



LIVINGSTON BOARD OF EDUCATION WORKSHOP/VOTING MEETING AGENDA

November 4, 2025

Executive Session - Administration Building - 6:00 p.m.

Public Session - Administration Building - 7:00 p.m.

I. OPEN SESSION

A. Call to Order – Seth Cohen, President

B. Reading of Meeting Notice

Adequate notice of this meeting has been provided by amendment to notice approved at the Board's reorganization meeting on January 2, 2025 and posted at the Board of Education office and communicated to *The Star Ledger*, *West Essex Tribune*, *TAPinto Livingston* and the Livingston Township Clerk.

C. Executive Session

Whereas, the Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters; now, therefore be it

Resolved, that the Livingston Board of Education adjourns to closed session to discuss:

- legal and student matter and personnel

Action may be taken upon return to the public session. The full length of the meeting is anticipated to be approximately 60 minutes; and be it

Further Resolved, the minutes of this closed session be made public when the need for confidentiality no longer exists.

ROLL CALL VOTE

D. Pledge of Allegiance / Roll Call

E. Superintendent's Report

1. Board Budget Goals
2. NJSLA and DLM Scores
3. Superintendent Search

F. Board Reports

G. Student Representative's Report

H. Public Comment

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. To protect the privacy of all students and staff, concerns regarding individual students and staff members should generally be addressed by first meeting with the appropriate administrative staff.

In order to permit the fair and orderly expression of such comment, the Board shall provide a period for public comment at every meeting of the Board.

Public participation shall be permitted only as indicated in accordance with Board Bylaw No. 0167.

Public participation shall be extended to residents of this district, persons having a legitimate interest in the actions of this Board, persons representing groups in the community or school district, representatives of firms eligible to bid on materials or services solicited by the Board, and employees and pupils of this district, except when the issue addressed by the participant is subject to remediation by an alternate method provided for in policies or contracts of the Board.

Public participation is not an opportunity to engage in a dialogue with the Board and 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 appropriate;
2. A participant is limited to three (3) minutes' duration; elapsed time will be determined through the use of a timing device operated by the Board Secretary;
3. No participant may speak more than once and there shall be no yielding of time among speakers;
4. All statements shall be directed to the presiding officer; no participant may address or question Board members individually;
5. There shall be no cross dialogue between the participant and the Board and/or Administration;
6. Upon conclusion of a participant's remarks, the presiding officer will acknowledge the individual's remarks and may respond and/or direct a member of the Administration to respond to an inquiry following the participant's remarks or at the conclusion of the public participation session.

The presiding officer may:

- a. Interrupt, warn, or terminate a participant's statement when the statement is too lengthy, abusive, obscene, or irrelevant;
- b. Request any individual to leave the meeting when that person does not observe reasonable decorum;
- c. Request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting;
- d. Call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action; and
- e. Waive these rules when necessary for the protection of privacy or the efficient administration of the Board's business.

N.J.S.A. 2C:33-8

N.J.S.A. 10:4-12

II. RECOMMENDATIONS FOR APPROVAL

3. BUSINESS

The Superintendent recommends the following:

3.1 Cheerleading Program

Resolved, that the Livingston Board of Education approves the Livingston Recreation Department Jr. Lancer Cheerleading unit to cheer as part of the Recreation Department program at the Heritage Middle School Winter sports home events.

ROLL CALL VOTE

4. PERSONNEL

The Superintendent recommends the following:

4.1 Resignations & Retirements

Resolved, that the Livingston Board of Education accepts the resignations of:

Name	Position	Reason	Location	Last Day of Employment
<i>Eileen Saladino</i>	LDT-C	Resignation	MPMS	December 31, 2025
<i>Helana Mikhael</i>	Instructional Aide	Resignation	Harrison	November 14, 2025
<i>Lisa Haaker</i>	Job Coach	Resignation	LHS	November 28, 2025

**as amended from a previous agenda*

4.2 Leaves of Absences

Resolved, that the Livingston Board of Education approves the leaves of absences of:

