



PUBLIC PERSONNEL COMMITTEE MEETING

September 19, 2025
Virtual Meeting - 8:30 a.m.

Committee Members: Chair: Justina Ryan
Pamela Cassidy, Linda Rad, David Rizza

Administration: Dr. Jonathan Hart, Superintendent
Jason Bohm, Business Administrator

Agenda

1. Staffing Updates

The committee reviewed current staffing updates:

- **All schools are fully staffed.**
- **Paraprofessionals:** While there were a few resignations prior to the start of the school year, the district successfully filled those positions. Currently, there is one open paraprofessional position, which we anticipate filling shortly.
- **Transportation:** The transportation department is fully staffed.
- **Maintenance:** We have one opening for a maintenance mechanic and have identified a candidate and hope to fill it shortly.
- **FMLA Coverage:** We are actively seeking two long-term substitute teachers to cover staff out on FMLA leave.

2. Teacher Shortage Challenges and Retention and Recruitment

The committee reviewed data related to teacher recruitment trends in New Jersey.

3. Climate/Retention Surveys and Interviews

We discussed administering a staff climate and retention survey, originally developed when the Recruitment and Retention Committee was first formed. Since it has been several years since the last survey, the committee is considering launching a new one this fall. Dr. Hart suggested separating the survey data by building to help identify any building-specific trends. Dr. Hart typically conducts exit interviews but has recently developed a "**stay interview**" to better understand the reasons why teachers choose to remain in our district.

4. East Amwell Shared Services Update

Mr. Bohm reported that the shared services arrangement with East Amwell is progressing well. East Amwell has demonstrated flexibility, and Dr. Hart noted that there have been no issues. Mr. Bohm has ensured all state deadlines, payroll, and financial responsibilities have been met for East Amwell.

East Amwell's Board of Education has approved a candidate to assume the shared services position. The individual is currently completing the necessary college credits and will need to obtain their license. The transition is expected to occur by July.

5. Personnel Matters

The committee discussed 2 personnel matters.

Agenda items: New hires, ratify custodian, other typical agenda items

Next meeting

We set our next meeting for November 5 at 8:30am