

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

I. MEETING CALLED TO ORDER 6:33 P.M.

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

A. ROLL CALL OF ATTENDANCE

Members Present: Benjamin De Vuyst (arrived 7:07), Matthew DeNafo, Daniel Hoover, Rosemarie Hunter, Barbara Libak Fanz, Thomas Leach, Ehren O'Donnell,

Members absent: Jason Galante, Michael McClintock

Others present: Dr. Michael A. Nolan, Superintendent, Christopher Eberly, Business Administrator, 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 Ms. Libak Fanz, seconded by Mr. Leach, 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. Hunter, seconded by Mr. O'Donnell, and carried by unanimous voice consent to approve the resolution authorizing closed session at 6:34 p.m.

D. MOTION TO APPROVE THE RETURN TO OPEN SESSION

A motion was made by, Mr. O'Donnell, seconded by Mr. Libak Fanz and carried by unanimous voice consent to return to open session at 7:06 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 – Mr. O'Donnell gave an oral report

B. PERSONNEL– No report

C. BUSINESS– Mr. Hoover gave an oral report

A verbal resolution was made by Mr. DeNafo, seconded by Mr. De Vuyst, and carried by unanimous voice consent of the board to oppose a Cannabis Growth Facility. The Solicitor will have a formal resolution to be memorialized on the December 17, 2025 board meeting.

III. PRESENTATIONS

A. Students of the 1st Marking Period- Dr. Michael Nolan

1. K- Selena Aponte- Ms. Handzus
2. 1- Brennan Sim- Ms. Sindoni
3. 2- Aubree Jones- Ms. McGovern/Ms. Wallen
4. 3- Charlee Sherwood- Ms. Stephan
5. 4- Connor Muckley- Ms. Agoston
6. 5- Breelyn Arnwine- Mr. Moore
7. 6- Emma DeVuyst- Mr. Vitarelli

WATERFORD TOWNSHIP BOARD OF EDUCATION
November 19, 2025

IV. COMMENTS FROM THE PUBLIC ON AGENDA ITEMS ONLY

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

None

B. A motion was made by Mr. O'Donnell, 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 Mr. De Vuyst, and carried by unanimous voice consent to approve the minutes for the following meeting as submitted by the Business Administrator/Board Secretary. (Ms. Libak Fanz abstained from items A & B)

A. Board Meeting October 15, 2025

B. Closed Session October 15, 2025

VI. SUPERINTENDENT'S REPORT

Upon the recommendations of the Superintendent, a motion was made by Ms. Hunter 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

2. Fire/Security Drill Log

School Name	Drill Date	Drill Time	Weather Conditions	Type of Drill	# of Students Involved	# of Staff Involved
WES	10/1/25	2:37 PM	72 degrees, sunny	Fire drill	431	64
WES	10/7/2025	8:30 AM	76 degrees, sunny	Bus Evacuation drill	425	5
WES	10/10/2025	2:35 PM	63 degrees, cloudy	Bomb Threat evacuation drill	414	73
Atco	10/10/2025	9:18 AM	51 degrees, mostly cloudy	Bus Evac	222	40
Atco	10/10/2025	11:10 AM	55 degree, mostly cloudy	Fire Drill	222	40
Atco	10/23/2025	1:30 PM	62 cloudy	Non Fire Evac	231	42
Atco	10/23/2025	1:35 AM	62 degrees, cloudy	Reverse Evac Drill	231	42
TR	10/15/2025	9:20 AM	61 degrees, partly sunny	Bus Evacuation drill	234	10
TR	10/15/2025	10:11 AM	61 degrees, partly sunny	Fire drill	234	55
TR	10/24/2025	10:35 AM	52 degrees, sunny	Non Fire Evac	235	58

A. Enrollment:

Grade	2024-2025 # of Students	2025-2026 # of Students
PK (3 yr. old)	80	66
PK (4 yr. old)	72	102
PK (5 yr. old)	1	2
Sub Total:	153	170
K	108	82
1 st	111	120
2 nd	110	119