Name	Location	Position	LOA w/pay and benefits	LOA w/o pay, but with benefits (if applicable)	Extended LOA w/o pay or benefits	Return Date
<i>Danielle Cohen*</i>	HMS	TOSD	1/2/2026-2/27/2026	3/2/2026-5/29/2026**	6/1/2026-6/30/2026	8/26/2026
<i>Laura Larrazabal*</i>	HMS	Teacher of Math	10/9/2025-11/21/2025	11/24/2025-2/20/2026**	NA	2/23/2026
<i>Alicia Ferrell*</i>	Collins/MPE	Teacher of Art	12/5/2025-1/30/2026	2/2/2026-2/20/2026 & 2/23/2026-5/25/2026**	5/26/2026-5/29/2026	6/1/2026

**as amended from a previous agenda*

***Designates time counted toward NJFLA/FMLA*

4.3 Appointments

Resolved, that the Livingston Board of Education approves the applications indicated below (*) for emergent hiring for the following appointments under the requirements of N.J.S.A. 18A:16-1 et. seq., N.J.S.A. 18A:39.17 et. seq.; N.J.S.A. 18A:6-4.13 et. seq. All appointments are contingent upon reference checks in accordance with P.L. 2018, c.5.

Name	Location	Title	Tenure Track/LOA or LT Replacement	Replacing	Guide	Step	Salary	Effective Date
<i>Sandra Lemos</i>	Transportation	35-Hr Bus Driver	NA	NA	BD-35	9	\$41,014 (prorated)	11/16/2025
<i>Aquilla Lassiter</i>	Transportation	35-Hr Bus Driver	NA	NA	BD-35	9	\$41,014 (prorated)	10/27/2025
<i>Lisney Saurith</i>	Transportation	35-Hr Bus Driver	NA	NA	BD-35	9	\$41,014 (prorated)	11/3/2025

**as amended from a previous agenda*

4.4 Substitutes

Resolved, that the Livingston Board of Education approves the appointment of the individuals listed below to serve as substitutes on an as-needed basis for the 2025-2026 school year:

Teachers

Andrew Miller

Samantha Perillo

Playground Aide

Amber van de Beek (\$18/hr)

Custodial

Rushell Paul (\$18.50/hr)

Security

Maria Suarez (\$25/hr)

Freddie Ruth Jr. (\$25/hr)

Resolved, the Livingston Board of Education approves the individuals listed on **Attachment A** as certified substitutes. These individuals are currently employed by the District. In the event these individuals are called upon to serve as a substitute, they will be compensated an additional \$50/day (\$10/period) for that assignment.

Resolved, that the Livingston Board of Education approve the appointment of the individual(s) listed below to serve as long-term substitutes as reflected below:

Name	Location	Title	Leave Replacement or Long Term Sub	Replacing	Salary	Effective Date
<i>Elizabeth Rutan</i>	MPMS	Instructional Aide	Long Term Sub	J. Rupert	\$283/day*	10/23/2025-12/17/2025
<i>Gregory Goldston</i>	LHS	Teacher of Theater Arts	Long Term Sub	S. Patteson	\$283/day	10/1/2025-12/12/2025

**to be paid the difference between her daily rate as an instructional aide and this rate*

4.5 Extra Period Assignments

Resolved, that the Livingston Board of Education approves the extra period assignments as listed on **Attachment B**.

4.6 Stipends

Resolved, that the Livingston Board of Education approves the individuals on **Attachment C** for athletic stipends at Livingston High School for the 2025-2026 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment D** for co-curricular stipends at Livingston High School for the 2025-2026 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment E** for athletic stipends at Heritage Middle School for the 2025-2026 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment F** for co-curricular stipends at Mt. Pleasant Middle School for the 2025-2026 school year in accordance with the contract between the LBOE and the LEA.

4.7 ESEA Grant

Resolved, the Livingston Board of Education approves the individuals listed on **Attachment G** to work at the ELL Family Nights on October 16, 2025, and Spring 2026 at the rate of \$54.23/hour, not to exceed 2 hours per person. These funds will be paid through the ESEA Title III Grant (Account number: 20-241-100-100-1033-12).

