025 Extended School Year (ESY) Summer Learning Program:**
Approve the following staff members to provide services for the 2025 Extended School Year (ESY) Summer Learning Program:

Name	Position	Number of Days	Rate / Hour	Hours / Day	Total	Account Number
Oehler, Nancy	Paraprofessional	19	18.93	3.25	1,168.93	11-422-100-106-01-03-000

21. **Leave-of-Absence Request:**
Acknowledge the request for a leave-of-absence for the following staff member:

Staff Member	Dates	Classification
4716	5.27.25 – 6.30.25 9.02.25 – 12.10.25	**PP / FMLA / NJFLA**
4570	3.17.25 – 4.10.25	**PP / FMLA**

22. **Resignation of Certified Staff Member(s):**
Approve the resignation of the following staff member(s):

Name	Location	Position	UPC	Effective Date
eLuca, K.	TR	Teacher (Preschool)	n/a	6.30.25

23. **Appointment of Support Staff for the 2024-2025 School Year:**
Approve the following Support Staff members for the 2024-2025 school year, pending receipt of the required documentation:

Name	Assignment	UPC	Loc	Step	Rate / Hour	Hours / Day	Days / Year	FTE
Iuliucci, Connie	Paraprofessional	20-40-EX / AXX	Atco	6	18.25	6	185	1

24. **Summer 2025 Student Screening:**
Approve the following certified staff members for new students:

Name	Rate	Account Number
Brown, Carla	Up to18 hrs. @ $55.00 = $990	11-000-218-104-01-02-000
Oleson, Elaine	Up to18 hrs. @ $55.00 = $990	11-000-218-104-01-02-000
Raso, Georgiann	Up to18 hrs. @ $55.00 = $990	11-000-218-104-01-02-000
Vento, Joelle	Up to18 hrs. @ $55.00 = $990	11-000-218-104-01-02-000

25. **Summer 2025 Attendance-Completion Coordinator:**
Approve Candice Michelini as the Summer Attendance-Completion Coordinator and the stipend amount of $3,500.00.

26. **District 2025-2026 Curriculum Revisions:**
Approve the following certified staff to write revisions for the curriculum content areas necessary to meet New Jersey Student Learning Standards for the 2025-2026 school year: (See Attachment B-26).

C. **BUSINESS**
Upon the recommendation of the Superintendent, a motion was made by Mr. Leach, seconded by Mr. Libak Fanz, and carried by a roll call vote to approve items 1 through 9 and addendum items 10 through 12.

1. **Board of Education Monthly Financial Certification:**

Pursuant to N.J.A.C. 6A:23A-16.10(c) 4, the Waterford Township Board of Education certifies that as of January 2025 and after review of the Secretary's Monthly Financial Report and upon consultation with the appropriate district officials, to the best of the Board's knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23A-16.10(a)1 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

2. **Financial Reports for the month January 2025 (as per attached):**
   a. Investment report.
   b. Report of the Board Secretary in accordance with 18A:17-36 and 17A:17-9
   c. Student Activity Fund General Ledger.
   d. Nutri-Serve Food Management/Waterford Township School District Financial Statement. N/A
   e. Transfers by transfer number

3. **Approval of Expenditures (as per attached):**
Approve the payment of bills and claims:

- Bills List #1- $1,870,170.69
- Bills List #2- $44,979.23
- Bills List #3- $42,886.07

4. **Grants:**

Grantor	School	Amount		Purpose	Attachment
WTHSA	WES	$75		Leadership Trip to Atco School	N/A
WTHSA	All	$1,230		Obstacle Course	N/A

5. **Tuition Contracts:**

SID #	School	From	To	Amount	Send/Receive	Attachment
N/A	Hammonton Middle School	7/1/25	6/30/26	$3,937,971	Send	N/A
N/A	Hammonton High School	7/1/25	6/30/26	$6,824,308	Send	N/A
N/A	Hammonton Special Education	7/2/25	6/30/26	$653,021	Send	N/A

6. **Out of District Professional Development for the 2024-2025 School Year:**

Name	Date Submitted	Date of Workshop	Location	Topic	Cost	Account #
Fox, D.	2/11/25	6/4/25 6/5/25 6/6/25	Atlantic City, NJ	NJASBO Annual Conference	$250	11-000-251-592-58-25-000
Biggs, M.	3/5/25	4/10/25	West Windsor, NJ	Preschool Inclusion Leadership Conference 2025	$45	20-218-200-580-58-02-060

7. **Facilities:**
   a. To amend the Long Range Facilities Plan. (See Attachment C-7).

8. **Transportation:**
   a. Approve the 2025-2026 school year transportation contract with the Camden County Educational Services Commission.

9. **Business-Related Policies:**
   a. **Approve the following policies for the first reading:**
      n/a
   b. **Approve the following policies for the second reading:**
      Policy #8500 – Food Services
   c. **Acknowledge receipt of the following regulations:**
      n/a

10. **Board Secretary's Certifications for the month of January 2025 (See Attachment C-1):**
In accordance with 18A:17-9 for the month of January 2025, the Cash Reconciliation Report and the Board Secretary's report are in agreement. In accordance with 18A:17-9 for the month of January 2025, the Board Secretary certifies that no line item has been over-expended in violation of N.J.A.C. 23A-16.10(c)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. The Board Secretary, in accordance with N.J.A.C. 6A:23A-16.10(c)2, certifies that the following changes in anticipated revenue amounts and revenue sources.

11. **Budget:**
   a. Resolution to tentatively approve the 2025-2026 school district budget for submission to the Executive County Superintendent of Schools. (See Attachment C-11-a).
   b. To approve the revised Statement of Priorities and New Jersey Student Learning Standards for the 2025/2026 budget. (See Attachment C-11-b).

12. **Contracts:**

Vendor	From	To	Amount	Attachment
Professional Healthcare Staffing	3/1/25	6/30/25	$29,120	N/A

D. BYLAWS–*Barbara Libak Fanz*

1. **Approve the following policy for the first reading :**
   n/a
2. **Approve the following policy for the second reading :**
   n/a
3. **Acknowledge receipt of the following regulations:**
   n/a

VIII. REPORTS

a. **Legislation-** Mr. Leach gave - no report.
b. **Camden County School Boards Association-** Mr. O'Donnell no report.
c. **New Jersey School Boards Association-** Mr. Hoover no report.
d. **Camden County Educational Services Commission-** Mr. De Vuyst gave an oral report
e. **Hammonton-**Roe Hunter gave an oral report
f. **Board President's Report-** Mr. DeNafo gave an oral report.

IX. BOARD OF EDUCATION BUSINESS

A. OLD BUSINESS
None

B. NEW BUSINESS
None

X. COMMENTS FROM MEMBERS OF THE PUBLIC ON GENERAL TOPICS

A. A motion was made by Ms. Hunter seconded by Mr. De Vuyst and carried by unanimous voice consent to open the meeting to the public.

Matthew Gandocki	-Discussed Personal Issue
Kyle Conrad	-Training & Resources
Nicole Conrad	-How teachers treat students -Suicides -Modify Policy 5350

B. A motion was made by Mr. Leach seconded by Mr. McClintock and carried by unanimous voice consent to close the meeting to the public.

XI. MEETING ADJOURNMENT at 8:09

A motion was made by Mr. Hoover seconded by Ms. Hunter and carried by unanimous voice consent to adjourn the meeting.

Respectfully Submitted,

Daniel J. Fox
Assistant Superintendent for Business/Board Secretary