WATERFORD TOWNSHIP BOARD OF EDUCATION
November 19, 2025

3 rd	97	114
4 th	108	102
5 th	117	112
6 th	115	125
Sub Total:	766	774
Total:	919	944

B. Suspension Report:

Suspension:	TR	Atco	WES
In School Suspension	0	0	2
Out of School Suspension	0	1	8.5

VIII. SUPERINTENDENT'S RECOMMENDATIONS
A. EDUCATION

Upon the recommendations of the Superintendent, a motion was made by Mr. Libak Fanz, seconded by Mr. De Vuyst, and carried by a roll call vote to approve the items 1 through 8.

1. Harassment, Intimidation and Bullying (HIB) Report:

Acknowledge receipt/affirm HIB Investigations. (See Attachment A-1).

2. Three-Year Preschool Program Plan and Annual Update-Camden County for the 2026-2027 School Year:

Approve the Three-Year Preschool Program Plan and Annual Update-Camden County for the 2026-2027 school year. (Available upon request).

3. College Clinical Practice I Placement for Spring, 2026 Semester:

Approve the following student placement:

Name	College	Location	Grade	Teacher	Dates	# of Hours
O'Donnell, Kylie	Rowan	District	PreK-3	McGowan	1/26/26-4/30/26	Wednesday & Friday
DiVentura, Bianca	Stockton	District	2	Schafer	1/26/25-5/8/26	100 hours

4. College Clinical Practice II Placement for Fall, 2026 Semester:

Approve the following student placement:

Name	College	Location	Grade	Teacher	Dates	# of Hours
O'Donnell, Kylie	Rowan	District	PreK-3	McGowan	9/1/26-12/17/26	5 days a week
DiVentura, Bianca	Stockton	District	2	Schafer	9/1/26-12/18/26	5 days a week

5. Nurse's Service Plan for the 2025-2026 School Year:

Approve the Nurse's Service Plan for the 2025-2026 school year. (See Attachment A-5).

6. Approve the following policy for the first reading:

n/a

7. Approve the following policy for the second reading:

n/a

8. Acknowledge receipt of the following regulations:

n/a

WATERFORD TOWNSHIP BOARD OF EDUCATION
November 19, 2025

B. PERSONNEL

Upon the recommendations of the Superintendent, a motion was made by Mr. De Vuyst, seconded by Mr. Leach, and carried by a roll call vote to approve items 1 through 12 and addendum items 13 to 15.

1. Leave-of-Absence Request / Acknowledge:

Acknowledge the request for a leave-of-absence for the following staff member:

Staff Member	Dates	Classification
4289	10.18.25 – 12.11.25	FMLA
4672	2.13.26 – 5.10.26	PTO / FMLA / NJFLA
4683	1.07.26 – 6.19.26	PTO

2. Leave-of-Absence Request / Approve-Decline:

Approve the request for a leave-of-absence for the following staff member:

Staff Member	Dates	Classification
5175	1.26.26 – 1.30.26	Unpaid
5249	3.19.26 – 3.20.26	Unpaid

3. Appointment of Support Staff for the 2025-2026 School Year:

Approve the following Support Staff member(s) for the 2025-2026 school year, pending receipt of the required documentation:

Name	Assignment	UPC	Loc	Rate / Hour	Hours / Day	Days / Year	FTE	From	To
Manna, Timothy	Bus Drive (part-time)	50-10-TR / BDD	District	\$32.00	5	180	.83	12.01.25	6.30.26

4. Appointment of Substitutes for the 2025-2026 School Year:

Approve the following Substitutes for the remainder of the 2025-2026 school year, pending receipt of the required documents:

Name	Substitute Position	Rate (Gr. 1-6)	Rate (Gr. PreK - K)
Ethengain, Terri	Teacher	134.06 / day	147.48 / day
	Paraprofessional	18.75 / hr	20.63 / hr
	Non-Instructional Aide (café)	17.66 / hr	19.42 / hr
Lampman, Danielle	Teacher	134.06 / day	147.48 / day
	Paraprofessional	18.75 / hr	20.63 / hr

5. Job Description – Part-Time Bus Driver:

Approve the updated/revised job description for the Part-Time Bus Driver position. (See Attachment B-5).