ROLL CALL VOTE

5. MISCELLANEOUS

The Superintendent recommends the following:

5.1 HIB Report

Resolved, that the Livingston Board of Education accepts the findings of HIB cases.

5.2 Bus Evacuation Drills

Resolved, that the Livingston Board of Education approves the attached bus evacuation drill report. All schools completed at least one bus evacuation drill by October 23, 2025.

ROLL CALL VOTE

I. Old Business

J. New Business

III. ADJOURNMENT

EXECUTIVE SESSION

Whereas, N.J.S.A. 10:4-1 et seq., also known as the "Sunshine Law," authorizes a public body to meet in executive or private session under certain limited circumstances, and

Whereas, said law requires the Board to adopt a resolution at a public hearing before it can meet in such an executive or private session, now, therefore, be it

Resolved, by the Livingston Board of Education that:

- (A) It does hereby determine that it is necessary to meet in executive session on November 4, 2025 to discuss the matters stipulated, in conformance with the subsections of said act which are indicated.
1. Matter rendered confidential by federal law, state statute or rule of court.
 2. Matter in which the release of information would impair a right to receive federal funds.
 3. Matter, the disclosure of which would constitute an unwarranted invasion of individual privacy unless the individual concerned shall request in writing that the same be disclosed publicly.
 4. Collective bargaining matters.
 5. Matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates, etc. where it would adversely affect the public interest if discussion were disclosed.
 6. Tactics and techniques utilized in protecting public property where disclosure could impair protection.
 7. Investigation of violations or possible violations of law.
 8. Pending or anticipated litigation or contract negotiation other than collective bargaining agreement.
 9. Personnel matters unless the individual employees or appointees affected requested that such matter be discussed at a public meeting.

10. Deliberations occurring after a public hearing that may result in the imposition of a specific civil penalty.
- (B) The matters discussed will be made public when confidentiality is no longer required and formal action pursuant to said discussion shall take place only at a meeting to which the public has been invited.
 - (C) No action will be taken.

Location	Last Name	First Name	Position	Amount
HIL	Leao	Michael	Playground Aide	\$18/class
HMS	Silverman	Samantha	Instructional Aide	

Name	Position	Location	# Classes	Effective Date
Jennfer Rupert*	Teacher of Music	MPM	0.08	9/1/2025 - 10/24/2025 & 12/18/2025 - 6/30/2026
Elizabeth Rutan	Teacher of Music	MPM	0.08	10/27/2025 - 12/17/2025
Lisa LeBlanc*	Teacher of Spanish	MPMS	0.2	9/30/2025 - 10/29/2025

**amended from previous agenda*

2025-26 LHS ATHLETIC STIPENDS		
Position	2025-2026 Amount	Recommended
Football Coach	VOLUNTEER	Aidan Healy (OD)
Girls Swimming - Head	\$9,897.00	Robert Gillo
Girls Swimming	VOLUNTEER	Reid Maglione

2025-26			
LIVINGSTON HIGH SCHOOL CO-CURRICULAR STIPENDS			
<u>Position</u>	<u># of Positions</u>	<u>2025-2026</u>	<u>Recommended</u>
Technical Director of Stage Crew		VOLUNTEER	Sean McDonald (OD)

**amended from previous agenda*

2025-26 HMS ATHLETIC STIPENDS			
Position	# of Positions	2025-2026	Recommended
Boys tennis- Head Coach	1	\$3,800	Therese Desamours
Girls basketball- Head Coach	1	\$3,800	Danielle Maxwell

**2025-26
MT. PLEASANT MIDDLE SCHOOL STIPENDS**

Position	# of positions	2025-2026	Recommended
Jazz Band	1	\$1,565.60 \$391.40	Jennfer Rupert* Elizabeth Rutan

ELL FAMILY NIGHT

10/16/2025

Michele Bellomo
Stephanie Brunn
Doreen Gugger
Kristina Dugan
Michelle Kang
Kristen Murray
Sarah O'Brien
Lucia Santarella
Smruti Shah