6. Create / Abolish 2025-2026 Support Staff Positions:

Approve the created Support Staff position for the 2025-2026 school year:

Position	Loc.	Create / Abolish	UPC	FTE	Account Number
Paraprofessional (PreK)	TR	Create	20-45-EX / BAI	1.0	11-000-217-106-00-00-060

7. Resignation of Certified Staff Member(s):

Approve the resignation of the following staff member(s):

Name	Location	Position	UPC	Effective Date
Weidmann, Candice	Atco	Teacher (TOSD)	30-40-S3 / ALO	1.02.25

WATERFORD TOWNSHIP BOARD OF EDUCATION
November 19, 2025

8. Resignation of Support Staff Member(s):

Approve the resignation of the following staff member(s):

Name	Location	Position	UPC	Effective Date
Atkins, Linda	Atco	Paraprofessional	20-40-EX / AXW	1.09.25
Renzulli, Lisa	Atco	Paraprofessional	20-40-EX / BBE	11.10.25

9. Appointment of Support Staff for the 2025-2026 School Year:

Approve the following Support Staff member(s) for the 2025-2026 school year, pending receipt of the required documentation:

Name	Assignment	UPC	Loc	Step	Rate / Hour	Hours / Day	Days / Year	FTE
Renzulli, Lisa	Paraprofessional	20-45-EX / BAI	TR	2	17.31	6	185	1.0

10. Approve the following policy for the first reading:

n/a

11. Approve the following policy for the second reading:

n/a

12. Acknowledge receipt of the following regulations:

n/a

13. Leave-of-Absence Request:

Approve / Decline the request for a leave-of-absence for the following staff members:

Staff Member	Dates	Classification	Approve/Decline
4607	1.05.26 - 6.30.26	Extend Unpaid LOA	Approve / Decline

14. Appointment of Support Staff for the 2025-2026 School Year:

Approve the following Support Staff member(s) for the 2025-2026 school year, pending receipt of the required documentation:

Name	Assignment	UPC	Loc	Step	Rate / Hour	Hours / Day	Days / Year	FTE
Purfield, Kelly	Paraprofessional	20-40-EX / BBE	Atco	1	\$18.88	4	185	.67

15. Extension of Long-Term Substitute Contract:

Approve the extension of the following long-term substitute contract:

Name	Assignment	From	To (current)	To (new)	Step	Salary	FTE
Hand, Allison	Long-Term Substitute	9.18.25	12.31.25	6.30.26	4 BA	\$61,625	1.0
Sorce, Alyssa	Long-Term Substitute	8.26.25	12.11.25	12.12.25	1 BA	\$61,025 (prorated)	1.0

C. BUSINESS

Upon the recommendation of the Superintendent, a motion was made by Mr. Leach, seconded by Mr. De Vuyst, and carried by a roll call vote to approve items 1 through 11 and addendum items 12 & 13.

1. Board Secretary's Certifications for the month of September 2025 (See Attachment C-1):

In accordance with 18A:17-9 for the month of September 2025, the Cash Reconciliation Report and the Board Secretary's report are in agreement. In accordance with 18A:17-9 for the month of September 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

WATERFORD TOWNSHIP BOARD OF EDUCATION**November 19, 2025**

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.

2. 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 September 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.

3. Financial Reports for the month September 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.
- e. Transfers by transfer number

4. Approval of Expenditures (as per attached):

Approve the payment of bills and claims:

- Bills List #1- \$ 3,135,441.90
- Bills List #2- \$ 43,382.21
- Bills List #3- \$ 25,225.48
- Nutri-Serve- \$ 43,812.64

5. Contracts:

- a. Approve W.J. Gross Inc. – CCESC # 66CCEPS Contract # FY 23-01 to install (2) new exterior doors at Thomas Richards for \$33,950. This included doors, glazing, hardware, installation, and removal of all debris.

6. Tuition Contracts:

SID #	School	From	To	Amount	Send/Receive	Attachment
5301637342	Y.A.L.E. School Inc.	8/26/25	6/30/26	\$72,457.20	Send	N/A
9814852611	Kingsway	11/11/25	6/30/26	\$23,760.00	Send	N/A

7. Grants:

Grantor	School	Amount	Staff Member	Purpose	Attachment
H&SA	WES	\$400	Borman	Purchase and replenish rewards	N/A
Reflex	WES	\$0	Poulton	40 subscriptions Reflex student progress	N/A

b. FY2026 ESEA-ESSA Consolidated Grant Application Amendment:

Approve an amendment to the FY2026 ESEA-ESSA Consolidated Grant Application to budget FY2025 carryover funds as follows:

- Title IA - \$11,303.00
- Title IIA - \$4,456.00

8. Transportation:

SID #	Vendor	School	From	To	Amount	Send/Receive	Attachment
8774655374	Hammonton	Hammonton	9/11/25	6/18/26	\$820.71	Send	N/A

WATERFORD TOWNSHIP BOARD OF EDUCATION
November 19, 2025

9. Out of District Professional Development:

Approve the following Out of District Professional Development for the 2025-2026 school year:

Name	Date Submitted	Date of Workshop	Location	Topic	Cost	Account #
Niedoba, D.	10/20/2025	11/18/2025	Mt. Laurel, NJ	NJASBO Workshop Payroll and the BA	\$145.00	11-000-251-592-58-25-000
Niedoba, D.	10/20/2025	01/20/2026	Mt. Laurel, NJ	NJASBO Pension Workshop	\$145.00	11-000-251-592-58-25-000
Weaver, J.	10/23/2025	11/14/2025	West Deptford, NJ	Mandatory Annual Integrated Pest Management Training	\$25.00	11-000-262-590-58-20-000
Weaver, J.	10/23/2025	11/21/2025	West Deptford, NJ	Mandatory Indoor Air Quality Training	\$25.00	11-000-262-590-58-20-000

10. Facilities:

a. Use of Facilities for the 2025-2025 School Year:

Approve the Use of Facilities for the 2025-2026 school year:

Organization	Facility	Date & Time	Event	Cost per hour
Atco Ghost Card Show	WATERFORD E.S. 001 - Cafetorium / 411 - Gymnasium / Parking Lot / Hallway between Gym and Cafeteria	Saturday 3/14/2026 8:00AM - 6:00PM	Hobby Card Show	\$75

11. Business-Related Policies:

a. Approve the following policies for the first reading:

n/a

b. Approve the following policies for the second reading:

n/a

c. Acknowledge receipt of the following regulations:

n/a

12. Contracts:

- a. To approve Camden Country Educational Services Commission in the amount of \$99,250.00 to process and pay all Aid in Lieu applications for the 2025-2026 school year.

13. Tuition Contracts:

SID #	School	From	To	Amount	Send/Receive	Attachment
9145157534	YALE School Inc.	9/1/25	6/30/26	\$54,900.00	Send	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

WATERFORD TOWNSHIP BOARD OF EDUCATION
November 19, 2025

VIII. REPORTS

- a. **Legislation-** -Mr. Leach gave an oral report.
- b. **Camden County School Boards Association-** Mr. O'Donnell- no report.
- c. **New Jersey School Boards Association-** Dan Hoover- no report.
- d. **Camden County Educational Services Commission-** – Mr. De Vuyst- no report.
- e. **Hammonton—**Ms. 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 Mr. De Vuyst, seconded by Ms. Libak Fanz and carried by unanimous voice consent to open the meeting to the public.

none

- B.** A motion was made by Mr. Leach, seconded by Mr. De Vuyst and carried by unanimous voice consent to close the meeting to the public.

XI. MEETING ADJOURNMENT at 7:43 p.m.

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

Respectfully Submitted,



Christopher Eberly
Assistant Superintendent for Business/Board Secretary